



ANNUAL REPORT

2014–2015



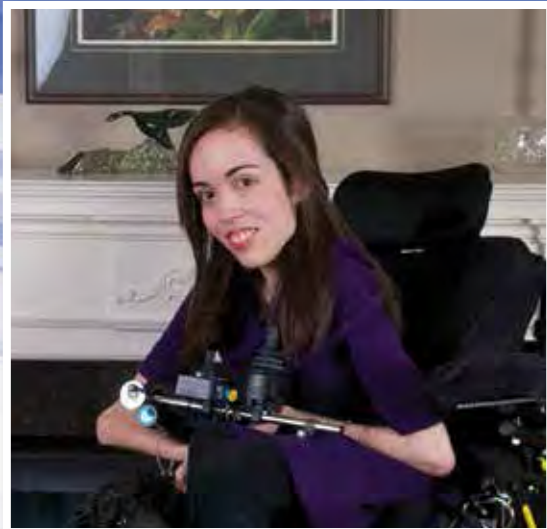
CENTRE FOR INDEPENDENT LIVING
IN TORONTO

YOU MAY SEE TRAGEDY;
I SEE OPPORTUNITY.”
— Helen Henderson, former CILT president





Sandra Carpenter, Executive Director



Meghan Hines, President

PRESIDENT AND EXECUTIVE DIRECTOR'S JOINT REPORT

"I look at disability and only see opportunity" – HELEN HENDERSON

THIS PAST YEAR has been a bitter sweet year.

Some of our highlights: we celebrated our 30th anniversary, got substantial funding increases to both the Direct Funding program and the Project Information Centre, and were given the lead for a massive project that had tight time constraints which, however, resulted in an Attendant Service Strategy. This project was completed thanks to other attendant service providers in Toronto and key service users.

While we celebrated many successes, we unfortunately had some significant lows, one being

the tragic loss of our beloved president, Helen Henderson, in April. Helen had just recently retired, therefore she took off her activist gloves, and among other things, joined the CILT board. When she died, she asked for donations to be made to CILT, in lieu of flowers. To celebrate Helen's legacy and great work over the years, we would like to take this opportunity to announce the inaugural Helen Henderson Literary Award. This award will be granted to a CILT member or ally who produces an outstanding piece of writing related to raising public awareness of a disability issue or barrier.

Our community also lost other highly significant women leaders, including Barbara Turnbull, who

worked as a journalist, Judith Snow to whom we owe the Direct Funding program in the first place – although her vision was much grander than our reality – and most recently, Lynda Roy. Lynda was a key partner with us on innumerable projects over the years.

These women are all irreplaceable and will be sorely missed. For those of you who didn't have the opportunity to know or work with these great women, we owe each of them a great debt.

We are quite gratified that people are now supporting models of services and support that Independent Living (IL) movements have been pushing for more than 30 years, but do regret that some of our fiercest champions can't be here to celebrate with us.

Once again, we are honoured to work with board members and staff who have a keen commitment to our issues and programs. They have diligently applied, to the best of their abilities, IL principles to all decisions and program operations. Collaboratively, board and staff work together to ensure we continue to grow, mature and respond to the ever-changing economic and political climate.

We continue to be invited by news media, government, other partners and people from other countries to speak about disability issues and educate about our unique IL perspectives and successes.

We strive to continue to create meaningful alliances with others to avoid both duplicating services and to build capacity among like-minded groups to work on common areas of concern. We would like to fill this knowledge gap and continue to provide new perspectives on disability to sectors that we haven't served before.

The list of our board members currently includes Meghan Hines as president, Meenu Sikand as vice-president, Cathy Samuelson as treasurer, Warner Clark as secretary, Victor Gascon as member-at-large, and directors Ayshia Musleh, Rod

loi, Donald Barrie, Fady Shanouda, Candice Botha and Chris Lytle. Please join us in thanking everyone for their time and expertise.

This year we say goodbye to board member Chris Lytle, who recently moved to Hamilton. We want to thank him for all his work and dedication to our cause, even since becoming a dad and husband!

This is our opportunity to formally acknowledge and thank all our hard working staff and volunteers for all their contributions over the last year. We won't list our staff here – their profiles and pictures are included in this report. Our amazing office volunteers have included Taryn Allen, Miriam Chong, Susan DeLaurier, Michael Francisco, Mary Henderson, Claire Hurst, Cathy Line, Luigi Lisciandro, Alnoor Nanji, Elaine Stewart and Suzette Yearwood. We couldn't do what we do without them. Please join me in thanking them for all their hard work over the past year or in some cases, years!

We also want to thank our funders, without whose generous support we would not be able to address any community and member needs. Our primary funders are the City of Toronto, United Way Toronto & York Region, the Ministry of Health and Long-Term Care and the Trillium Foundation.

It goes without saying that we continued our review and approval of all necessary reports, applications and proposals required by our various funders and, as you can see from the treasurer's report, we were able to continue our work and come out with a balanced budget.

CILT is a member organization. We offer services and support to anyone with a disability in the Toronto area (and, in the case of DF, across Ontario). It is you, the voting members of CILT, who make this all possible and inform the work we do. Thanks once again, to all!

It has been our privilege to serve our membership over the last year.



