

CENTRE FOR INDEPENDENT LIVING IN TORONTO

ANNUAL REPORT 2009-2010



**People with Disabilities
Helping People with Disabilities
Since 1984**

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BACKGROUND OVERVIEW

Toronto hosts hundreds of organizations serving people with disabilities. However, limitations of disability or program-specific organizations were frustrating for consumers and professionals alike. In an attempt to resolve this issue, representatives of different organizations formed a steering committee in 1982. This committee's initial goal was to establish an information centre to assist people through the maze of human services.

The Centre for Independent Living in Toronto officially opened its doors in October 1984 and began by conducting a consumer needs survey. This needs survey confirmed that what was needed was a resource centre based on the independent living philosophy. In 1985, CILT was registered as a non-profit corporation, and it became a registered charitable organization in 1986. CILT is a member of Independent Living Canada (ILC).

CILT is operated by a community board of volunteers whose membership must, based on the by-laws, be comprised of a majority of persons with disabilities. Also, the Executive must be comprised of a majority of persons with disabilities.

All key staff positions are held by persons with disabilities (consumers). Benefits to the consumer community are enhanced by this approach. Consumers now have more representation on coalitions, in community consultations, on committees and in the policy rooms of the country, because they have employed staff to be there.

Through organizations such as CILT, consumers have a say in the services they depend on, and improved access to the jobs and the respect that every Canadian is entitled to. By empowering consumers, and by teaching people how to advocate for themselves, CILT has built a solid reputation as a responsive, innovative organization in Toronto.

CILT serves consumers in the Greater Toronto area and region, and in all of Ontario for the delivery of the Direct Funding Program and the Student Attendant Service Fund. The primary disability addressed is physical including both visible and invisible disabilities, mobility, sensory and communication barriers. To an extent we also address mental health issues, addictions and intellectual disabilities because often these disabilities may co-exist with other primary disabilities and because the issues, barriers and discrimination faced are similar.

We serve consumers of all ages but primarily working age adults, although this is changing as the population ages. Our consumers are comprised of all ethno-racial backgrounds, income levels, genders, sexual orientations, social (including housing, health, employment, family, education) and immigration status. We also provide service to those who work or associate with people with disabilities.

¹ The term 'consumer' was coined in the early 80's to capture the notion that rather passive recipients of service, people with disabilities were active consumers of services and as such, should have a key say in the standards, quality and nature of those services.

For the Toronto area alone we estimate that there may be more than 700,000 people who identify as people with disabilities. 71% of this number report some kind of mobility disability. One third of this number classify their disabilities as severe.

Although we currently are located at 365 Bloor Street East some program activities, for example the Diners Club, occur in all parts of Toronto.

Our primary sources of core funding come from The City of Toronto, the Ontario Ministry of Health and Long Term Care, the Federal Office for Disability Issues via Independent Living Canada, and the United Way of Greater Toronto. We receive project funding from the City of Toronto and Toronto Community Housing Corporation and received one time Capital Grant Funding for the Ontario Trillium Foundation. From time to time we also receive very small grants for specific initiatives.

CILT SERVICES

Information and Referral (Networking)*

In this area there is an inquiries generalist who answers the phone or deals with planned and unplanned visitors who have a range of information needs. This is considered to be the 'backbone' of the organization because CILT was originally established to help people with disabilities and those providing support to them through the maze of human services in Toronto.

We also have a comprehensive website, member newsletters, specialty newsletters and bulletins.

All information provided to both voting and active members is consumer validated i.e. must come with the knowledge that someone we know with a disability has used and is satisfied with the service. Sometimes staff themselves will use a service before it can be recommended to a consumer. In some cases, testimonials that can be validated by us, are used.

Until recently, we provided a 24/7 Newslines, however it has not been operational since the move to our new location. There have been no requests to us for this service to resume. Therefore there may be insufficient demand for information in this format that it may not be justifiable to re-institute this service at this time.

Peer Support* and Parenting with A Disability Network

The Peer Support program is about consumers listening and supporting each other, sharing thoughts and exploring ideas, looking at different options and choices, and empowering others to make their own decisions. Other key elements included respecting confidentiality, setting realistic guidelines and expectations, knowing when you cannot help someone and admitting that you don't have all the answers and recommending other appropriate community resources when you are unable to support an individual.

Peer Support is not about providing professional counseling or therapy, solving other people's problems for them, or trying to be the "expert".

