Annual Report • 2017



Kerry's Place
Autism Services
Services en autisme

VISION, MISSION AND VALUES

Our Vision

Persons with Autism Spectrum Disorder are full and equal members of their communities.

Our Mission

To enhance the quality of life for persons with Autism Spectrum Disorder by being leaders in:

- developing and providing evidence-based support; and
- building capacity by sharing our knowledge and expertise.

Our Values

We hold these values in working with the persons we support, their families, staff, funders, community partners, and other stakeholders:

Respect: We value the dignity and uniqueness of all persons
Choice: We value the right of persons to make informed choices
Integrity: We value truthful, accountable and ethical interactions
Teamwork: We value the synergy that comes from working together

Continuous Learning: We value learning, sharing knowledge and personal growth

STRATEGIC PRIORITIES & DIRECTIONS, 2014-2017

- Strategic Priority 1 Deliver quality outcomes so the persons we support and their families experience their best possible quality of life.
- Strategic Priority 2 Anticipate and respond to changing needs of the persons we currently support and the broader ASD population so we contribute to the ongoing development of a relevant and comprehensive continuum of supports.
- Strategic Priority 3 Expand service breadth and coverage so we can continue to support changing needs of persons with ASD.
- Strategic Priority 4 Be a recognized and respected leader and partner so we are an agency of choice and have influence within the sector.
- Strategic Priority 5 Be an employer of choice with employees that are engaged and committed to our vision, mission and values.











Message from the Board Chair and CEO of Kerry's Place



Kerry's Place supports individuals with Autism Spectrum Disorder (ASD) from child to adulthood, the only Canadian organization to do so. The past year has been a year of successes and changes to our organization.

The children and youth we support in our Intensive Behavioural Intervention (IBI) and Applied Behavioural Analysis (ABA) programs have grown by 866 this past year! Kerry's Place now supports well over 4000 children and youth throughout Ontario.

In our adult residential program of 90 residences and apartments throughout the province, we welcomed 5 new individuals to our family of 235. Improvements in our clinical supports included the establishment of a new counseling clinic for our individuals, a new clinical staff training program for persons exhibiting high risk behaviors, and an abuse awareness education program for individuals we support. In addition, we are focusing on medication policies and procedures, and ensuring regular reviews are occurring for our medication protocols.

In December, 2016 Kerry's Place achieved a 95% compliance rating from the Ministry of Community and Support Services for our adult services. The compliance process is quite rigourous involving 351 indicators focused on the governance, policies and procedures of the organization, the clinical support, health and safety, security measures provided to the individuals we support, and the human resources policies and procedures in place for our employees.

In the year to follow, Kerry's Place will establish a new Strategic Plan for 2017-2020. The focus of the plan will include a new ABA program, consistent with the new 2017 MCYS guidelines, continued growth in the programs and services to support young adults, as well as seeking permanent funding sources, and finally, to concentrate on the needs of our aging adults with ASD. Research on the needs of the aging population of individuals with ASD is sparse. Kerry's Place has a unique opportunity to assist in providing knowledge in this area on a national basis.

We look forward to the exciting opportunities that Kerry's Place can fulfill and contribute to improving the lives of the children and adults with ASD and their families in the years ahead.

Nancy Lala Chair of the Board of Directors Sue VanDeVelde-Coke President & CEO

Sulla Di Vilde - Cole

Kerry's Place
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Respite Program: Kerry's Place came through for us!

This past year was a particularly difficult year for our family.

Oliver's youngest brother was diagnosed with cancer. I found myself needing to stay in the hospital, with Oliver's three year old brother, most days and nights, for the many months of treatment. I was so worried about what would happen to Oliver while I was away so often.

Kerry's Place really came through for us!

They provided Ollie a fun, homey place to stay, and a set of familiar, friendly faces to take care of him, when I could not.

Kerry's Place even took him to school so he wouldn't miss class. This helped Oliver maintain a sense of normal life. He and I both loved the houses and comfy bedrooms,

the spectacular yard and the play equipment, the fun activities, and mostly the caring staff. It was the staff who always made Ollie feel special and welcome. It was the staff that always kept me informed about how he was doing while I couldn't be with him. I missed him – but I didn't have to worry about him – when he was at Kerry's Place.

I really can't thank you enough!