REPORT FROM THE TREASURER

A CONDENSED VERSION OF CILT's financial statements for the year ended March 31, 2015 is included in this annual report. A complete version is available on request. The statements were audited by Berman, Lofchick & Lum, LLP Chartered Accountants. As usual, CILT received a "clean" report from its auditors.

The Statement of Financial Position (the top part of the condensed statement) shows CILT's assets and liabilities as of March 31, 2015. This statement is organized to report the funds belonging to the Personal Support Workers (PSW) Training project and the Community Care Information Management (CCIM) project separately from CILT's core operations and our Direct



Cathy Samuelson

Funding program. The first two programs are "flow-through" or "paymaster" programs which CILT operates (for an administrative fee) on behalf of the Ministry of Health and Long-Term Care. CILT's net assets and reserves relate to our core operations and Direct Funding program only; the PSW and CCIM projects do not generate any net assets or reserves for CILT. The total net assets and reserves of \$438,514 are unchanged since the end of the previous year.

The statement of operations (the lower part of the statement) also reports the PSW and CCIM projects in separate columns and goes one step further and reports the Direct Funding program separately from our core operations.

The PSW (fourth column) Training project was operated with a grant from the Ministry of Health and Long-Term Care of \$1,991,000. Under the agreement with the Ministry, the \$58,000 administrative expense of this program was retained by CILT and became revenue for our core operations. Unspent revenue of \$54,794 was being returned to the Ministry.

Similarly, the CCIM (third column) project was operated with a grant of \$1,800,000 of which \$36,000, according to the agreement, was retained by CILT to the benefit of our core operations, and unspent funds of \$1,061,086 were being returned to the Ministry. It should be noted that this program is winding down and by the 2017 Annual Report, is expected to be off our books entirely.

The second column shows the results of the Direct Funding program. Program revenues and expenses this year were over \$33 million, and CILT's core operations benefited by an administrative expense recovery of \$176,744. The Direct Funding program shows a total income of \$33,735,264 mainly from Ministry of Health and Long-Term Care. This amount includes part-year funding for the latest \$5,000,000 expansion of this program. Even though CILT had presented a budget of about \$1.9 million to cover expected costs during the initial start-up months, the Ministry flowed out \$2.5 million in funding for this period. Therefore the unspent amount of the initial start-up expansion funds of \$538,563 is earmarked to be returned. With additional participant costs in current and future years we expect the total expanded budget to be spent annually.

The first column shows the results of CILT's core operations – networking, peer support, skills training and other service programs. Revenues for

these core activities came from the Toronto Central Local Health Integration Network (TCLHIN), United Way Toronto & York Region, Independent Living Canada, the City of Toronto, and the administrative fees from CILT's management of the PSW and CCIM projects and the Direct Funding program. Revenues and expenses totaled just over \$1 million last year. Most of the expenses (85%) went to personnel, purchased services, and building occupancy.

The core operations show unspent funds of \$3,141. These were funds not used during the initial start-up of the newly funded PIC Waitlist program and have been earmarked to be returned to the Ministry of Health and Long-Term Care. The rest of the core revenue and expenses are balanced since our funding agreements with the TCLHIN requires that CILT have an annual balanced budget in each fiscal year and does not permit CILT to run a surplus. This "net zero" result was achieved by deferring some of our self-generated income into this fiscal year. The balanced budget requirement may effectively limit CILT's ability to increase its reserves in future years beyond the \$438,514 reported above.

I would like to acknowledge the excellent work done by Sylvia Draper-Fernandez of Progressive Accounting Services in the day-to-day accounting and the preparation of CILT's financial statements and by executive director Sandra Carpenter and Jamie Wong, operations manager, in their management of CILT's financial resources.

CATHY SAMUELSON
Treasurer

FINANCIALS

CENTRE FOR INDEPENDENT LIVING IN TORONTO (C.I.L.T.) INC.

Condensed Version of Audited Financial Report – March 31, 2015

Statement of Financial Position

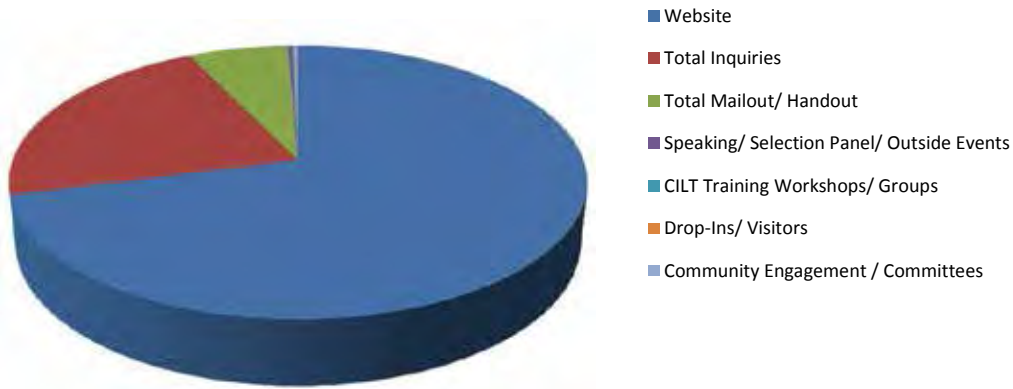
	Core & Direct Funding	CCIM Funds	PSW Funds	Total 2014-15	Total 2013-14
ASSETS:					
Current Assets	6,055,901	886,339	55,402	6,997,642	5,048,205
Capital assets	41,971	-	-	41,971	46,025
Total Assets	6,097,872	886,339	55,402	7,039,613	5,094,230
LIABILITIES \ NET ASSETS:					
Current Liabilities	5,659,358	886,339	55,402	6,601,099	4,655,716
Net Assets \Reserves	438,514	-	-	438,514	438,514
Total Liabilities \Reserves	6,097,872	886,339	55,402	7,039,613	5,094,230