Key concepts of Peer Support include, a form of support among persons facing similar barriers, linking people to people, equality (no power play), and mutually beneficial relationships. The Peer Support Program includes the Diners Club, Prime Timers (Older Adult Group), Peer Support Resources, and the **Volunteer Program**.

Peer Support publications include Access Health a quarterly newsletter that focuses on aging and disability, Peer Links, Prime Timer Focus, Volunteer Vibes and the Accessibility Restaurant Directory.

The Parenting with a Disability Network (PDN) is a peer support and information-sharing network for parents and prospective parents with a disability. The aim of PDN is to develop consumer friendly approaches to parenting with a disability by providing opportunities for networking, peer support, information-sharing and education.

PDN offers Peer Support opportunities, one-to-one support, resources on parenting with a disability, workshops and seminars, research and development of new models of support for parents with a disability.

PDN publications include the Parenting with a Disability Bulletin (published quarterly), The Parenting Book for Persons with a Disability: from planning your family to raising adolescents (1999), Nurturing Assistance: A Guide to Providing Physical Assistance for Parents with Disabilities (2002). "School Year Chronicles: A Personal Collection of Your Child's School Year Memories". (2009) This latest publication attempts to capture the child's special childhood school moments and achievements, provide tips for parents with disabilities on how to educate their child about their disability, how to breastfeed when you are a mother with a disability and facing postpartum blues.

Peer Support is the 'heart' of our Centre. It equalizes the power dynamic of a 'helping' relationship and concentrates on strategies to end or minimize isolation.

Independent Living Skills Training*

Based on the simple notion of 'feed a man a fish, he is not hungry that day but teach a man how to fish, he can feed himself for life', Independent Living Skills Training (ILST) works with individuals to create goals and plans, or with groups through workshops and seminars, to give people the tools and knowledge they need to become their own advocates.

CILT facilitates workshops for consumers, community and family members and professionals. Topics include human rights, self-advocacy skills, overcoming problems with **attendant**

services, employment options, government programs and services, financial 'literacy', parenting with a disability, nutrition, anger management and personal wellness.

The IL Skills Trainer at the Centre for Independent Living in Toronto (CILT) Inc. does not work "for" the consumer, but "with" the consumer so that the individual can develop the skills needed to advocate on their own behalf. These skills may include letter writing, making phone calls or holding meetings with individuals who make decisions that may affect them.

ILST is the "brains" of our operation.

Service Development Capacity*

This program component has taken many forms since 1984. Sometimes things start out in this area as basic research, demonstration programs, pilots or action research. The original theory behind this is that a Centre would develop something in this area, and then spin it off when fully developed to another organization to operate, or that something would simply be a project of a time limited nature.

However, that has not always been the case. Most notably that occurred with the Parenting with a Disability Network which is now housed with our Peer Support Program, the Direct Funding Program and the Project Information Centre. The two latter programs will be outlined later in this document.

Over the years some initiatives we have undertaken in this area include Access to Literacy Programs, Literature Reviews, Youth and Anti-violence Campaign, the Radio Connection, the Employment Connection, Disability Network, Participatory Research Guide, the Parenting with A Disability Network, the Direct Funding Program and special employment initiatives.

Service Development are the "hands and feet" of CILT. Theory put into action. Currently we have two projects in this area.

The Safe Engaged Environments Disability (SEED) is a project focused on community based action research for people with disabilities regarding community safety in Toronto. This means that the SEED project has been developed and is being carried out by persons with disabilities for persons with disabilities. Entering the 2nd year of a 3 year project, SEED brings people with (physical, mental health, intellectual, visible and invisible) disabilities and their supporters together to identify common concerns and successes related to community safety in Toronto. The SEED project will result in a plan for everyone on ideas and actions to improve or enhance safety.

SEED got started because CILT and the City of Toronto recognized the need to increase the level of awareness of community safety for people with disabilities in the Toronto area. Partnerships were then developed with community organizations and funding was sought to support the project. We also approached Toronto Community Housing for additional funding and currently this project is funded until 2011.

Some other partners on this project include Birchmount Bluffs Community Centre, the City of Toronto, Hearing Every Youth through Youth, Sherbourne Health Centre, Springtide Resources, Toronto Community Housing, and Voices From The Street. Community Living Toronto and/or People First have yet to confirm if they are to be partners or just be a resource to the project.

Focus group discussions will occur over the next few months with both people with disabilities living anywhere in Toronto and tenants with disabilities living specifically in Toronto Community Housing.

The second is the Gateways to Cancer Screening Project. This community-based project explored the experiences and needs of women with mobility disabilities when they tried to access various cancer screening methods and resulted in suggestions for important improvements to access, screening and early detection.

