



# KW**h**abilitation

2023 ANNUAL REPORT



We gratefully acknowledge that the land on which we gather and work at KW Habilitation is the traditional territory of the Haudenosaunee, Anishnaabe and Chonnonton People. We acknowledge the enduring presence of the Indigenous people with whom we share this land today, their achievements and their contributions to our community. We offer this acknowledgement as an act of reconciliation between Indigenous and non-Indigenous peoples of Canada.

## **KW Habilitation**

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Our Vision Statement:

**A community where everyone belongs and participates.**

Our Mission Statement:

**Together with our community, KW Habilitation inspires abilities to enrich the lives of children, youth, adults and families.**



# A Message from Ann

KW Habilitation continues to be a leader within Developmental Services and affordable housing as we become more involved at local, Regional, Provincial, National and International levels. We are continuously expanding our efforts and collaborating with other sectors as we embrace the Journey to Belonging framework, which is committed to fostering choice and inclusion ensuring the work we do for the people we support is not just person-centered, but person-directed.

In March, I attended and spoke at a press conference at the Intentional Community Consortium (ICC)'s 'Day on the Hill' event in Ottawa at Parliament Hill. Here, alongside ICC, we addressed the importance of the National Housing Strategy and the need for deeply affordable and supportive housing options for people with developmental disabilities throughout Canada.



While the Developmental Services (DS) sector remains particularly vulnerable to housing instability and insecurity, KW Habilitation is proud to be a small but mighty leader in providing and advocating for deeply affordable housing in our region which includes all people from the affordable housing waitlist. Our 22-unit affordable housing complex at 108 Sydney St. continues to showcase a successful example of deeply affordable housing as we continue to foster a culture of inclusion and belonging through our neighbour helping neighbour model. Our next 18-unit affordable housing project is moving forward which brings us one step closer to providing more affordable housing options.

KW Habilitation has three very clear strategic priorities: Strengthen, Create, and Align.

Our alignment with other sectors has been critical in creating collaboration and partnerships to meet our goals and the needs of the people we support. We continue to be an active participant at the KW4 Ontario Health Team table, and I was involved in their strategic planning process which is now complete and starting in 2024. This alignment encourages a seamless health care system for all Ontarians and our responsibility is to ensure that people who have an intellectual disability are included.

We are also embarking on a few new initiatives that are in the development stages which includes “aging in place” by building partnerships with our local hospice centres and home health care teams to provide a dignified approach to aging in the journey of life. Our Inclusive Living team has begun the intense work and training required to support aging and dementia and this will prepare our workforce, families and the people we support.

KW Habilitation is a member of Inclusion International, a worldwide advocacy network for families and self-advocates. We are in the development stages of creating an influencer council to spread the shared goal: A world where people with intellectual disabilities and their families can equally participate and be valued in all aspects of community life.

Always trying and piloting new ideas, our team from Early Learning, Child Care and Family Resources are leaders in Special Needs Resourcing across the province. They advocate not just for inclusion, but for belonging so that all children, regardless of ability, have the opportunity to thrive in licensed child care settings. Their ongoing efforts to innovate and align their services to the emerging needs of children and families in our community sets them apart.

In August, we were grateful to have had MPP Michael Parsa, the Minister of Children, Community and Social Services visit KW Habilitation. He was most intrigued and commented favourably on all of our different initiatives and our commitment to Journey to Belonging. We appreciated the opportunity to advocate face to face with the Minister on behalf of our community.

The advocacy work we are doing is ongoing, and our involvement keeps us informed and engaged. Whether it be at a local planning table, the Provincial Network on Developmental Services, Intentional Community Consortium, the Journey to Belonging reference committee, the Provincial Workforce Initiative, or the Global Leadership Exchange, our involvement in these activities brings KW Habilitation to the forefront.

Most recently, we joined our Community Living colleagues at the Ontario Legislature to add to the strong voice advocating to increase the base funding for developmental services. It will be critical to have the resources necessary to continue the quality of our services.

Being a board member for KW Habilitation carries the responsibility and need to be bold and innovative. In some cases, you also need to be willing to take a risk in favor of providing people with a good life. My sincere thank you to each of our board members, the work they do for our organization is remarkable. I also want to wish a heartfelt farewell to Jane Tuer as she leaves our board after many years of dedication and commitment. We are grateful to Jane and the entire Board of Directors for all the work they do.