Statement of Operations (Consolidated)

	Core	Direct Funding	CCIM Funds	PSW Funds	Total 2014-15	Total 2013-14
REVENUES:						
Min. Of Health Grants	482,860	33,679,468	1,800,000	1,991,000	37,953,328	31,921,662
Self-Generated Income \ Other	461,968	43,830	-	-	505,798	455,710
United Way - Membership Alloc	184,957	-	-	-	184,957	189,957
City of Toronto Grants	70,055	-	-	-	70,055	89,087
Community Care Access Centre	-	11,966	-	-	11,966	-
Total Revenues	1,199,840	33,735,264	1,800,000	1,991,000	38,726,104	32,656,416
EXPENSES						
Subsidies to Participants	-	31,524,105	-	1,878,206	33,402,311	29,519,234
Personnel	761,598	635,694	-	-	1,397,292	1,231,041
Program Expenses	196,304	625,060	702,914	-	1,524,278	1,157,898
Administrative Expenses	42,842	219,201	36,000	58,000	356,043	381,458
Purchased Services	97,119	87,034	-	-	184,153	199,147
Building Occupancy	72,176	84,951	-	-	157,127	130,338
Staff\ Board Expenses	20,303	20,656	-	-	40,959	37,300
Amortization- Furniture\Equipment	6,357	-	-	-	6,357	5,977
Total Expenses	1,196,699	33,196,701	738,914	1,936,206	37,068,520	32,662,393
Unspent Fund Returned to Ministry	(\$3,141)	(\$538,563)	(\$1,061,086)	(\$54,794)	(\$1,657,584)	\$0
Excess of Revenue over Expenses	-	-	-	-	-	5,977

CILT Statistics April 1, 2014 – March 31, 2015

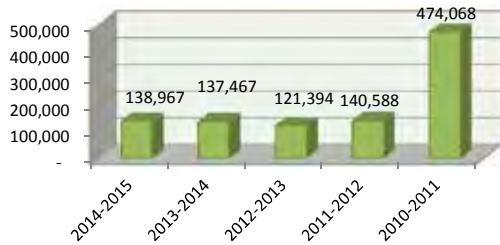
Individual Contacts by Category 2014-2015



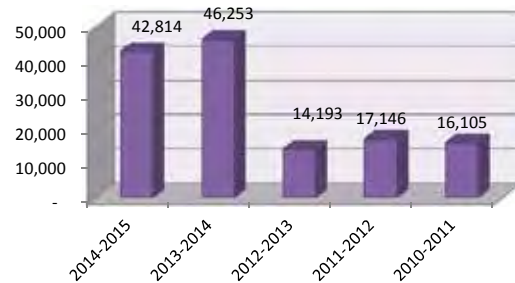
CATEGORY	Individual Contacts	%	Units of Service	%
Website	138,967	70.90%	381,531	81.16%
Total Inquiries	42,814	21.84%	56,462	12.01%
Total Mailout/ Handout	12,880	6.57%	25,652	5.46%
Speaking/ Selection Panel/ Outside Events	450	0.23%	1,610	0.34%
CILT Training Workshops/ Groups	262	0.13%	2,214	0.47%
Drop-Ins/ Visitors	203	0.10%	256	0.05%
Community Engagement / Committees	351	0.18%	1,795	0.38%
Total Volunteers	60	0.03%	225	0.05%
Board Meetings / Committees	27	0.01%	353	0.08%
Total	196,014	100.00%	470,098	100.00%

CILT Statistics April 1, 2014 – March 31, 2015

Website (# of homepage contacts)



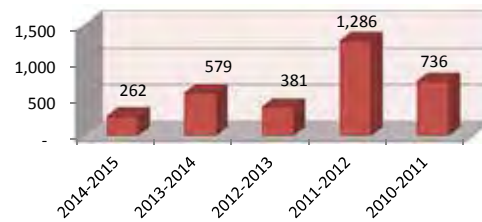
Total Inquiries (# of calls)



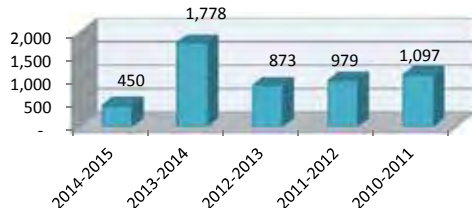
Total Mailout/ Handout (# of packages or mailings)