The Centre for Independent Living in Toronto (CILT) recognized the need to increase the level of awareness of screening for breast, cervical and colorectal screening among disabled women in the Toronto area. Partnerships were then developed with Mount Sinai Hospital and Canadian Cancer Society in order to write a proposal and seek funding.

The project is funded and supported by the Canadian Cancer Society, in particular, the Diversity & Cancer Control teams. They provide in-kind for the project, and ensure that the project reflects the diversity that exists in Toronto.

We are about to embark upon Phase II of the Project. We intend to develop a Tool Kit – DVD and Training Manual aimed at health care settings across the Province based on what we learned in Phase I.

Direct Funding, Self-Managed Attendant Services in Ontario (DF)

Celebrating its 15th year of operating DF is a radical departure from all other support service delivery models for people with disabilities. DF negotiates budgets, rather than service hours for those who require attendant services. We based this approach on precedents that had been set in other Ontario government programs, such as what was available through the Special Services at Home program offered through the Ontario Ministry of Community and Social Services and the Workers Compensation program through the Ontario Ministry of Labour.

The UK uses a similar scheme but for a broader range of disability supports.

There are currently about 700 participants, or self-managers (SMs) in this program throughout Ontario. These people all have to register as employers and then have attendant service staff on their payroll. In recognition that once the SM is pretty much on their own as compared to other managed attendant services, local Independent Living centres offer support as needed

to SMs in their area. CILT provides funding to eight centres for support with additional funding for three of these centres to act as satellite administrative centres, receiving quarterly reports from participants, and requesting the monthly deposit from us.

There is also a Self-Managers Network whereby program participants can get peer support from each other.

Currently there are about 400 people on the waiting list for this program. We have repeatedly asked for expansion funding for this program from the Ontario Ministry of Health and Long-Term Care. To date, we have not been successful.

DF is responsible for the maintenance of all eligible applicants and participants through its data base provides non-duplicative statistics to the Ontario Ministry Of Health and Long-Term Care. Statistics have been provided for other research and planning purposes on special request but personal information is never provided to anyone.

Student Attendant Service Fund (SASF)

SASF is a contingency fund for providing attendant services to students who have been assessed by an attendant service provider but are not yet receiving attendant services or when the student's attendant service provider does not currently have the resources to provide attendant services for their post secondary studies.

Service providers are expected to absorb the students into their base budget if they can in the future so that the SASF can be used to support other students with disabilities.

SASF is for students anywhere in Ontario who need attendant services to participate in post high school education or training programs. Attendant services are physical assistance with activities of daily living such as dressing, bathing, washing, toileting, transferring, and assistance with eating

SASF is coordinated through the Project Information Centre (PIC) located at the CILT.

Project Information Centre (PIC)

PIC is the centralized point of access for individuals with physical disabilities applying for Attendant Services in Toronto area. With a single application, applicants can apply through PIC to a variety of projects and programs listed in the PIC Directory. Currently there are about 700 applicants on this data base applying for either Outreach Attendant Services, Assisted Living in Supportive Housing or in some cases, both on our waiting list.

This program does not provide Attendant Services, rather it receives and assesses applications for basic eligibility and forwards these applications to Attendant Service Providers.

PIC is responsible for the maintenance of all eligible applications and through its data base provides non-duplicative statistics to the Toronto Attendant Service Providers and Toronto Central LHIN. Statistics have been provided for other research and planning purposes on special request. In the latter case, personal information is never provided.

Application updates are also completed through PIC. These updates include any changes on the application such as address, project selection or preference, service needs, etc.

Other services provided by PIC include information about Attendant Service options across the province of Ontario and provides information and referral regarding Attendant Services, an Ontario Attendant Service Directory which is an Online Directory of Attendant Service Providers located throughout Ontario and the Consumer Attendant Roster (CAR) which is a web-based system helping to match job seeking attendants with consumer job openings for attendants.

PIC also coordinates the advisory group for this project called Project Information Centre Advisory Committee.

I <http://www.statscan.ca>



PRESIDENT'S ANNUAL REPORT

BY: BEVERLEY ELLIOTT

If I were to characterize last year, I would say it was a time of stabilization and celebration. We celebrated 25 years of CILT, 20 years of the Diners Club initiative and 15 years of the Direct Funding Program.

We are now moving into a phase of consolidation and strategic planning. This report includes an Overview of CILT and it's programs as a starting point for this work. All members are encouraged to read this document and to send in suggestions for the future.