It is the strength of our leadership team and all of our employees that makes KW Habilitation the prominent organization that it is. For that, I am sincerely grateful.



Ann Bilodeau  
CEO, KW Habilitation

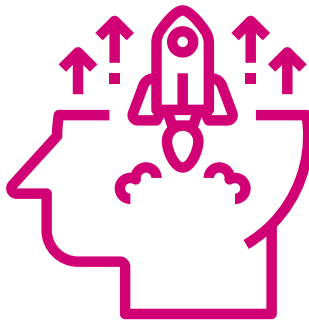


# Strategic Pathways



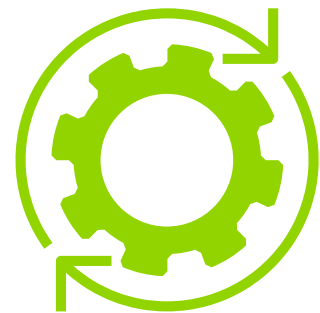
## **STRENGTHEN**

what helps people to explore possibilities, to belong & connect in meaningful ways.



## **CREATE**

and innovate next generation approaches and solutions.



## **ALIGN**

operations to deliver on priorities and to create systemic change.



# Board of Directors

The Board of Directors act within a policy governance model and are responsible for overseeing the execution of our mission and mandate. Board Members meet bi-monthly during the fiscal year, with sub-committees typically meeting on the opposite months. The board provides leadership within the organization in advocacy supporting our mission to better the lives of the people we support, providing financial accountability and overseeing the planning and implementation of our Strategic Pathways. This past year we finalized and updated all our bylaws to follow the new Ontario Not-for-Profit Corporations Act and reviewed and updated our governance policies and procedures.

Corey Bechtel, President

Satish Mistry, Vice-President

Jeff Collins, Secretary

Bill Stachan, Treasurer

Jane Tuer, Past President

Patricia Moore

Lori Trumper

Patrick Carson

Mark Sauve

Abhay Patel

# Finance Committee

The Finance Committee's main responsibility is to provide financial oversight for KW Habilitation. These tasks include the review of financial information concerning their annual budget, monitoring adherence to the annual budget, and setting long term financial goals. The Finance Committee reports and recommends actions concerning the financial position of the corporation and risk management to the Board of Directors and gives direction and recommendations to where fundraising activities should be applied. During our 51st year, much of our fundraising activities continue to go toward our affordable housing initiatives.

Bill Strachan, Treasurer

Corey Bechtel

Jane Tuer

Mark Sauve

Mike Staub

Jamie Moffat

Patrick Carson

Ann Bilodeau

# Fast Facts

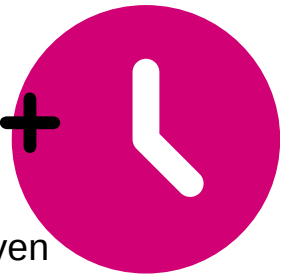


**138 People**

are connected to KW Career Compass working with more than 40 employers.

**7,000+**

Volunteers and Students have given more than 7,000 hours to KW Habilitation.



**117 New hires**

at KW Habilitation.



**75 people**

connected to Out and About Waterloo Region.



**8 students**

participating in Project SEARCH.

**\$25,517**



Worth of organic produce was grown at Our Farm to share with people at KW Habilitation and our community.



**12,058**

Number of children attending licensed child care programs in Waterloo Region receiving tiered support from our Early Learning Program.



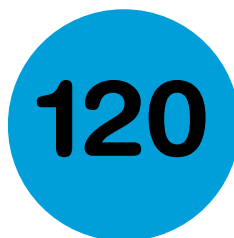
**3,700**

Hours of support provided to families with children participating in The Hab Zone.



**170**

People connected to all our housing supports.



**120**

**NEW** volunteer or student placements in 2023.



**3,149**

Number of spaces filled in LEG Up! activities.



We have fully integrated our Electronic Information Management Software in all program areas.



**\$108,312**

Raised through our fundraising events and private donations.