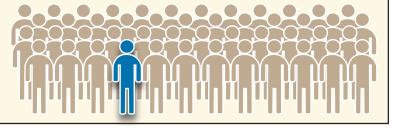
Janine

My son, Oliver, has had such a positive experience with Kerry's Place!

The prevalence rate is on the rise.

Learn more... kerrysplace.org

1 in 68 has ASD.



Opportunity from Disaster....

In late 2016, in two separate incidents, both of our Embleton Road Respite Homes, in Peel Region, sustained significant flood damage.

At the same time, we received funding approval from the Ministry of Children & Youth Services (MCYS) to install a new retaining wall. We took advantage of the timing and proceeded with a significant "repair and refresh" project on both the south and north homes.

We listened to feedback from families, children and

staff. Our goal is to create welcoming, fresh, safe and fun spaces. We want to ensure they feel like home as soon as one walks through the door.

The work will take six months to complete, and tremendous thanks to our families and their children, our community partners, and our Kerry's Place respite team for their patience and support. We look forward to the completion construction, and the joy and comfort we can offer in both our refreshed respite homes!

- new flooring throughout
- 🌞 a full paint job
- * new sturdy furniture
- * partial foundation waterproofing
- * replaced retaining wall
- * a new fence
- * a repaved driveway
- * two bedrooms relocated to the main floor
- dedicated eating area
- * sensory room and sensory equipment
- 🧚 new beanbags, floor and wall padding

In 2016-2017 the respite program supported 110 children and provided 1716 days of respite care!

Forty adolescents participated in summer, winter and March Break Camps!

Fifty adults benefited from our respite care programs!

The confirmation of two new vans has topped off our year!







I'm proud that I joined Kerry's Place Autism Services...

Jason Warga

Director, Services and Supports

I have had the pleasure of being connected with Kerry's Place since April, 2011.

At that time, I was recruited to join the team of trainers delivering the Kerry's Place ASD Certificate Course to staff members, and continued teaching the course through 2015. In those 4+ years I had the opportunity to meet numerous Autism Associates, Assistants, Consultants, and Leaders within the organization, learning about the values Kerry's Place embodies, the way in which staff members feel connected to the organization and the persons they support, and how they collaborate as a team.

As my exposure to Kerry's Place broadened, so did my interest in joining the organization in a more permanent role.

I've always felt strongly that those who support families must truly hold a passion for the work they do, and feel aligned with the organization that employs them.

I've been privileged to have been connected to exceptional organizations in my 20 years delivering ASD-related services, and I'm proud that I joined Kerry's Place, Toronto Region in January, 2017 in the role of Director, Services and Supports.

As my exposure to Kerry's Place broadened, so did my interest in joining the organization

I've found an organization whose values mirror my own, and whose culture ignited my interest to join the organization.





Employees Years of Service

We are grateful for the people who make us smile, for the people who make work fun. It is your energy, talent and tremendous efforts that have made the accomplishments celebrated in this report achievable for Kerry's Place. We recognize and appreciate your excellent performance and thank you for your years of service.

Hema Tuitt - Chief Human Resources Officer

30 YEARS

Christine Bosley 30 Carol Conboy-Pleizier 30

25 YEARS

Laurie Atkin25John Parn25Jennifer Robertson25Aneesa Sayeed25

20 YEARS

Candice Grant 20 Tamara Saldanha 20

15 YEARS

Julie Adetayo 15 Mychelle Ahearn-Hanes 15 Sumatee Anirudh 15 Myah Boodoosingh 15 **Catherine Hector** 15 **Una Johnson** 15 Melinda Kelleher 15 Cherry Munoz 15 Alison Passmore 15 **Shelley Schwass** 15 15 Lisa Steinman Yakub Sulyman 15 Colleen Taylor 15 15 Jodi Williams

10 YEARS

Debbie Adjetey-Chanase 10 Babatunde Ajayi 10 10 Kunle Animashaun Kelecia Ansine 10 Oludare Emmanuel Awosunrun 10 Giselle Ayabaca 10 Okey Azikiwe 10 Deborah Bader 10 Paulette Barnett 10 Joshua Briand 10 Rebecca Camastro 10 Sean Cepeda 10 Joseph Ciancio 10 Susan Craine 10 Cindy Desaulnier 10 Oluwatovin Dipo 10 Brian Dixon 10 Glyris Edwards 10 10 Roseline Ebueku Alison Fox 10 Justis Francis 10 Andrea Gordon 10 Jason Graves 10 **Lorraine Griffiths** 10 Alan Griggs 10 **Becky Hart** 10 **Heather Hughes** 10 Maria Iliadis 10 Shivon Khasow 10 Letitia Lee 10 Angela Lyons 10 Leslie Nembhard 10 Tanya O'Brien 10 Sally Oliver-Pitts 10

