

AUTHENTIC INCLUSION: EMPOWERING EVERY VOICE, ENRICHING EVERY LIFE

2023-2024 Annual Report



 Brampton Caledon
COMMUNITY LIVING
INTÉGRATION
COMMUNAUTAIRE
Brampton Caledon



Message from the President & Executive Director

Welcome to Brampton Caledon Community Living's Annual Report for the year 2023-2024. It is with great pride and gratitude that we reflect on the past year and share our achievements, challenges, and ongoing commitment to our mission and vision.

Despite the persistent challenges we face, particularly the annual shortchanging of Peel Region by the provincial government in terms of community and social services funding compared to other large regions, our dedication to providing exceptional support and services remains unwavering. This funding disparity has had a significant impact on our ability to expand and enhance the services we offer. Nevertheless, we have continued to make remarkable strides, thanks to the resilience and dedication of our entire community.

This year, #5ToSurvive campaign has vividly illustrated how organizations like ours, whose mission is to support people in living inclusive lives, are being starved of the financial resources they need just to keep programs going, and to find qualified staff during a human resource crisis. In the face of rising inflation and skyrocketing costs, it is becoming increasingly difficult to maintain the high quality of supports and services we have been accustomed to delivering on a day-to-day basis.

Our focus this year has remained firmly on achieving the goals outlined in BCCL's strategic plan. We have worked diligently to empower individuals with intellectual disabilities, ensuring they lead meaningful, inclusive lives. From expanding our virtual programming to enhancing our social media presence and community engagement initiatives, every step we take is guided by our commitment to inclusion, respect, and empowerment.

We are pleased to report that we have closed the financial year ending 2023-2024 with a balanced budget. This achievement reflects our careful financial management and the support from our community, funders, and partners. It is a testament to our collective effort and the strong foundation upon which BCCL stands.

We extend our deepest gratitude to the families, individuals supported by BCCL, and our dedicated employees. Your trust, hard work, and passion make a difference every day. It is your commitment that fuels our progress and inspires us to strive for even greater heights.

We also want to express our heartfelt thanks to our funders, donors, members, volunteers, and community partners. Your generosity and support are the cornerstones of our success.

As we look ahead, we remain dedicated to our mission and excited about the future. With your continued support, we are confident that we will overcome challenges and achieve our vision for a more authentic inclusive and empowering community.

Thank you for being an integral part of Brampton Caledon Community Living. We look forward to another year of growth, collaboration, and shared success.

Sincerely,

Carmen Baker, President
and
Charles Rego, Executive Director

Message from the Treasurer

The Board is pleased to report that BCCL has once again achieved a balanced budget for the year ending March 31, 2024. This accomplishment reflects our commitment to prudent financial management and the strong support of our funding partners.

The Ministry of Children, Community, and Social Services (MCCSS) increased funding by 6%, driven by the addition of permanent wage enhancement funding for support workers, the expansion of community living supports through the Ministry's Multi-Year Supported Living Plan (MYSLP), and various one-time fiscal and grant funding opportunities.

Specifically, BCCL received \$35,547 in COVID Residential Relief Funding (CRRF) to help offset costs associated with suspected or confirmed positive COVID-19 cases. Additionally, \$366,000 in Partner Facility Renewal (PFR) funding was allocated towards health and safety projects across numerous properties. MCCSS also provided one-time funding of \$943,000 to support short-term financial pressures, which impacted service delivery to the individuals supported by BCCL. We are immensely grateful for the support and guidance received from MCCSS this past year, as well as for the significant investments made toward direct support worker wages, residential expansion, and health and safety projects.

However, despite these positive developments, the financial challenges we faced during the past fiscal year were significant, and the pressure remains ongoing. The most pressing of these challenges is the rising costs associated with inflation. Inflation has impacted on nearly every aspect of our operations, from the cost of goods and services to the wages needed to retain quality staff. These inflationary pressures have compounded our efforts to maintain a balanced budget while ensuring our programs continue to meet the needs of those we serve.