# Inclusion







What does belonging really mean? It's a question we ask as more conversations occur while the Ministry of Children, Community, and Social Services rolls out their long-term vision for developmental services, "Journey to Belonging". The guiding principle of this movement is to ensure that people supported have the opportunity to direct, guide and be the voice of what a full and meaningful life means to *them*.

Over the last year, we have focused on what this means to everyone we work for and how our supports can align with their wants and needs. Belonging and inclusion means something different to everyone and it is important we listen to what that is for each person. The emerging stories of relationships, community participation, skill building and overall connection to every part of one's life show that person directed supports are making a difference every single day.

## Housing

Across all of our Inclusive Living homes, Supported Independent Living, Complex Care, and our Affordable Housing building, we're providing creative housing solutions for 170 people in our community. Whether they're in traditional home spaces, apartments, or in specialized support environments, the neighbour helping neighbour philosophy that we live by is helping build a community where everyone belongs and participates.

## Our Impact

-  People supported through Complex Care continue to receive the specialized support they need to be successful in community.
-   A person living in Inclusive Living who had their own weekly zoom show through COVID-19 created and launched a YouTube channel about dinosaurs and mysterious legends.
-  We helped 3 people from Supported Independent Living leave undesirable living conditions and supported their transition to new apartments.
-   We have provided opportunities for people to "age in place" and stay out of long-term care situations for as long as possible. We have been creative in ways to help people stay within the agency and with their natural support systems.



We've shifted our focus from children's services to supporting adults with complex needs this past year. A home was renovated with an eye towards creating a suitable environment to safely support people with complex behaviours and a testament to the success of this renovation, is the continued requests we receive from agencies across the province to visit the home to learn from and replicate the environment and approach.



We welcomed a young man who transitioned from Alternative Level of Care status at Grand River Hospital to one of our homes. Their return to the community has been a tremendous success to date.

### **Tony's Scenic Flight Over Niagara Falls**

Tony's dream to see the sunset over Niagara Falls from the air came true this year. Flying from Breslau to the Falls, he was so excited! Throughout the flight his exclamations of "Oh wow that's beautiful!" echoed his joy. When he came off the flight he was literally dancing! His zest for life is infectious! Tony's positive attitude and his "why not?" philosophy is inspiring.



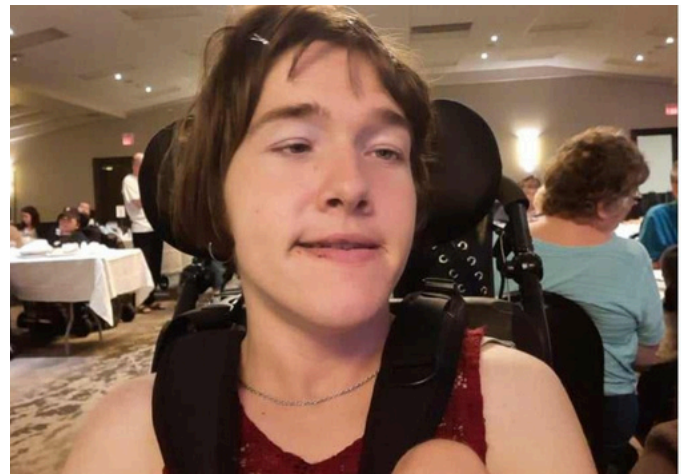
## Mastering Public Transit

When someone learns a new skill, like riding public transit safely, it opens up a whole new world of independence and opportunities for exciting experiences. This was true for David, who wanted to learn to take the train so he could visit his sister-in-law Genevieve in Toronto. David worked to learn the steps required to independently travel to Toronto, and after 3 “training” train journeys, he was ready to roll!



## Creating Community Connections Through Music

In 2023, Stacey attended at least one music event in the community every month. Folks attending these events who share the same love of music now recognize Stacey and have made efforts to cultivate a relationship with her. At one dinner theatre event, she even ran into her grandmother, with whom she now regularly connects with to attend events together!



## Community Building at Holy Trinity Anglican Church











After being baptized at Holy Trinity Anglican Church in 2022, Angela has been able to make friends and find community. Having opportunities to chat up a storm at coffee time, Angela got to make her place in the church community official when she had her picture taken for the church picture directory.