Ruth Oloye 10 **Kelly Ormston** 10 Natashia Palacio 10 Katrina Pattison 10 Yvonne Pearce 10 Tara Powers 10 Mava Priddle-Guinther 10 **David Rogers** 10 Nicolle Rusnak 10 Dawn Scott-Geen 10 **Deborah Shute** 10 Natasha Spicer 10 Kathy Stamogiannos 10 Nicole Steele 10 Maria Victoria Talag 10 Elizabeth Tinuoye 10 Melanie Tooze 10 Joanne Verzyl 10 Lisa Vibert 10 Jeffrey Warren 10 10 Connie Watt Nicky Watt 10 Kelly Williams 10

Over the past year Kerry's Place supported

 $160^{\frac{\text{children}}{\text{\& adults}}}_{\text{provided}}$

1716 days of Respite Care

Learn more... kerrysplace.org

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Children's Services

In 2016 the Government announced a plan to help support families transitioning to the new Ontario Autism Program. The new plan would shorten the time to implement the Ontario Autism Program. Other supports include increasing the number of spaces available in the current ABA program this year and doubling the maximum intensity available to increase the amount of service available for each child.

Partnerships

The Developmental Services (DS) Sector: Leaders for Success Training Program, in collaboration with Aptus, Corbrook, George Brown College, Geneva Centre for Autism, and Meta Centre, provides a clear path and solid foundation for emerging leaders. As lead of this initiative, Regional Executive Director (Toronto) Kelly West presented the program at the Ontario Agencies Supporting Individuals with Special Needs (OASIS) Conference.

Community Participations

Kerry's Place participated in **PRIDE** and marched in the parade in the summer of 2016. Diversity is not only celebrated at Kerry's Place, but supported!

On March 19th the **Annual Eleanor Ritchie Bowl-a-thon** was held in honor of Mrs. Eleanor Ritchie, a passionate advocate for her son and a fondly remembered supporter of Kerry's Place. Thanks to all who participated we *raised over \$5,000* for the residents fund. On the anniversary of Eleanor's passing, the Chalet team honoured her memory by dedicating an engraved bench. This sentiment was truly appreciated by the family and friends.

The Kerry's Place Water Warriors competed in the annual **Dragon Boat Spirit Challenge**. The team is made up of persons supported and employees of Kerry's Place. We look forward to contending again next summer!





Lead a Class. Host a Painting Night. Showcase Talents!

In a spring ABA social group, Autism Consultants Jessica and Rebecca sought to create natural opportunities for individuals to showcase their skills and talents. Jessica and Rebecca lead lessons and activities about conversations and other social skills. This was then followed by the opportunity for a group participant to teach the class about their own personal interest.

One particular individual in the group was a talented artist who had a difficult time initiating conversations. When it was her turn to teach the group, Jessica asked if she wanted to host a paint night - she could teach her peers how to paint a picture of her choice.

Over the course of 3 weeks, she was encouraged to teach her peers the different techniques she used to create her painting and work on her conversational skills simultaneously.

The individual was very proud of her painting, and the works of her peers. She took a picture of all the paintings together to add to her portfolio. She finished the group having exceeded her expected outcomes!



Partnerships

The Developmental Disabilities Counsellor

Program (DDC) is a joint Reena and George Brown College Certificate Program, in partnership with Kerry's Place and Montage Support Services. This training program is an extraordinary opportunity for people wishing to pursue a career supporting people with developmental disabilities. It is a four-month intensive program that offers students a full academic portfolio, *over 30 courses, and 269 hours* of hands-on experience that is closely evaluated to ensure each student's success!

Partnerships

Through the Supporting & Improving Passport Recipient Supports in Ontario Grant, Kerry's Place has been the lead on the **ASD ConnectABILITY** project. The purpose of the three year project was to enhance access to information and to ease the ability for Ontario families to connect with each other with respects to Passport funding for families/persons with ASD. Kerry's Place partnered with Community Living Toronto (CLT) to build on their ConnectABILITY.ca website by adding a section related to Autism. This section serves the dual function of providing:

1. Province wide access to Passport opportunities, tools, available passport services, positive practices and updated information.