It has been my privilege to work with my fellow Board Members. The list of our Board includes Mary-Louise Dickson, Vice Chair who was honoured in January 2009 with the Order of Ontario medal, Ken Conners, who is a most able treasurer, Shannon Hill, our steady, effective and efficient secretary, Nancy Christie Chair of the Human Resources committee, Harvinder Bajwa, who also heads up Canadian South Asians in Support of Independent Living, Heather Willis who is always full of new innovative ideas, David Wallace with Adaptable Designs, David Meyers, also a Member of the Ethno Racial People with Disabilities Co-alition of Ontario, Christine Stapleford from Holland Bloorview Kids Rehab and Miguel Aguayo who among other things is a talented artist. Miguel is leaving the Board this year. His contribution has been outstanding. Judith Julien resigned this year but was replaced by Charles Silverman as an interim appointment. Please join me in thanking everyone.

I would also like to recognize Sandra Carpenter our Executive Director, and all of the CILT staff. I am very impressed that we continue to be such a strong information provider in our community which is shown by the bar chart that is also contained in this report.

Some highlights over the last year include the reform of our Personnel Policy (now called the Human Resource Policy), bringing it more in line with the 21st Century, the new partnership with Access 2 Entertainment, we also organized and implemented the 25th Anniversary of CILT and the 15 Year Anniversary of Direct Funding Program at Independent Living Canada's AGM, we launched the Memorial Wall, and continued to review and approve where necessary all the reports, applications and proposals required by our various funders.

As you can see from the Treasurers report, we were able to continue our work without going into a deficit position.

So thank you to all the members as we enter our 27th Year!

EXECUTIVE DIRECTOR'S ANNUAL REPORT FOR THE YEAR ENDING MARCH 31, 2010

BY: SANDRA CARPENTER

It is always hard to reflect on the year when the year you are reflecting on ended on March 31, 2010, nearly six months ago. Every time I think of things to say, I am reminded that some of these things occurred after April 1, 2010.

The year 2009/10 was very busy. We had the 25th Anniversary for CILT, the 15th Anniversary for CILT's Direct Funding Program, and the 20th Anniversary for the Diners Club.

At the 25th AGM we presented new initiatives such as the launch of the Memorial Wall and the partnership with Access to Entertainment (A2E) which, in celebration of our 25th anniversary, and with the support of a generous gift from the Dickson Play Fund administered by CILT, A2E agreed to offer free A2E cards to the first 1000 eligible people with disabilities and CILT members who sign up in the Greater Toronto Area.

This is my opportunity to formally acknowledge and thank all our hard working staff and volunteers for all their contributions over the last year.

Ian Parker and the Direct Funding team – Leisa DeBono, Victoria Pica, Julia Fice, Susan Delaurier and Andrea Rae; the Core Program team, with John Mossa, Nancy Barry, Chris Lytle, Carling Barry and Melanie Moore; the PIC team – Rolita Siu and Zdravka Gueorguieva with some help from Judy Lu (who is now on Maternity leave and temporarily replaced by Shakila Khan); Jamie Wong and the Administration Team of Katrin Birkenhake, Judy/Shakila again and Vaughn Rowan, receptionist and the true voice of CILT. Without their dedication we certainly would not be here today.

Last year we made over 232,000 contacts. Not bad for a staff of 18 people! Use of the telephone inquiry is pretty much the same as last year (around 21,000) but the website as a source of information is at almost 197,000 hits which is over 6 times higher than last year. Although we can't be entirely certain of why this dramatic increase occurred a couple ideas are; increased links on external websites driving more traffic to ours, increased community activities; and/or the increasing use and comfort level using the computer as a source of information.

I also want to make special mention of the people who work in the office daily as support attendants. Margaret Githuku, Melissa Haigler, Archie Cromwell, Louis George and Marilyn Butel. I should also point out Sharon Robertson who also provides attendant services at other events.

Our office volunteers include – Crystal Bicknell, Denzil Barker, Mary Henderson, Miriam Chong, Suzette Yearwood, Orathai Bowers, Darcy Attas, Cathy Line, Farah Fatima, Melissa Simas and last but not least Bobbi Moore who is the volunteer receptionist in the morning.. 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!

I also want to thank the CILT Board for all its support to me over this last year. Specifically I want to thank Bev Elliot, our Board President for always being available to me on the other end of the phone and for making the trek down here on regular basis from Muskoka! She actually moved to Toronto in July of 2010.