Staff turnover also remains a persistent challenge. While we have made strides in improving recruitment and retention efforts, the competitive job market has made it increasingly difficult to attract and retain skilled employees. This has placed additional strain on our resources, as the cost of hiring and training new staff members continues to rise.

In response to these challenges, we launched the 5ToSurvive campaign, aligned with Community Living Ontario. This campaign has been instrumental in raising awareness and much-needed funds to support our operations. The generosity of our donors has provided some relief, but the financial pressures we face are ongoing. We must continue to seek ways to stabilize our financial situation and ensure the sustainability of our programs. We will closely monitor our financial situation and make decisions that prioritize the well-being of those we serve.

Moreover, the core ODSP benefit rates have been increased by 6.5% starting in July 2023, based on the cost-of-living formula determined by the Ontario Government. This adjustment is guided by future annual ODSP increases based on inflation. This latest increase is in addition to the 5% increase applied in September 2022, bringing the total to nearly 12% over the last 12 months.

The Early Childhood department continues to expand in response to the continuous growth in Peel. This past year, the Region of Peel increased funding by 17%, enabling BCCL to hire more Resource Consultants to promote and facilitate the inclusion of children with special needs in community childcare centers throughout Brampton and Caledon. We extend our gratitude to the Region of Peel for this additional investment, which will ensure more children receive the support they need at an early age.

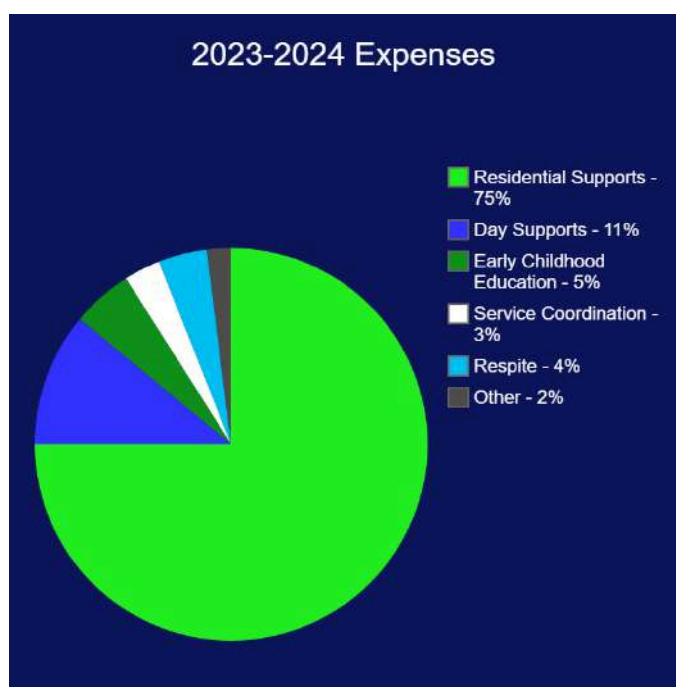
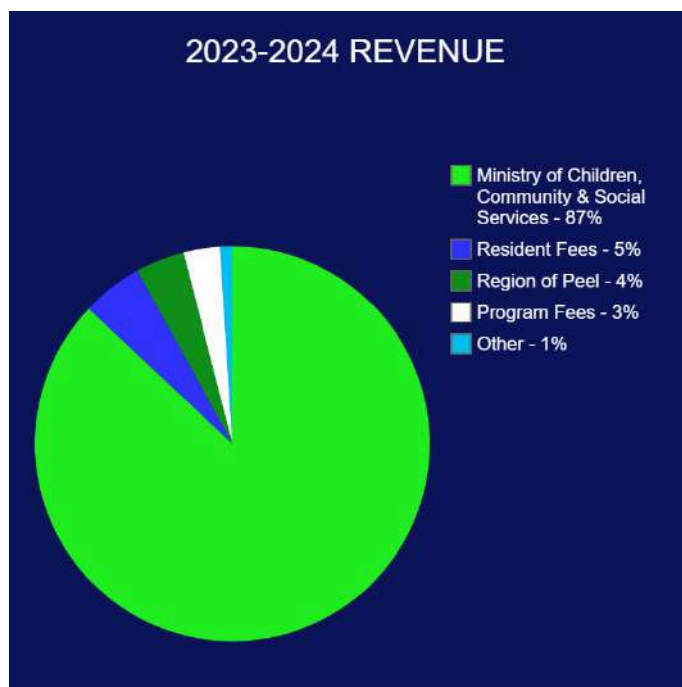
United Way of Greater Toronto's funding allows people supported and living in Caledon to realize their goals and connect with various community activities, with a focus on continuing those activities independently. We are grateful to United Way of Greater Toronto for their ongoing support and investment in the Connections program.