2. A forum for families to connect with one another to facilitate group collaboration responses to needs.

Partnerships

Our affiliation with **Community Living Toronto** and the **MyCommunityHub** project has been extended to the East and Central regions of Kerry's Place, allowing us to enhance our IT infrastructure and connect to the community.

Partnerships

Ready, Willing and Able is a national partnership of the Canadian Association for Community Living (CACL), the Canadian Autism Spectrum Disorders Alliance (CASDA) and their member organizations. Funded by the Government of Canada and active in **20** communities across the country, RWA is designed to increase the labour force participation of people with an intellectual disability or Autism Spectrum Disorder.

RWA partners with employees across the country including, Costco Wholesale, Home Depot, and Holloway Lodging. Within Ontario, approximately 91 people were hired through this initiative and 297 employers were engaged by the program.



Community Safety and TTC Planning in ABA Services

Kerry's Place is proud to partner with several service providers and the Toronto Transit Commission (TTC), to receive a grant from the Ministry of Community and Social Services' Employment and Modernization Fund to fund a comprehensive, city-wide **Travel Training Program** for people with an Intellectual Disability in Toronto. The government's investment over a two year period will allow the organizations to work together to coordinate a **22** *month pilot project that will initially train 150 participants* how to safely and independently use public transit in Toronto.

"The TTC is excited to be part of this initiative that will ensure that customers with intellectual disabilities can access the necessary support to use all TTC services – buses, streetcars and subways. Travel training will complement TTC's investment and objective to make its services fully accessible by 2025." Eve Wiggins, Head of TTC Wheel-Trans

Not only does the group learn about riding the TTC and practicing this in the community, they also enjoy games and activities while making new friends. The main theme out of all the feedback we received this year was that our learners enjoyed going on trips to places

like the Eaton's Center (EB games is always a preferred destination) and the beach.

"I liked this group because we talked about many things and had fun adventures exploring around the TTC and we stay together and play sports and travel all around with TTC."



Services and Supports

New Regional Office -

we are excited to be settled into the new administrative space at 222 Lesmill Road, Toronto, and look forward to seeing you there in the near future! With a new space come very blank walls so we have invited local artists with ASD to showcase their work to promote their creativity.



ASD Certificate Training - Toronto secured funding from MCSS to offer a customized version (including emphasis on dual diagnosis) of the ASD Certificate training to the Toronto service provider community at large. Two offerings were provided for *a total of 40 service providers for the year*.

Research Presentation - The ABA team was selected to present their research on the set-up, content and functionality of the ConnectABILITY.ca Autism Section at the annual Ontario Association for Behavioural Analysis (ONTABA) Conference Poster Session.



"The program helped me get a job..."

Autism Spectrum Disorder Job-Readiness Program

We are excited that service was funded again by the Opportunities Fund for Persons with Disabilities in partnership with JVS Toronto. Services include an eight week workshop series to develop job readiness skills, weekly one-on-one sessions, a work experience placement for up to 14 weeks, on-site job coaching and job retention workshops. The program is highly structured, and provides participants with eight weeks of employment workshops three times a week that focus on topics like workplace communication, employer interactions, workplace behaviour, and self-advocacy.

The graduation ceremony for 2016 cohort was held in March. Congratulations to the seven graduates with six people securing employment at the end of the program. Noted employers include Mosaic Sales Solutions, PetSmart, Cronos Consulting Group, and Specialisterne.

"This program has been an engaging and rewarding experience. It has not only helped me to secure a job, it has also helped me shake off the negative/anxiety producing associations I had with the job search process. The professional experience I have gained has made me less nervous about approaching new and unfamiliar things in the future!"





Giving the gift that gives back!

Why Isabelle Gives

When the program was first launched a few years ago, I embraced the Kerry's Place campaign with enthusiasm and decided to give my support in celebration of my niece's first Christmas. Since then, I have sent Kerry Bears to loved ones to celebrate religious sacraments, pregnancy announcements and to offer comfort and support to friends grieving the passing of loved ones and very recently to offer strength to a friend faced with serious health concerns. This campaign affords me the opportunity to give generously to an organization that provides invaluable support services to individuals on the autism spectrum, as well as their families and caregivers, while simultaneously celebrating or honouring loved ones. It truly is a 'win-win' idea.