I 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, the United Way of Greater Toronto, and the Ministry of Health and Long Term Care. Thank you all.

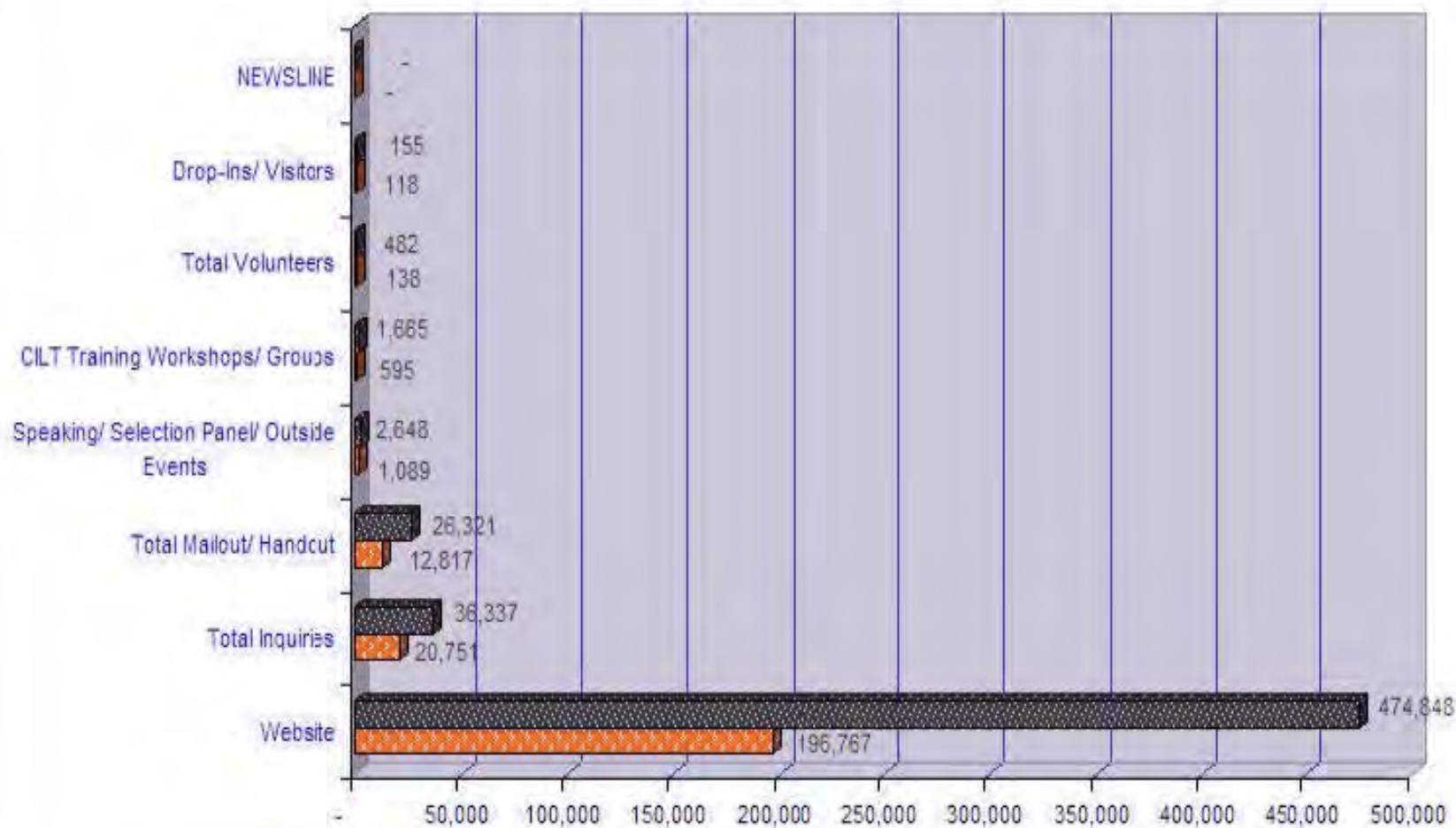
As we look to the coming year, I expect it to be one of consolidation and planning; thinking of new ways for community groups to work together to achieve common goals. The Safe Engaged Environments – Disability project is moving into its last year. We also expect to be doing more collaborations with our other community partners on issues of common concerns such as aging with a disability and parenting with a disability in culturally sensitive ways.