Finally, I would like to extend my sincere thanks to all our funders and donors for their generous contributions and ongoing support. Your commitment has been vital in helping us navigate this challenging year and ensuring that we continue to provide essential services to our community.

Cameron Craig, Treasurer



Financial Overview 2023-2024



Mission, Vision & Values

OUR VISION

A world that respects and embraces the dignity, inherent value and rights of all people.

OUR MISSION

To empower people who have in intellectual disability to lead enriched and meaningful lives.

OUR VALUES

SOCIAL RESPONSIBILITY

We have an obligation to advance issues impacting the lives of those living with an intellectual disability.

INCLUSION

We believe that inclusion is imperative for people to achieve their goals.

RESPECT AND DIGNITY

We treat every person with respect and dignity.

ORGANIZATIONAL EXCELLENCE

Excellence, demonstrated through leadership, accountability, education, partnership building and innovation.



Strategic Goals

ENHANCE SUPPORTS AND SERVICES

Promote advocacy and inclusive practices that foster choice, dignity, and respect of people to lead enriched and meaningful lives.

Enhance value-based supports and services that strive for the highest level of excellence.

Focus on innovative ways to use technology to expand opportunities for people.

BUILD AND STRENGTHEN PARTNERSHIPS AND RELATIONSHIPS

Build on existing community partnerships and create new partnerships with a view to continuously enhance supports and services.

Develop strategies with families, partners and stakeholders that support innovative person directed planning and programming.

Expand the organization's profile in the community.

ORGANIZATIONAL DEVELOPMENT AND ENRICHMENT

Strive to be an employer of choice.

Expand opportunities for learning and professional development.

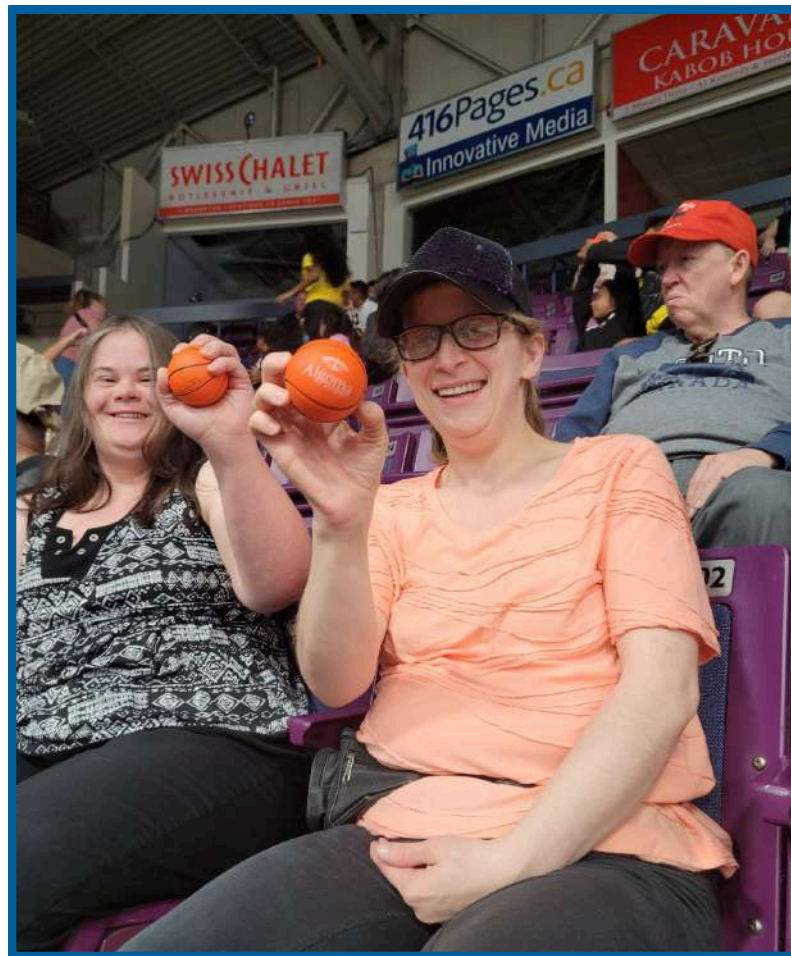
Use technology to streamline processes and create efficiencies.