## Community Supports

The way people choose to spend their day and the opportunities and services people have available to them at KW Habilitation is both vast and varied. We recognized a long time ago that there won't be just one solution that works for everyone so, The Hab Zone, Youth Exploring Possibilities (YEP), LEG Up!, and Out and About Waterloo Region (OAAWR) provide services to people of all ages in a range of different settings and formats. In 2023, each of these offerings grew and expanded to increase our impact across the community. In addition, groups like Outspoken and our Influencer council that are led by people with lived experiences are continuing to find their place at KW Habilitation.

## Our Impact

-  In 2023, LEG Up! offered 60 courses and 73 individual classes, and filled 3,149 spaces in these activities.
-   The Hab Zone provided 3700 hours of support to families with children with developmental disabilities. The respite program offered two evenings a week has seen growth through the year and we have been able to regularly support new families needing short breaks.
-   OAAWR helped connect 75 people to their local neighbourhoods and our Local Community Connectors worked to help build confidence and capacity for folks wanting to develop their own schedule, direct their own life, and build connections in the community.
-   OAAWR built partnerships with community organizations to help identify gaps and avoid duplications of service.
-  We created and partnered with local DS organizations to develop a community calendar for folks interested in activities all across Waterloo Region. The calendar highlights activities, classes, and events put on by DS serving organizations as well as other options available throughout the community.
-  We expanded our Youth offerings to include social events through the school year for youth aged 13-25. Out of all the youth who attended a YEP Social event, 72% returned for more than one activity.
-  Attendance at YEP Social events increased by a factor of 10 demonstrating how word of mouth, positive experiences, and community connections have driven more youth to join and participate in our events.

## Cooking up Community Connections

David has always loved attending cooking classes with LEG Up! and it was clear that the kitchen was his happy place. He worked hard to build skills and confidence in the kitchen, so his Local Community Connector (LCC) from Out and About Waterloo Region helped connect him to a free cooking class in his neighbourhood. They attended the class together for a while and then David felt comfortable enough to start going independently. He had built connections with the other folks taking that class and had developed a sense of belonging in that community.

David wanted to further explore his neighbourhood with his LCC and while they were doing that, they came across Tiny Home Takeout; an organization that helps people who are facing food insecurity by providing daily meals. David was interested in volunteering and even though at first, he was nervous about the fast-paced environment, by the end of his first day he was keeping up and fitting in beautifully. He fit in so well, in fact, that he asked his LCC to leave!

Person directed goals and community connections can (and do) foster growth and independence in our evolving approach to inclusion through Journey to Belonging.





## Success with YEP Social

We asked YEP participants why they joined the activities that were offered and they told us; “it’s fun, we’re having a blast seeing friends and spending time with staff. We like going out into the community for boxing, movies, bowling and CTRL-V.” Cooking, baking and going out in the community have been favourite activities among many youth, as well as learning to take the GRT and meeting new people!

## Jessica’s LEG Up! experience

“LEG Up! It gets me out of the house, meeting new people and having new experiences. I like learning different ways to make art and crafts (especially the holiday coasters), baking, and book club. If you’re into meeting new people and learning new things, you should come to LEG Up!”

## Kathleen’s LEG Up! experience

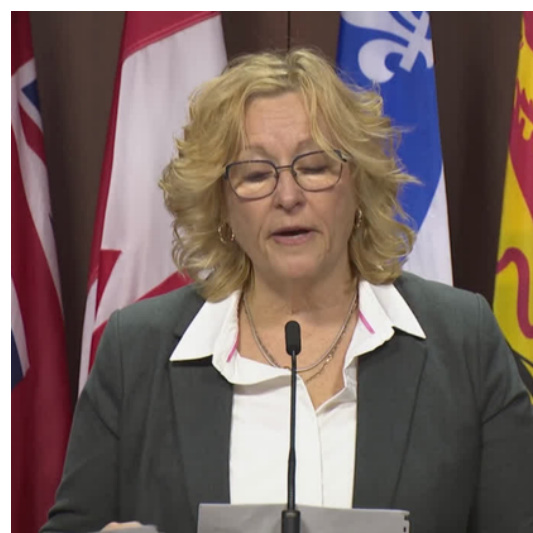
“I like meeting different people at LEG Up!. It helps me learn new things and I like learning how to make different recipes and try different food. My favourite classes are cooking, baking and the Saturday classes.”