CILT is a member organization and yet we offer services and support to anyone with a disability in Toronto primarily, but are increasingly pulled into this role for the Toronto region. We also offer two Ontario wide programs and initiatives such as the Direct Funding Program and the Student Attendant Service Fund. Aspects of the Parenting with a Disability program also go beyond Toronto boundaries. It is you, the voting members of CILT which make this possible and inform the work we do. I think it is especially important to thank-you too and to always remember this with all humbleness.

Thanks once again, to all!



Statistics Summary- Year 2009-2010



	Website	Total Inquiries	Total Mailout/ Handout	Speaking/ Selection Panel/ Outside Events	CILT Training Workshops/ Groups	Total Volunteers	Drop-Ins/ Visitors	NEWSLINE
■ Units of Service	474,848	36,337	26,321	2,648	1,665	482	155	-
■ Individual Contacts	196,767	20,751	12,817	1,089	595	138	118	-

TREASURER'S REPORT FOR THE YEAR ENDING MARCH 31, 2010

BY: KEN CONNORS

CILT's financial statements for the year ended March 31, 2010 are included in this annual report. The statements were audited by Berman, Lofchick & Lum, LLP Chartered Accountants. As usual, CILT received a "clean" report from its auditors (see page 1).

The Statement of Financial Position (page 2) shows CILT's assets and liabilities as of March 31st. CILT's net assets (at the bottom of the page) increased by \$15,257 since the end of the previous year.

The statements of operations (pages 4, 5 and 6) have been re-organized this year to provide clearer reporting of CILT's core operations by showing the Direct Funding program and CILT's flow-through or paymaster activities on separate pages.

Page 4 shows the results of CILT's core operations only. These core operations include the networking, peer support, skills training, and service development activities described in the Background section of this annual report. Revenues for these core activities came from the Government of Ontario (primarily the Ministry of Health and Long Term Care), the United Way of Greater Toronto, Independent Living Canada, the City of Toronto, and other miscellaneous sources; there was also a substantial administrative recovery from CILT's management of the Direct Funding program and the flow-through or paymaster activities. Revenues totaled \$984,968. Most of the expenses (84%) went to personnel, purchased services, and building occupancy. CILT ended the year with a surplus of \$15,257 which was added to CILT's net assets.

Page 5 shows the results of the Direct Funding program which CILT operates on behalf of the Ministry of Health and Long Term Care. Program revenues and expenses this year were over \$23 million. Although Direct Funding operates on a "breakeven" basis, CILT's core operations benefited by an administrative allocation of \$150,430.

Page 6 shows the results of CILT's flow-through or paymaster activities. These activities consist of the CCIM project with revenues and expenses of almost \$12 million and the Personal Support Workers (PSW) Training project with revenues and expenses of almost \$2 million. Both projects are operated on behalf of the Ministry of Health and Long Term Care. Once again, CILT's core operations benefited from these activities by administrative allocations of \$127,667 and \$45,000 respectively.

I would like to acknowledge the excellent work done by Sylvia Draper-Fernandez of PAS 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, Manager, Administration and Systems in their management of CILT's financial resources.

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

(a charitable organization)

FINANCIAL STATEMENTS

YEAR ENDED MARCH 31, 2010

BERMAN, LOFCHICK & LUM, LLP
CHARTERED ACCOUNTANTS

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BERMAN, LOFCHICK & LUM, LLP
CHARTERED ACCOUNTANTS

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AUDITORS' REPORT

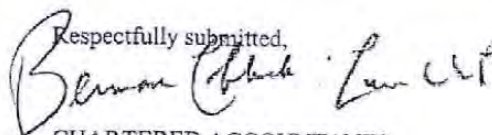
We have audited the statement of financial position of the Centre for Independent Living in Toronto (C.I.L.T.) Inc. as at March 31, 2010 and the statements of change in net assets, operations and cash flows for the year then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

As is the case of most charitable organizations in receipts of funds by donations and fundraising, verification of such items was impractical beyond accounting for amounts recorded in the accounts of the organization, and we were not able to determine whether adjustments might be necessary to contributions, excess of revenues over expenses, current assets and net assets.

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the donations and fundraising referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2010 and the results of its operations and cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Toronto, Ontario.
June 5, 2010.

Respectfully submitted,

CHARTERED ACCOUNTANTS.
Licensed Public Accountants.