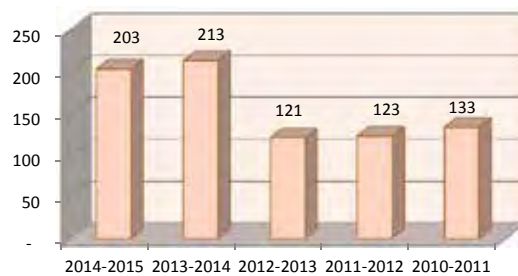
CILT Training Workshops/ Groups (# of persons attending)



Speaking/ Selection Panel/ Outside Events (# of persons served)



Drop-Ins/ Visitors



HIGHLIGHTS 2014-2015



STAFF

SANDRA CARPENTER

Executive Director



In addition to being executive director at CILT, Sandra also serves on the boards of Spinal Cord Injury Ontario and the Ethno-Racial people with Disabilities Coalition of Ontario. As a person with a physical disability from birth she knows first hand how

community supports have grown in Ontario.

Sandra graduated from Ryerson in 1978 with a degree in Social Work and took several courses toward a masters of arts in the Critical Disability Studies Program at York University.

Her first job was with the Ministry of Community and Social Services as a Family Benefits Worker. She is considered a founder of the Centre for Independent Living in Toronto and was its first executive director when CILT gained independence from COTA in 1986. By 1989 she decided to go back to the Ontario government, this time for the Ministry of Labour as the manager of the Centre for Disability and Work. After a brief leave of absence, during which she worked as the research director for the Canadian Association of Independent Living Centres in Ottawa, she returned to government as senior policy analyst for disability issues and eventually as the Senior Manager, Disability Issues at the Ministry of Citizenship, Culture and Recreation.

She left the Ontario government in 1999, then worked for the Foundation on Independent Living, but returned to CILT in November 2000.

During this time her proudest achievement is the role she played in the phenomenal growth of CILT's Direct Funding program. She is also extremely proud of the role she played in helping to establish CILT in the first place. Other achievements include the creation of the first-ever radio and then television show that featured disability issues and stories. This television show evolved into a program called *Moving On*, aired on both CBC television and TV Ontario. While in government she worked to create a centralized accommodation fund for employees with disabilities in Ontario government.

ARCHIE (BUNKER) CROMWELL

In-Office and Special Events Attendant



I'm a generally pretty quiet guy but when I'm not, I'm usually laughing at something that I find amusing. If others don't seem to see the humour in something that I see, well I can't help them out there! But ask anyone and they'll tell you I certainly entertain

myself. I work in a couple other places that have less-experienced disabled youth and really enjoy showing them how to stand up for themselves, take care of themselves and what they should expect from their other attendants.

My secret life is that I am also a cartoonist. I have my very own monster, new dog Micah, a Newfoundland Landseer, who thinks I am a chew toy. Help!

LEISA DEBONO

Manager, Direct Funding Program



I started working at CILT with the Direct Funding (DF) program in July 1994 and have been fortunate enough to stick around for the past 21 years. During my early years at CILT I worked as the DF administrative co-ordinator until I was promoted to the

DF Program Manager position in 2011. It has been very gratifying to watch the program grow from 75 participants in 1995 to more than 10 times that number currently. I never tire of hearing from people whose lives have changed in a good way because of Direct Funding.

ABDULLAH DURANAI

Provincial Support Co-ordinator, Direct Funding Program



I started working with DF four years ago. I work with program participants, called Self-Managers, from all over Ontario on various matters. The best part of my job is helping new applicants get ready to start on DF. I know I made a difference in someone's

life when we have a new Self-Manager starting on the program.

Outside work, I volunteer with a not-for-profit organization assisting newcomers to Canada. I also enjoy long walks with my wife and two children.

MARISA FALZONE-BELL

Regional Report Co-ordinator, Direct Funding



I review the quarterly reports from DF participants. I have the privilege of working with Self-Managers in assisting them with independent living and making the most of their funding. I have a passion for art and like to dabble in mixed media and

watercolors. I also enjoy gardening, event planning and most of all, spending time with my family.

LOUIS GEORGE

In-Office and Special Events Attendant



I'm known as the resident joker – although I know I can be one joke over the line sometimes, most of the time people appreciate the humour. I like working at CILT because of the variety of the work; most workshops I've helped out at are also of personal interest to

me. In my other life I do a lot of work on poverty issues and working at CILT has provided several opportunities for mutual learning in that area, too. For example, the Civic Literacy Project built on my work and research in the area so I am proud that I was able to influence this work.

I like riding my bike, writing my family history, camping and getting into deep discussions on the Web.

MARGARET GITHUKU

In-Office and Special Events Attendant



I'm now in my seventh year working at CILT. In addition to the in-office work, I've been to more workshops and meetings than I can count. I love being part of the staff team at CILT and knowing how valued and essential my services are to many staff. I am also a member

of the Health and Safety Committee along with Jamie Wong and Abdullah Duranai.

I am regularly called upon to 'counsel' other staff, in fact I have been told I am the 'resident mom' of the office. In my spare time I love reading, going for long walks and helping others in my and the attendant community.