## Georgina’s LEG Up! experience

“At LEG Up! I got to meet new people and enjoy new activities. I feel welcome! LEG Up! helps build my skills in reading, art, and writing. I can choose my own classes and I love book club, art, and creative writing most. It is a wonderful place to hang out with people and a good place to try new things.”







# Employment

KW Habilitation is committed to providing quality support to people with barriers to employment. With the help of our amazing Job Coaches at KW Career Compass (KWCC) and our 8-week KWCC Job-Readiness courses, we continue to provide skill development and training to job-seekers in our community. KW Habilitation is also a part of Project SEARCH; a collaboration with Waterloo Catholic District School Board, and St. Mary's General Hospital where students are having first-hand experiences in several different departments at the hospital where they learn skills that will help them to be successful in volunteerism or employment upon graduation.

We have established strong relationships with local employers across Kitchener-Waterloo through on-the-job training opportunities. Their commitment to hiring people with barriers to employment not only promotes diversity, equity, and inclusion, but it also fosters a workplace culture that values the unique talents and perspectives people bring to work every day. Together, we continue to break these barriers to employment by working both with job seekers AND employers to foster a community where everyone belongs and participates.

## Our Impact:

-    We added an Employer Relations position to the KWCC team so that we can continue to build relationships in the community with employers who might not yet know the benefits of hiring inclusively.
-  Three students from Project SEARCH will be attending Conestoga College Community Integration Through Co-operative Education Program upon graduation.
-  In 2023, the Project SEARCH instructional team has developed new internships in the Post Heart Investigation Unit, Cardiac Catherization Lab, and Environmental Services.
-   We ran 5 job readiness courses in 2023 and helped 43 people gain the valuable skills they needed to for employment.



## Daniel's Journey to Community Impact

Daniel took one of the first LEG Up! to Retail courses offered at KW Habilitation. Once he finished the course, he was looking to ease back into employment and began with the goal of starting a volunteer position in the community.

Daniel began volunteering at Mill Courtland Community Centre, doing donation intake and sorting, on a weekly basis. Daniel said that he was initially drawn to this position as he has a desire to help those in need, and enjoys working alongside coworkers, building a sense of community and belonging. Daniel continues to volunteer weekly in this position, and has become a beloved member of the team. Daniel's coworkers and managers at Mill Courtland Community Centre speak highly of Daniel's dedication and hard work, and emphasize how fortunate they feel that he has continued on volunteering, longer than he initially intended.

Although Daniel now has goals of eventually finding paid employment, he has also stated that he wishes to continue volunteering at Mill Courtland Community Centre, as it gives him a sense of accomplishment and pride, and he feels that he is making a real difference in his community.







# Early Learning

In early January, the Early Learning program celebrated its 10th year at KW Habilitation. Over the past decade, we've seen growth, both in the number of people doing the work and in the number of children and families we have been able to support in our community. We use a tiered services model so that we can provide services to children up to age 12 attending licensed child care programs and have strengthened partnerships all across our community to ensure that the needs of all children can be met. We're trying and piloting new ideas, building relationships with new partners, and providing expert knowledge at tables all across the Province.

This past year, we surveyed the Early Learning sector throughout the region, our staff, management and partners to ask for feedback on the services and supports we provide. Results from the survey determined that KW Habilitation's Early Learning program profile in our region is very positive. For the most part, our ratings were scoring into the 90-percentile range. The data we collected has solidified our commitment to move forward with our work plan: to provide services within the new initiatives that the Canada Wide Early Learning Child Care Agreement (CWELCC - \$10 a day, child care) will bring to our sector. As the result of the CWELCC funding, we expect our Early Learning department to grow significantly over the next 2-3 years.

## Our Impact

-  We provide tiered supports to 12,058 children in licensed child care programs across Waterloo Region.
-  In 2023 we supported 117 licensed child care centres and 99 home child care programs in the Region of Waterloo.
-  1,200 SNAP referrals were submitted and processed to help support children in our community.
-  At the second annual PD Day for Early Childhood Educators, 1,600 people took part in the sessions offered. Our Resource Consultants, who regularly participate in professional development opportunities were in attendance and noticed that positive changes continue to be brought to the Early Learning Sector where capacity, connections, and relationships are built.