I donate to Kerry's Place to celebrate my son Daniel and to bring increased awareness to both the challenges and abilities of individuals on the autism spectrum. My family and I are forever grateful for the services that we have received from Kerry's Place since Daniel was first diagnosed in 2008 at the age of five. Kerry's Place has been there for us from day one.

They provide consultation services that helped us navigate some of the challenges that we had perceived as insurmountable, social programs, and the invaluable knowledge gained by attending

workshops and training seminars over many years to help me be a better parent to Daniel.

When a Kerry Bear is sent to someone special, it is an incredible experience. The responses that I have received are in and of themselves a true gift to me! Expressions of overwhelming gratitude, excitement, solace, hope and courage are among some of the sentiments conveyed. More importantly, Kerry Bears have opened the dialogue on autism.

It truly amazes me as to how much of an impact receiving an 11 inch tall teddy bear can have.

Isabelle has been supporting Kerry's
Place for several years through her
purchase of Kerry Bears. Each bear can
be found in the homes of her friends
and loved ones and commemorates a
significant life event.



The Fundraising Department:

Building on the Successes of the Past Year

We are so appreciative of the generosity of those who have chosen to support Kerry's Place through their monetary contributions.

In June, the 22nd Annual Kerry's Place Golf Classic took place at Woodington Lake. 176 golfers came out to enjoy the day and to support Kerry's Place. We were also fortunate to have Scotiabank as the presenting sponsor for the event. Scotiabank, as well as a committed group of silver, bronze, and hole sponsors, played a major role in the success of the tournament and helped Kerry's Place raise an overall gross total of \$94,738. We are also fortunate at Kerry's Place to have a dedicated group of volunteers on our Golf Committee. Without their effort and teamwork, the Golf Classic would not be what it is today.



The 9th Annual Kerry's Place Appreciation Day took place at the Town Park in Aurora in July. Live music by Therapy Seekers was enjoyed and the Optimist Club kept bellies full by providing a free BBQ lunch for Appreciation Day Attendees. Local artists from Art in the Park joined us to showcase their creations and Art in the Park organizer and author, Deborah Campo, entertained the crowd with a reading of her book *The Adventures of Miss Wally Wall*. In our Kid



Zone, a variety of activities were available. Children seemed to particularly enjoy the face painting and temporary tattoo station and many joined in on the fun of the day!

In November, the 17th Annual Evening for Autism took place at the Steam Whistle Brewing Roadhouse in Toronto. This event was different from past events as it was billed as "Autism Laughs". It featured prominent comedians Christophe Davidson, Michael McCreary and was hosted by Yuk Yuk's Kyle Hickey. Those in attendance enjoyed a fun evening, great food and raised \$89,665 (gross) in support of Kerry's Place. An evening like this takes a lot of work and we are thankful to the Evening for Autism organizing committee for their continued support of Kerry's Place.



The Fundraising Department is looking forward to the upcoming year. With a new team in place and a renewed vision for the future, it is our sincere hope that we will build on the successes of the past and create new avenues for giving in the years to come.



QO 0/ participants employed on completing

ASD Job Readiness Program

Learn more... kerrysplace.org

Clinical Focus:

Quality Outcomes "to maximize safety agency-wide"

Clinical Focus:

The members of the Clinical Department work collaboratively as part of a multi-disciplinary team that follows a biopsychosocial "evidence-based" approach to treatment and intervention for persons supported residentially. Clinical services provided throughout the year by our in-house team of Behaviour Therapists and our team of consulting professionals included positive applied behavioural approaches, specialized assessments, intervention/treatment in mental health, residential treatment for complex cases and a counseling clinic. Community-based clinical intervention programs (IBI, ABA and an ASD Treatment Classroom) operated in both Central and Toronto Regions. Kerry's Place also operates three successful psychiatric clinics serving Central Region (East), Central Region (West), Toronto Region and East Region. 127 supported persons received support through the psychiatric clinics between April 1 2016 to March 31 2017 – Toronto (23), Central (50), and East (54).

Launched as a new initiative in 2016, the Counseling Clinic for Supported Persons provides a modified cognitive behavioural therapeutic approach to supported persons that are currently offered to persons in Central and Toronto Regions to assist with self-regulation techniques for anxiety and anger management. 12 persons received counseling support from the clinic last year.