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

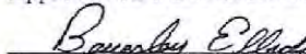
(a charitable organization)


STATEMENT OF FINANCIAL POSITION

MARCH 31, 2010

	2010	2009
ASSETS		
Current		
Cash	\$ 3,648,602	\$ 1,857,936
Temporary investments (note 4)	2,540,613	6,030,142
Accounts receivable	227,417	366,838
Grants receivable	1,023,800	8,457
Prepaid and sundry assets	<u>255,395</u>	<u>231,747</u>
	7,695,827	8,495,120
Capital assets - at cost less accumulated amortization of \$16,076; 2009 - \$8,038	24,115	32,153
Funds held in trust	24,020	37,230
Less - amounts owing	<u>24,020</u>	<u>37,230</u>
	<u>\$ 7,719,942</u>	<u>\$ 8,527,273</u>
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 2,001,082	\$ 169,410
Direct funding payable (note 3)	2,139,651	2,181,109
Deferred revenue (note 5)	2,950,998	4,909,753
Due to Ministry of Health (note 5)	<u>147,295</u>	<u>801,342</u>
	7,239,026	8,061,614
NET ASSETS		
Net assets invested in capital assets	24,115	32,153
Net assets internally restricted for general/capital purposes	105,064	99,706
Net assets internally restricted for program development	<u>351,737</u>	<u>333,800</u>
	480,916	465,659
	<u>\$ 7,719,942</u>	<u>\$ 8,527,273</u>

Approved on behalf of the Board:

 Director

 Director
Lease Commitment (note 6)

The accompanying notes form an integral part of these financial statements.

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

(a charitable organization)

STATEMENT OF CHANGES IN NET ASSETS

YEAR ENDED MARCH 31, 2010

	Invested in capital assets	Restricted for general/capital purposes	Restricted for program development	2010 Total	2009 Total
BALANCE - Beginning of year	\$ 32,153	\$ 99,706	\$ 333,800	\$ 465,659	\$ 373,761
- Excess (deficiency) of revenues over expenses	<u>(8,038)</u>	<u>5,358</u>	<u>17,937</u>	<u>15,257</u>	<u>91,898</u>
BALANCE - End of year	\$ <u>24,115</u>	\$ <u>105,064</u>	\$ <u>351,737</u>	\$ <u>480,916</u>	\$ <u>465,659</u>

The accompanying notes form an integral
part of these financial statements.

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

(a charitable organization)

STATEMENT OF OPERATIONS - CORE

YEAR ENDED MARCH 31, 2010

	2010	2009
REVENUES		
Ministry of Health		
- Long-Term Care Division		
- Core Funding	292,533	286,096
Ministry of Training, Colleges and Universities	11,713	-
Administrative recovery	321,463	477,360
United Way of Greater Toronto		
- Membership Allocation	181,330	184,921
Independent Living Canada		
- HRDC - Core	53,478	53,478
- Project Funds	8,000	8,000
Foundations		
- Dickson Wish Fund	30,000	-
- The Ontario Trillium Foundation	-	150,000
City of Toronto		
- Community Safety Investment (CSI)	28,005	22,575
- Community Services Partnership (CSP)	20,815	20,900
- Toronto Community Housing Corporation	15,000	-
Interest	2,317	10,113
Donations	10,690	8,027
Sales and services	6,254	5,329
Expense recovery	2,095	-
Membership fees	1,275	1,085
Other Agencies	-	1,854
	<u>984,968</u>	<u>1,229,738</u>
EXPENSES		
Personnel	650,504	586,948
Purchased services	93,502	78,921
Building occupancy	71,799	381,738
Program expenses	47,930	26,286
Administrative expenses	42,922	40,639
Subsidies to participants	30,000	-
Staff/board expenses	25,016	15,270
Amortization - furniture and equipment	8,038	8,038
	<u>969,711</u>	<u>1,137,840</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ 15,257</u>	<u>\$ 91,898</u>

The accompanying notes form an integral part of these financial statements.

-4-

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

(a charitable organization)

DIRECT FUNDING PROGRAM

STATEMENT OF OPERATIONS

YEAR ENDED MARCH 31, 2010

	2010	2009
REVENUES		
Ministry of Health/Long-Term Care Division	\$ 23,242,502	\$ 22,656,642
Interest	<u>45,382</u>	<u>50,528</u>
	<u>23,287,884</u>	<u>22,707,170</u>
EXPENSES		
Direct subsidies	22,637,292	21,981,700
Personnel	323,187	315,000
Administrative expenses	150,430	185,711
Building occupancy	61,307	120,673
Program expenses	62,662	54,757
Purchased services	49,856	49,178
Staff/board expenses	<u>3,150</u>	<u>151</u>
	<u>23,287,884</u>	<u>22,707,170</u>
EXCESS OF REVENUES OVER EXPENSES	\$ <u>-</u>	\$ <u>-</u>

The accompanying notes form an integral
part of these financial statements.