MELISSA GRAHAM

Community Facilitator, Direct Funding



I have been with CILT and the Direct Funding program for the last three years, and every day is a new adventure. It's great to be able to support people with disabilities in Toronto, a community of which I'm also proud to be a part. My favourite moments are out in the community when I have the opportunity to tell someone about us for the first time and see their eyes light up when they realize new possibilities in the work we do. This past year, I crossed one item off my bucket list: while on vacation in Whistler, B.C., I bungee jumped 160 feet into a gorge while strapped in my wheelchair. When I'm not working, you can find me with a coffee and a good book, or helping to organize the Toronto Disability Pride March, which marks its fifth anniversary on October 3.

ZDRAVKA GUEORGUIEVA

Project Information Centre Assistant



As the PIC Program Assistant since 2010, my role is to keep the PIC database updated according to the applications and requests received. Responding to program inquiries, I support applicants getting ready for assessment to receive supportive housing, outreach and transitional program services.

In my spare time, I promote awareness of independent living ideas throughout friends in social networks, trying to change their views and responses to disability.

MELISSA HAIGLER

In-Office and Special Event Attendant



I've been working at CILT for around seven years and time sure does fly! This is only one of my jobs; another is at a dog groomer's. I regularly groom Sandra Carpenter's cat and have groomed other CILT staff pets, too. People find me pretty quiet in general but I do love to help in any way I can. I love to take road trips to see family in the United States and travel in general.

JAYNE JALONIKOU

Administrative Support, Direct Funding



I assist with various administrative tasks to support the Direct Funding program at CILT. I also take general inquiries regarding the program. I have a background in healthcare services such as long-term care, rehabilitation centres and community and homecare services. In my spare time, I enjoy long motorcycle rides and finding deals and unique items to collect.

KATHERINE JANICKI

Intake Co-ordinator, Direct Funding



I have been with CILT since 2011. As DF intake co-ordinator, I enjoy the opportunity to work with people who are preparing to become Self-Managers. Outside the office, I am involved in politics and electoral reform, and am always taking on new challenges, whether it's learning German or performing in a musical.

LEANNE LARMONDIN

Provincial Program Co-ordinator, Direct Funding



There are truly no two days alike when you're working for Direct Funding. On any given day, I interview program applicants anywhere in the province, help participants problem solve, liaise with program staff across the province, consult on legal issues, review payments to participants and co-ordinate and write promotional materials. When I'm not at work, I run, row, read and serve as chauffeur/mother to two teenagers.

JUDY LU

Operations Assistant



I have been with CILT for 11 years. As Operations Assistant, I ensure everything runs smoothly with the company's operations.

I worked as a general accountant for MasterCard and Bank of China in Shanghai before moving to Toronto.

I have an accounting degree and studied from 2006-2008 at Ryerson University for a degree in Information Technology Management.

I have two lovely kids, Connie and Ethan. In my spare time, I spent time reading and playing with my children – I am so proud to see their growth. I have a passion for dance and I am looking forward to dancing with my daughter in the near future.

JULIE MCCORD

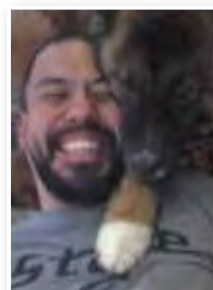
Application Assistant, Project Information Centre



I'm the newest addition to the CILT community. A main component of my job is to review and update applications to ensure they are current. I also provide support, orientation and information to applicants. In my spare time, I enjoy playing volleyball, doing yoga, going to the beach and maintaining a healthy lifestyle!

RAMON MONTINOLA

Program Assistant, Project Information Centre



I have been the PIC Program Assistant since January, 2015. I enjoy talking about cats for some reason, even though I don't own one. I am passionate about dogs and in conversations would usually be more interested in people's dogs than human current affairs. I hope to be a dad to a fox-colored Shiba Inu. I have an advanced diver's licence and spend my summers discovering the best dive spots in Southeast Asia. I hope eventually to run in every city listed with the World Marathon Majors.

MELANIE MOORE

Community Engagement Specialist and Parenting Specialist



Community engagement is just a fancy way of saying we want to involve as many people from as many areas in as many CILT activities as possible! At CILT, I enjoy networking with other organizations, as well as providing education and awareness to others through a cross-disability lens. In the future I look forward to building up our Peer and Parenting with a Disability Network.

Currently, I serve as member-at-large on the community board for Ethno-Racial people with Disabilities Coalition of Ontario. I also serve on the accessibility consumer advisory committee at Nellie's, a Toronto women's shelter and community-based feminist organization.

I have a bachelor's degree in Social Work and hope to complete my masters in Social Work, studying aboriginal elder teachings.

In my spare time I enjoy spending time with family and friends, listening to music, playing the piano, singing, cycling and traveling.

JOHN MOSSA

Independent Living Skills Co-ordinator



I have been working with CILT for the last 15 years. I work with consumers with disabilities on developing their skills to self-advocate for their rights and responsibilities on a wide range of issues from attendant services to Wheel-Trans. Also, I provide short-term crisis peer support, facilitate skills development workshops and make CILT presentations to consumers and service providers.

I have led and/or supervised several participatory action research projects on disability and safety issues within Toronto: Safe Engaged Environments Disability (SEED) and Safe Toronto Action Now Disability (STAND). Recently, I led the Civic Literacy – Disability Project. The project focused on how people with disabilities can become fully engaged with the citizenship process on the municipal level in Toronto. I enjoy movies, music, sports, and online games and love to read social justice articles and books.