Community Living Supports

Brampton Caledon Community Living supports one hundred and fifty-three people in a variety of residential settings, located throughout the “Flower City” of Brampton and scenic beauty of Caledon. The cornerstone of support remains Choice and Inclusion, ensuring all people are supported to live life to the fullest and maximize their potential.

Community Living Support (CLS) teams assist people independently to maneuver through their individual life adventures. Person-centered planning remains an essential part of the journey and is ongoing to guide in the development of each person’s particular goals and desires. Fostering social roles with family, friends and within the persons support network in conjunction with CLS support teams assists each person to lead an enriched and meaningful life.



There continues to be a rise in support needs due to individuals who are aging and/or living with complex health needs. Sixty-two percent of residents are now 50 years of age and older. BCCL continues to focus on home improvements that make all homes more accessible as well as inviting. In collaboration with families, doctors, gerontologists and BCCL’s support teams, a tailored and creative approach is taken, ensuring that everyone’s support and medical needs are met at all stages of life. BCCL along with support networks are navigating the changes in the community and services available for those who are aging while maintaining the quality of life in their home.



Community Participation Supports

This year, Connections has continued to see growth following the pandemic. Currently, Brampton Connections has 36 registered participants, while Caledon Connections has 28. This initiative is registration-based, offering a selection of new activities every three months. Both locations continue to provide a variety of opportunities within their local communities, including recreational, social, and educational activities.

Some of the notable programs offered this year include Money Management, Aquafit, Drum Fitness, Dance, Cooking, Nordic Pole Walking, Photography, Self-Defense, and lessons at Tisho's Music. These programs are in high demand, and we are continually seeking new and innovative opportunities to offer to our community.

Brampton Connections continues its volunteer work at the Brampton Animal Shelter and is actively seeking additional volunteer opportunities. Caledon Connections was pleased to have partnerships with Toronto Region Conservation Authority (TRCA), The Exchange, Town of Caledon and Albion Hills Community Farm for volunteer opportunities over the past year and is committed to finding more of these valued social roles for participants.



19 Rutherford Rd & 13 Fisherman Dr Community Participation Support locations operate from Monday to Friday from 8am - 4:30pm.

Both locations offer a wide range of activities at the location and within the community. Some of the on-site activities include Journaling, Tapestry, Arts and Crafts, Kitchen Safety Skills, World Travel, Book Club and more. Participants enjoy community activities like art lessons at Visual Arts Studio, YMCA, accessing the library, and taking advantage of our local community centers. Volunteer opportunities with Meals on Wheels, the SPCA and Gore Meadows library allow for people to give back to their communities.