## Home Child Care Pilot Project

In 2023, the Region of Waterloo provided funding for a pilot project focused on Home Child Care services. A Resource Consultant position was funded for one full year (June 2023 – June 2024), to ensure that crisis placements in Home Child Care settings are responsive and immediate. This RC position is responsible for children and caregivers in crisis, and responds to the child care site providing support that benefits all the children in care. In planning for this pilot project and going over our service review, our partners agreed that the need in the community warranted two Resource Consultants for this role. Within a short period of time, two positions were in place, and this pilot project has been extended for both positions, until the end of December 2024.

## Entry to School Program for Children Living with Autism

For the last two years we have continued to provide dedicated Resource Consultant support to the Entry to School (ETS) Program at KidsAbility. As the Ontario Autism Program rolls out best practices in the approach to supporting children living with Autism attending ETS, our Resource Consultant provides consultative services to those who need it. This partnership, is experiencing its highest enrollment since it was first offered in 2022, and the potential for growth continues. The Resource Consultant in this role continues to strengthen our mandate to work as partners in meeting the diverse needs of children and families in Waterloo Region so that regardless of ability, all children have opportunities to thrive.













# Volunteers

Volunteers at KW Habilitation strengthen, build capacity and continue to help the people we support live their best life. We provide a wide range of volunteer opportunities for individuals, groups, and corporations; even with just a few hours a month, our volunteers make a huge impact in our organization. Over the last year, our dedicated volunteers have provided over 7000 hours of extra support to KW Habilitation!

Having volunteers in our LEG Up! classes to assist participants has enabled our team to offer more time, resources, and overall support in our classes over the last year. Additionally, our visuals volunteers have been doing incredible work cutting out, laminating, and organizing visual resources for our Early Learning Resource Consultants who use them to support child care centres with inclusion practices. Our visuals cupboards are always full!

## Our Impact

-  Volunteer opportunities provide an opportunity for the people we support to make stronger community connections.
-   KW Habilitation is starting to be recognized as leading skill-builders and trainers for people interested in getting involved in the Developmental Services Sector. This has strengthened our partnership with Wilfrid Laurier University including our job coaching interview bootcamps to gain deeper connections with students and student placement coordinators.
-  Meaningful volunteer experiences are fostered through the meaningful work we do at KW Habilitation like promoting people's skills and abilities, providing an opportunity for growth and development and honouring personal choice and informed decision-making.
-  We have streamlined our volunteer onboarding process by switching from Excel to EMHware so we can track each volunteer's data through our client portal. This has increased our capacity to support the influx of volunteers!
-  We have seen an increase in interest in student placement and volunteerism from our neighbouring schools The University of Waterloo and Wilfrid Laurier University.

# Facilities

In 2023, our facilities team managed 16 partner facility renewal projects. Work to upgrade and repair spaces happens regularly at various locations at KW Habilitation and the time it takes to manage those projects and plan for what will need to be done next is immense.

In the fall of 2023, Grant's Café at the KW Habilitation main office opened its doors for the first time since COVID-19 shut them down. In partnership with the team from Our Farm, coffee, snacks, and delicious homemade lunches were offered two days a week. It didn't take long for people to come back to the office to meet each other to catch up. The café was a busy place which made it the perfect place to provide opportunities for people working with KW Career Compass to do skills evaluations.

Our next affordable housing project remains shovel ready and we believe we are getting closer to getting going. The 18-unit mass timber construction project will provide much needed deeply affordable housing solutions for people in our community.



Affordable Housing  
project rendering



# Human Resources

Our Human Resources (HR) department at KW Habilitation works hard to develop and implement policies and procedures, track training for employees, attract amazing qualified talent and establish a strong organizational culture.

Beyond KW Habilitation, we've continued working with the Developmental Services Workforce Initiative and our director of HR, Jamie Russell, chairs the Broaden and Sustain Operational Leader Training Working Group. With the support of the Workforce Initiative, she ran a 6-week learning series three times over 2023 and trained 60 Operational Leaders across Southern Ontario, including 9 team members from KW Habilitation. The work we've been doing outside our organization and everything we've been able to learn with these strategic partnerships has provided us the opportunity to test, and innovate solutions that we have implemented within our organization.

## Our Impact



We implemented a new process and started group interviews. This has increased efficiency and time management.