IAN PARKER

Senior Advisor, Direct Funding



I am a co-founder of the Direct Funding program and was the program's manager for many years. It's very rewarding to see Direct Funding enriching so many lives and enjoying broad respect. My own long experience of disability and using attendant services greatly informs much of my work.

In my personal life, I am married to a gifted writer and am the proud dad of a wonderful teenaged daughter, who loves music as much as I do.

ANDREA RAE

Inquiries Generalist



I've been working at CILT in information and referral (with a brief secondment to Direct Funding) since 2005. I enjoy hearing stories from consumers and helping them find services. I've also been assisting with locating wheelchair-accessible housing, and helping CILT find out more about potential grants for which the organization can apply. I've also been involved with the Civic Literacy and Safe Inclusive Toronto Streets projects. I have a bachelor of music degree from Queen's University and a master of arts degree in Canadian Studies from Carleton University. In my spare time I enjoy spending time with family, playing the flute, and knitting.

ROLITA SIU

Project Information Centre Manager



I have been working at CILT for 11 years overseeing the overall operation of the Project Information Centre (PIC) and its database system and co-ordinating the advisory group for attendant service providers in Toronto. I am

particularly excited about the recent expansion of PIC to include all attendant service providers in the York region.

Being part of the work team at CILT, which promotes the independent living of persons with disabilities, I feel the work I do every day is meaningful. My position provides me the opportunity to utilize my educational background and work experience in psychology, social work, counseling, lecturing, computer programming, and web design. I also like the professional attitude and the supportive work environment here.

I like travelling and photography and enjoy collecting teddy bears.

JOHN TAM

Audit and Information Co-ordinator, Direct Funding



I assist participants with the details of starting and exiting the Direct Funding program. I review participants' quarterly reports and monthly payments, maintain our database and provide technical equipment assistance when required.

I enjoy that my work and volunteer goals of being able to enhance the lives of people with disabilities can both be met at CILT. I volunteer with Toronto Trailblazers Tandem Cycling Club (Blind Cycling) and Bike Sauce. Any further free time is spent enjoying summer outdoor street events in the city.

DANIELLE VINCIGUERRA

Reception and Operations Assistant



I recently marked my six-month anniversary as CILT's receptionist. I have the pleasure of greeting fellow staff members and CILT guests, and connecting with consumers and service providers over the phone. Outside of work, I love trying new restaurants,

travelling, and being an aunt.

JAMIE WONG

Operations Manager



Last year marked my 20th year with CILT. In 20+ years I've seen CILT go through many changes, ups and downs. I like my job because working for a charitable organization makes me feel good. As operations manager, I am involved in overseeing various operational

functions including finance, human resources, payroll, office administration, and information technology. My role keeps me busy with different kinds of challenges at different times of the year.

In addition, my work at CILT gives me the opportunity to explore, procure, and deploy new technology, which I find fascinating and exciting. I enjoy rolling out new and innovative tools and equipment that can help the staff work more efficiently and effectively, which in turn helps provide better services to the disability community.

In my spare time, I like housekeeping, watching television dramas and travelling. Oh yes, and I like small or miniature objects!

GEORGINA YOUNG

Review & Audit Clerk, Direct Funding



I briefly worked in DF as a temp many years ago and returned in March again to help out before being hired full time recently. I am recovering from a travel bug which has taken me abroad to Australia and England, where I did lots of exploring while living and

working in both places. I am happy to be back in Canada and excited to be working for CILT. I assist with reviewing quarterly reports from Self-Managers as well as doing in-depth reviews to ensure Self-Managers are utilizing the DF program successfully.



SUSAN AND HER HUSBAND, JIM, AT THE CILT PICNIC, 2015

SUSAN DELAURIER 2015 FOUNDERS' AWARD RECIPIENT

I HAVE HAD THE PLEASURE of working with Susan DeLaurier since I started at CILT in 2005. When I first started doing information and referral, I shared an office with Susan, and learned a lot about disability services and the disability community, and especially attendant services since she was working in the Project Information Centre, or PIC, at the time. Susan worked in PIC for 11 years, and in DF for just over two years before her retirement in 2012. Susan always did an amazing job in PIC and in DF.

“In all the years we have been giving out the Founders Award, Susan definitely wins the most-excited-about-it badge! She just kept saying ‘Me? Me? I can’t believe it! What have I done?’ Well...she makes it delightful for the rest of us to do our jobs!” — SANDRA CARPENTER

Susan always made time in her busy schedule to contribute to CILT in other ways. Some examples are maintaining the CILT library, writing book reviews for the newsletter, doing accessibility audits for Independent Living Canada, mentoring new staff, and always contributing to staff development events.

Fortunately, soon after she retired, Susan returned to CILT as a volunteer, so we were all very happy about that. In my current role, I have the pleasure of working with the volunteers, and I always look

forward to my Wednesdays, when Susan comes in. Not surprisingly, Susan is now continuing to make a huge contribution to CILT as a volunteer. Susan is very familiar with the Direct Funding program, so she is able to help them out on most of her visits. Susan has also catalogued all of the Peer Support and Parenting resources, which has taken many, many volunteer hours.