Quality Outcomes Focus:

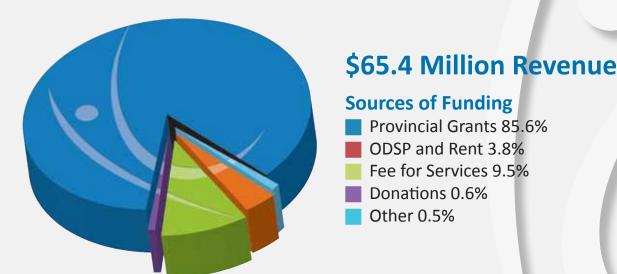
The focus of Quality Outcomes is to identify those factors that minimize risk and maximize safety agency-wide through capacity building across the agency along with an equally important person-directed focus. Quality Outcomes initiatives currently include: Facilitated Person Directed Planning, Quality of Life Outcome Interviews, Quality Outcomes staff education and training and coordination of a Standards and Best Practices committee. The Person Directed Plan provides us with information about the supported person that includes their future dreams and supports needed to achieve these along with action plans. The supported person directs and owns the plan. 198 Person Directed Plans were completed for supported persons in each of our regions last year.

The Standards and Best Practices Committee reviews rights restrictions that fall outside the scope of the Behaviour Support Plan Review process. The committee also provides recommendations in an advisory capacity as an organizational safeguard that helps to protect the legal rights and personal freedoms of supported persons at Kerry's Place and may act as an impartial third party with respect to complaints/ concerns.

The Quality of Life outcomes interviews are completed by a small team of interviewers who have been trained to use the Personal Outcome Measures Reliable Interview tool. *84 qualified interviews were completed from April 1 2016 to March 31 2017*.

It is important to note that the results of our agency's efforts to ensure that supports are in place for our supported individuals to achieve desired quality of life outcomes has been steadily increasing. A positive result last year was that the number of supported persons achieving their *outcomes has increased from 74% to 81%*.

By the Numbers



\$65.1 Million Expenses

How Funds Were Spent

- Salaries and Benefits 65.2%
- Food Costs, Supplies and Sundry 4.0%
- Building (Occupancy, Repairs & Maintenance) 9.4%
- Transportation and Travel 2.1%
- Other 19.3%



Kerry's Place Board of Directors

Nancy Lala, Board Chair | Mary Lowe, Vice Chair | Mark Walsh, Vice Chair & Treasurer | Ralph Berzins, Director Jane Bullbrook, Director | Carmen Hogan, Director | Yongjian (YJ) Lu, Director | Cecilia Nugent, Director | Ali Ladha, Director Dr. Wendy Roberts, Director | Lanre Tunji-Ajayi, Director | Tom Whelan, Director | Robert Hart, Chair Emeritus

Kerry's Place Committee Leadership

Audit & Finance Committee - Mark Walsh (Chair) | Ralph Berzins | Ali Ladha | Yongjian (YJ) Lu

Nominations & Governance Committee - Nancy Lala (Chair) | Tom Whelan | Cecilia Nugent | Jane Bullbrook | Robert Hart

Quality Outcomes Committee - Mary Lowe (Chair) | Tom Whelan | Wendy Roberts | Lanre Tunji-Ajayi

Kerry's Place Leadership Team

Sue VanDeVelde-Coke, President and CEO | Hema Tuitt, Chief Human Resources Officer | Deborah Compton, Chief Financial Officer Myra Sugar, Chief of Clinical Supports & Services | Tracy Mansell, Regional Executive Director for Community Services (Central) | Lisa Binns, Regional Executive Director (East) | Kelly West, Regional Executive Director (Toronto)

Kerry's Place has been committed to enhancing the quality of life of persons with Autism Spectrum Disorder (ASD) since 1974 through innovative personalized supports, expertise, collaboration and advocacy.

We are the largest provider of supports and services for those with ASD, and with the number of persons with ASD growing at an alarming rate each year, the need for our supports and services continues to grow. Through collaborative efforts and a dedicated staff, we provide assistance to enable communities to increase their capacity to support persons with ASD and their families.

Kerry's Place Autism Services
34 Berczy Street Aurora, Ontario L4G 1W9
905.841.6611
info@kerrysplace.org
kerrysplace.org







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