In 2023, we started revamping our onboarding process with the “Welcoming to KW Habilitation Working Group”. The working group made up of front line and leadership team members is creating a 2-day orientation for all new hires that aligns with our strategic pathways.



We launched the “Up or Over Working Group,” a team of Habbers dedicated to helping team members understand and build the skills they need to grow in their career.



With our Equity Council, our Leadership team took part in “Pronouns 101” training. We also brought the training opportunity to our agency and partner organizations and 125 people attended.



# Celebrating 10 years of growing at Our Farm!

We celebrated a big milestone with Our Farm in 2023. From an idea that blossomed in 2011 to the first seeds being planted in 2013, it's now been 10 years of growing, connecting and learning at Our Farm. The mission has always been to **connect people to the land, food, and each other through sustainable agriculture** and every day, we continue to work and grow food for people in our community. We worked hard in the early days to rejuvenate the soil and make the space a place where we could grow food and, as time has progressed, there have been a lot of things to celebrate. A few highlights include:

- Since we started tracking it, 5 years ago, we've grown over \$73,000 in produce saving people in our community thousands of dollars and providing opportunities to try new foods.
- We've hosted hundreds of community members through corporate days of giving and volunteer opportunities.
- Since 2020, we have provided a weekly giving basket filled with produce to our Affordable Housing building throughout the growing season.
- We increased our growing space from 8 beds to 90 at David Fisher Residence.
- We hired people with barriers to employment to work as farmers with funding from the Canada Summer Jobs program.
- We planted hundreds of fruit trees, raspberry bushes and saskatoon berry bushes.
- We erected birdhouses that helped restore the bird population at David Fisher Residence.
- We created garden beds at 115 University Avenue East to increase production opportunities.
- We installed a pondless waterfall at 115 University Avenue East.
- We hosted a weekly market at the main office at KW Habilitation.
- We planted 1800 trees!
- We built a 1.2km trail open to the public that meets AODA standards.
- We grew and sold hundreds plants at our plant sales.





# Looking Forward

We are leaders in the DS and Early Learning sectors. Our collaborative approach to building partnerships and our commitment to strengthen belonging in our community sets us apart.

## **We plan to:**

- Offer **LEG Up!** courses to other groups who would benefit from the way the curriculum is taught.
- Develop more **volunteer** opportunities to support agency goals specifically in working with transitional aged youth, the aging population and our Early Learning department.
- Continue to explore and embrace the potential of technology, and use it to enable outcomes that provide efficiencies and results in all areas of **Early Learning**, for Consulting work, for SNAP, data collection and beyond.
- **Human Resources** will finalize and implement the 2-day orientation process for new hires.
- Renovate a second wing at the David Fisher Residence to support additional persons with complex needs. Our **Complex Care** team who had an input on the design, are confident these renovations will produce another highly specialized environment that will offer an example of best practice to other service providers.

- Expand **Project SEARCH** to a second location at Cambridge Memorial Hospital (in addition to St. Mary's Hospital) going from 8 to 12 students who can participate.
- We plan to break ground with our 18-unit **Affordable Housing** project!
- Continue to grow **Out and About Waterloo Region** and create more community connections!
- **KWCC** plans to launch employer courses to promote inclusive hiring practices.
- **Early Learning** will continue to be part of the lead and support conversations in collaboration with Special Needs Resource Collaborative as licensed child care continues to expand due to the Canada Wide Early Learning and Child Care Agreement providing growth in our region.
- With the guidance of our **Human Resources** department, our "Up or Over Working Group" plans to create a chart that will list every position, the mandatory qualifications, asset skills, key behavioural indicators to follow under the new Core Competencies, and tips on how to get to that desired level in ones career.
- **Employee Resource Council** will continue to work on staff engagement, and create engagement surveys and stay interviews.
- **Equity Council** is working with Crow Shield Lodge to develop staff engagement, training, and education on Indigenous Relations and Truth and Reconciliation.
- We will host the Intentional Community Consortium Housing Forum this October with the goal to unite organizations and groups dedicated to addressing the affordable housing crisis.
- **KWCC** will explore partnerships with other organizations supporting groups with barriers to employment.



Inspiring  
Abilities.  
Enriching  
Lives.