Susan, I am very happy to present the 2015 Founders Award to you. Thank you for all of your contributions to CILT, and independent living in Toronto.

ANDREA RAE
Inquiries Generalist



ANDREA RAE PRESENTS SUSAN WITH A GIFT AT A RECENT
VOLUNTEER APPRECIATION LUNCHEON



BOARD MEMBERS

MEGHAN HINES

President



Meghan is entering the third year of her first term as a CILT board member and first year as Chair. She is from Toronto and a recent graduate from the honours bachelor of commerce program at McMaster University. Meghan works with RBC as the co-ordinator for its executive recruitment team.

Meghan has been involved in the disability community from a very young age, beginning with the Lions Foundation of Canada Dog Guides, which has provided her with her two service dogs. She has also been active in her wheelchair hockey association and in Girl Guides of Canada where she achieved the Canada Cord, the highest honour in Guiding. In 2012, Meghan's commitment to the community was recognized when she was awarded the Queen Elizabeth II Diamond Jubilee Medal.

While working with RBC, Meghan has been actively seeking ways to become involved in RBC's strategies for persons with disabilities, as well as other community initiatives. Meghan has been actively involved with various RBC Employee Resource Groups, including REACH which is aimed at supporting employees with disabilities and their allies. She has also had the opportunity to work with the Human Resources and Brand & Communications Diversity Leadership Council (DLC) as well as the National Office DLC, where she co-chairs the Persons with Disabilities work-stream.

Meghan has been a participant of the Direct Funding (DF) program since November 2011. DF has had such a significant positive impact on her independence and freedom that Meghan is eager to give back to CILT in any way she can. Her key objective is to work with CILT to ensure DF and other programs and services offered can continue to improve the lives of other individuals with disabilities.

MEENU SIKAND

Vice-President



Meenu holds a graduate degree in Critical Disability Studies from York University and works as Regional Accessibility Planning Specialist and instructor at the Queen's University's International Centre for the Advancement of Community Based

Rehabilitation Program. She also serves as co-chair of the Region of Peel United.

Since 1990, Meenu has been involved in Canada's Independent Living movement in various capacities. She has served in various executive positions on the national board of Independent Living Canada and chair of its International Committee. In 1995, she participated in the United Nations Conference on Women in Beijing and "Loud, Proud and Passionate", a project which gathered women with disabilities from around the world to discuss issues of leadership. That year, she also founded the Canadian South-Asians Supporting Independent Living.

In April 2013, Meenu was invited by the House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities as an expert witness for a federal study exploring employment opportunities for persons with disabilities.

Meenu lives with her husband, mother and son in Woodbridge, Ont. Living with independent living principles at the core of her being, Meenu believes that there is nothing she would change about her life if given the chance.

WARNER CLARKE

Secretary



Warner describes his working life as a series of fortuitous accidents and opportunities that lead him to the best job in the world. His early work experience included serving as a Grade 2 teacher; working in a group home for youth in conflict with the law and

a singer/guitarist. He attended the University of Toronto, then worked in the field of children's mental health as a residential counselor before returning to school to complete a Master of Social Work degree.

In 1982, Warner accepted a three-month contract with the Ministry of Community and Social Services as a vocational rehabilitation counselor. This was his first real encounter and development of awareness with working with people with disabilities. He later supervised some seniors programs in Toronto and eventually took on a portfolio focusing on services for adults with physical disabilities in 1987.

Warner was working for the provincial government when it embarked on a review of the attendant service system that resulted in a significant research paper; that document provided some direction to organizations providing services to persons with physical disabilities, but also laid groundwork for the establishment of the Direct Funding pilot project. Warner was a member of the implementation team.

Later, after serving in the corporate policy branch

of the Ministry of Health, Warner worked from 2007 until his retirement in 2010, managing a small portfolio of provincially funded services, including the Direct Funding program.

Since retirement, Warner spent time as primary caregiver for his wife Beth, who passed away in 2011, and his mother Nancy, who passed away in November of 2012. Lately, he has been spending much of his time working with his musical projects; The Deloraines, the Wild Walker Band, The Lost Boys, and most recently, Willin' & Abel.

CATHY SAMUELSON

Treasurer



Cathy Samuelson has worked in the community of supporting persons with physical disabilities for the past 25 years. She is currently the executive director of North Yorkers for Disabled Persons, which provides supportive housing, attendant services and augmentative communication facilitation.

VICTOR GASCON

Director



Victor is an experienced consultant on disability issues and has been an advocate for people with disabilities for more than 30 years. He is currently president of the board of directors for the Ontario Federation for Cerebral Palsy. Victor's

experience includes being a personal support worker, a literacy practitioner, executive director of a provincial native organization and teaching.

Twenty-nine years ago, Victor and his partner adopted a young boy with cerebral palsy (CP) who was living in a group home for children with CP. His son has been the driving force in his quest to inspire front-line workers to do their best with the hope of better services for all.

DONALD BARRIE

Director



Donald is entering his second year of his first term as a CILT board member. He has a background in journalism, web design and social media. He is a graduate of Carleton University and Ryerson University's journalism school. Donald received his web

design certification from Selkirk College.