People are no longer required to cohort and are now able to participate inclusively without restrictions. People enjoy the camaraderie they experience with their friends at the location.

One of the highlights of the year is the Annual Holiday Bazaar where people get the chance to create one of a kind works of art and seasonal crafts to be displayed and sold at the event.

Virtual Programs

BCCL's Virtual Programs had another successful year with continued growth in attendance from community families. BCCL's Virtual programs strive to foster engagement by valuing participant input about topics they would like to explore. Virtual Programs offer twenty classes per week of various recreational, educational and social opportunities. BCCL currently utilizes five external instructors for fitness and music opportunities alongside our two BCCL CPS facilitators and four York University teacher candidates. Virtual Programs celebrated and honoured Black History Month, National Indigenous History Month, PRIDE and Community Living Month. BCCL's Virtual Programs collaborate with community partners such as the City of Brampton Fire Prevention, Peel Regional Police, and Peel Behavioural Services to provide educational, interactive and safety workshops this year. This year was a successful year for Dale Auestad who not only achieved his personal goal of facilitating a virtual opportunity but did so well that it became a regular scheduled program called 'ASL with Dale' every Friday.

The online programming that BCCL is providing has given Hailey daily access to her greater community. She wakes looking forward to her day with purpose and enjoys the responsibility of showing up to participate. She takes pride in knowing that Julie and Lynda can count on her to show up everyday. This online community has given Hailey value and worthiness while educating and having fun.

Due to Hailey's health circumstances, she is unable to attend programs in person. I can't imagine how lonely and challenging Hailey's life would be without the tremendous variety and supportive leadership from BCCL's online programs.

It is incredibly important to continually connect to those dependent on technology; to be included in every way possible and enable a richer life to all those who depend on this type of inclusion.

As a family we are very grateful to BCCL for continuing this essential online programming and to Julie and Lynda for being exceptional women and leaders.

Cheryl, Hailey & family

CPS Explore



CPS Explore currently provides support to BCCL's CLS with a team of four CPS workers. Explore had another successful year of person centered supports in people's communities. Explore strives to provide opportunities where people are able to fully participate by choice in their communities following the Journey To Belonging vision. Popular choices by people include local recreational center programs provided to all residents of Brampton such as fitness classes, social opportunities, recreational opportunities and seniors groups. Over the course of the year CPS Explore has witnessed natural relationships develop and authentic inclusion in action.



Service Coordination

Service Coordinators assist children and adults with a developmental disability and/or autism and their families to access various programs and services in their community. Families receiving service coordination are provided with resources and information on matters such as wills and estate planning, education and school issues, and government programs. In 2023/24, service coordinators provided supports and services to over 1100 families.

This past fiscal year, the service coordination team participated in various school information fairs and attended school to community transition meetings. As well, service coordinators continue to stress the importance of future planning and provide needed resources to support families to plan.

Service coordinators continue to work collaboratively with community partners such as Peel Crisis Capacity Network, Community Network of Specialized Care, Brampton Parks and Recreation, Town of Caledon, and Peel Behavioural Services.

Many families have expressed their gratitude for the services and supports they received from the service coordinators.

I would like to extend my gratitude and appreciation for the support received from Kayla Moniz. She has been an outstanding supportive person. Kayla has been most helpful, thoughtful, courteous, going the extra mile to help Greg and myself. She continually kept up with checking in on how things were going and how she could support us.

Thank you for all the help we received. Sonya Mattison

Respite

In 2023-2024, BCCL provided various respite programs to over 600 children and adults with a developmental disability and/or autism. This includes direct funding allocation to families to assist with purchasing support and services; The Zone and Fostering Independent Teens (F.I.T.), evening program for children and teens with autism, and the Medically Fragile and/or Technologically Dependent (MFTD) initiative. All programs are offered in-person but there are also options for virtual sessions.

Furthermore, BCCL, in partnership with the Town of Caledon and the City of Brampton, Recreation Department, provided funding to support approximately 134 children, youth and adults during summer and winter camp 2023 and March break 2024.

*"I feel it's a great opportunity for kids with special abilities. This program provides them a chance of internal growth, sense of independence and developing social skills. This program has made a great change in our life in terms of emotional and physical support. I always look forward to Alma to come and mamma take a break or finish some chores and feeling safe that Ekam is in good hands. Ekam is greatly helped by this program, he gained confidence by going out without mom." N. Johal
(7 years in the program)*



Early Childhood Education Services

Miles' Journey

Miles, a bright and energetic 4-year-old with cerebral palsy, began his adventure at the childcare centre when he was only 2 years old. His parents were filled with excitement, concern and trepidation as Miles started his first day of childcare. Due to Miles' disability, he required a special chair, wasn't yet walking, and had weak lower vision. They wanted to ensure Miles would be in a place where his unique needs were understood and met and where Miles would feel loved and accepted. They reached out to Melissa (BCCL Resource Consultant), who provides support to children with exceptional needs in childcare environments.

Melissa immediately set to work, collaborating closely with Miles' parents, educators and his multidisciplinary team. Melissa also worked closely alongside an Early Childhood Vision Consultant. The Early Childhood Vision Consultant collaborated with Melissa and educators to provide visual recommendations to ensure the classroom environment was inclusive for Miles' needs. Melissa visited with Miles each week and began to create a bond with him. She provided specialized training on how to support Miles' development effectively, including strategies for communication, social interaction, and sensory integration. Melissa also introduced the use of visual schedules and social stories to help Miles understand the daily routine and feel more comfortable. With everyone working together to support Miles, he participated eagerly in group activities. He began cruising furniture, then walking and his confidence grew with each passing day.

Educators and parents were overjoyed to see Miles so happy and thriving in the childcare environment. Miles' journey was a testament to the power of teamwork, specialized support, and the unwavering belief that every child deserves to feel included and cherished.

Now, as Miles prepares to start school, he is filled with excitement for his next big adventure. His time at the childcare centre filled with support, and friendship, has prepared him well for this exciting transition. His parents and everyone who has been part of his journey are filled with pride and excitement for all the wonderful adventures that lie ahead.



Thanks to Miles, his family & Resource Consultant, Melissa Cabral for sharing their story



Staff Service Award Recipients

5 Year Award Recipients

Camille Mick-Weir
Esther Kamwanga
Felicia McFarquhar

Gurpreet Gill
Madiha Jamil

Nasbulain Khoso
Nuray Ozlen

10 Year Award Recipients

Amanda Dryden
Anne Rayappu
Anthonia Okoh
Chizomam Ezuma
Jane Aure

Joan Creed
Julius Awoyomi
Kim Cunningham
Lawal Adams

Marzena Morga
Phil Marino
Shannon Devine
Sushila Bisal

15 Year Award Recipients

Akinola Muritala
Angela Atyeo
Charity Odia
Faith Palma

Favour Osamudiname
Joan Blake
Julie Schick
Kenna Coleman

Lami Imarhiagbe
Mojeed Toki
Perminder Kaur

20 Year Award Recipients

Eduarda Sousa-Dykens
Kim Ferguson

Lea Sandoval
Lynda O'Donnell

Salma Hossain

25 Year Award Recipients

Geeta Patel

Kelly Jo Campbell

Myrna DeVera

35 Year Award Recipient

Howie O'Neill

Thank You to Our Members

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Susan Burrows
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Carson Coughlin
Cameron Craig
Cathy Craig
Rick Dorian
Sebastien Dorian
Lise Dorian
Karen Down

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Kevin Graff
Marilyn Graham
Susan Greenwood
Helen Kenny
Arden Kenny
Matthew Logan
Judy Lowe
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Momin Malik
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34 Church St. W. , Brampton L6X 1H3