Donald is a former resource co-ordinator at CILT who is an active member of the disability community. Presently he is the website administrator for Lights, Camera, Access! (LCA!), a support network to advance opportunities for people with disabilities in the entertainment and media industries. In 2013, Donald received a Queen Elizabeth II Diamond Jubilee Medal, in recognition of his contributions to LCA.

An active volunteer; Donald maintains a large network of contacts in the community. He also has memberships with CILT and the United States-based Osteogenesis Imperfecta Foundation.

His current projects include serving as a contributor and writing consultant for Enables Me (www.enables.me), a blog site on disability news, information and advocacy.

Donald Barrie's personal blog is at unbreakabledb.blogspot.ca.

CANDICE BOTHA

Director



Candice Botha served as the project co-ordinator for the Ethno-Racial people with Disabilities Coalition of Ontario (ERDCO). She studied political science and human rights at Carleton University in Ottawa and worked with the Ottawa Independent Living

Resource Centre for five years as a peer support co-ordinator and later as a program manager.

Having a mother with a disability, Candice has been exposed to the Independent Living (IL) movement since childhood. She has attended many national annual general meetings of Independent Living Canada and Disabled People's International World Assemblies in Korea and Japan.

Most recently, Candice spent three years working in southern Africa as a program officer with the International Campaign to Ban Landmines and VSO International, an independent international development organization.

Candice is passionate about people and enjoys studying language and culture, and being a part of the IL family.

ROD IOI

Director

Since Rod retired six years ago, most of his free time is centered around three activities: 1) visiting a friend who now lives in a long-term care facility; 2) spending time with "sponsees" who, like him, are members of the Fellowship of Alcoholics Anonymous; and, 3) practicing tai chi. He also spends time with his son Dexter, 15, whom he home schools in two languages, Cantonese and Persian.

His latest (and longest) term of work was with the Ontario Human Rights Commission, where his most recent responsibilities involved mediating human rights complaints.

CHRISTOPHER LYTLE

Director



Christopher Lytle holds a bachelor of arts in social anthropology and a master's degree in Critical Disability Studies. He participated in consultations held by the Council of Canadians with Disabilities (CCD) during the drafting of the United Nations

text of the Convention on the Rights of Persons with Disabilities and he was part of CCD International Human Rights Committee from 2004 to 2006. He held a seat on the board of directors for the Canadian Council of International Cooperation from 2007 to 2008 and he has worked extensively building capacity for human rights monitoring of persons with disabilities in Asia, Africa and Europe. Christopher has worked within the Independent Living movement at the national and local level since 2007 in various roles including policy analysis, community development and researcher.

AYSHIA MUSLEH

Director



Ayshia Musleh currently works as an accessibility specialist in Human Rights and Equity Services at McMaster University. Previously, she was project co-ordinator at the Ethno-Racial people with Disabilities Coalition of Ontario (ERDCO). Ayshia is

a disability rights advocate with a strong history of advocacy work at a number of community-based agencies in Toronto. She has worked both on the frontlines of the mental health service sector and at the policy levels, advocating for access and inclusion for all. She obtained her Masters of Arts in Critical Disability Studies from York University in 2006.

FADY SHANOUDA

Director



Fady Shanouda is a second-year PhD student at the University of Toronto's Dalla Lana School of Public Health, Social and Behavioural Sciences division. He earned a master's degree in critical disability studies from York University in 2011. Previously, Fady worked

as a research assistant at the University of Toronto with Dr. Karen K. Yoshida on a project capturing the experiences and life narratives of Canadian polio survivors.

More recently, Fady was hired as project co-ordinator on an Ontario Trillium Foundation funded project at CILT, entitled, "Our Histories: Building leadership and engagement in the disability community: Lessons learnt from Toronto's disability leaders."

Fady is also chair of Students for Barrier-free Access at the University of Toronto: a group dedicated to advocating for the rights of disabled students at the university.

In February 2014, Fady was elected division IV (life sciences) student representative on the Graduate Education Council, in the School of Graduate Studies at the University of Toronto.

Candidates for election to CILT's board of directors

MAAYAN ZIV



Maayan Ziv is an activist, photographer and entrepreneur. She is the founder of a new app, Access Now, which is an interactive map that uses crowdsourcing to share accessibility information. Maayan is a graduate of the masters of digital media program at Ryerson University and her goal is to bring awareness to disability matters. Maayan's work has been recognized with the Queen Elizabeth II Diamond Jubilee Medal.

AYESHA ZUBAIR



Ayesha Zubair is an engaged professional who is passionate about the advancement of disability rights and well versed in non-profit organizational and operational governance. Ayesha, a graduate of York University's bachelor of human resource management program, has consistently demonstrated a commitment to the advancement of disability rights through community involvement activities such as mentoring youth with disabilities, contributing to Metrolinx Accessibility Advisory Committee and the Resource & Logistics Co-ordinator for RBC REACH Employee Resource Group.





**CENTRE FOR INDEPENDENT LIVING
IN TORONTO (CILT)**

365 Bloor Street East, Suite 902
Toronto, Ontario M4W 3L4
Tel: 416-599-2458
Fax: 416-599-3555
Email: cilt@cilt.ca