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

(a charitable organization)

PAYMASTER PROJECTS

STATEMENT OF OPERATIONS

YEAR ENDED MARCH 31, 2010

	2010	2009
CCIM (CSS MIS) FUNDS		
REVENUE		
Ministry of Health Project Funding	\$ 11,947,491	\$ 13,378,193
Interest	<u>18,713</u>	<u>92,552</u>
	<u>11,966,204</u>	<u>13,470,745</u>
EXPENSES		
Project expenses disbursed	11,838,537	13,470,745
Central administration allocated	<u>127,667</u>	<u>-</u>
	<u>11,966,204</u>	<u>13,470,745</u>
EXCESS OF REVENUES OVER EXPENSES	\$ <u>-</u>	\$ <u>-</u>

P.S.W. FUNDS

REVENUE		
Ministry of Health Project Funding	\$ 1,848,271	\$ 1,194,223
	<u>1,848,271</u>	<u>1,194,223</u>
EXPENSES		
Funds paid to participating agencies	1,803,271	1,194,223
Central administration allocated	<u>45,000</u>	<u>-</u>
	<u>1,848,271</u>	<u>1,194,223</u>
EXCESS OF REVENUES OVER EXPENSES	\$ <u>-</u>	\$ <u>-</u>

The accompanying notes form an integral
part of these financial statements.

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

(a charitable organization)

STATEMENT OF CASH FLOWS

YEAR ENDED MARCH 31, 2010

	2010	2009
Cash flow from operating activities:		
Excess of revenues over expenditures	\$ <u>15,257</u>	\$ <u>91,898</u>
Amortization	<u>8,038</u>	<u>8,038</u>
Changes in non-cash working capital:		
(Increase) decrease in temporary investments	3,462,676	(4,077,972)
Decrease in accounts receivable	139,421	249,757
Increase in grants receivable	(1,015,343)	(2,000)
(Increase) decrease in prepaid expenses and sundry assets	(23,648)	60,169
Increase (decrease) in accounts payable and accrued liabilities	1,831,672	(672,291)
Increase (decrease) in direct funding payable	(41,458)	116,315
Increase (decrease) in deferred revenue	(1,958,755)	2,203,794
Increase (decrease) in due to Ministry of Health	<u>(654,047)</u>	<u>135,953</u>
	<u>1,740,518</u>	<u>(1,986,275)</u>
Cash flow from operating activities:	<u>1,763,813</u>	<u>(1,886,339)</u>
Investing activities:		
Purchase of capital assets	<u>-</u>	<u>(40,191)</u>
Net increase (decrease) in cash and cash equivalents	1,763,813	(1,926,530)
CASH AND CASH EQUIVALENTS - Beginning of year	<u>1,857,936</u>	<u>3,784,466</u>
CASH AND CASH EQUIVALENTS - End of year	\$ <u>3,621,749</u>	\$ <u>1,857,936</u>

The accompanying notes form an integral
part of these financial statements.

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

(a charitable organization)

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2010

1. PURPOSE OF THE ORGANIZATION

The Centre for Independent Living in Toronto (C.I.L.T.), Inc., is a consumer-controlled and community-based organization run by and for persons with a disability. Operating on the philosophy of the Independent Living movement, C.I.L.T. aims to develop and implement dignified social services that empower persons with a disability and encourage them to gain independence and integrate into the community. The organization is incorporated under the Ontario Corporations Act as a non-profit charitable organization and is a registered charity under the Income Tax Act, registration number 10689-7861 RR0001 and is exempt from income taxes under Section 149 of the Income Tax Act.

2. SIGNIFICANT ACCOUNTING POLICIES

- (a) Receipts for all government grants are recorded in these financial statements on the accrual basis. Therefore, the amounts recorded in these financial statements may or may not correspond to the actual amounts received during the fiscal year.
- (b) In general, not-for-profit organizations may capitalize assets, capitalize and amortize, or expense immediately all capital assets acquisitions.
- (c) The organization uses the deferral method of accounting with respect to contributions.
- (d) The organization does not account for contributed materials and services.
- (e) Amortization of furniture and equipment is provided for on a straight-line basis over 5 years.
- (f) The organization considers its capital to be the balance maintained in its Unrestricted Net Assets. The primary objective of the organization is to invest its capital in a manner that will allow it to continue as a going concern and comply with its stated objectives. Capital is invested under the direction of the Board of Directors of the organization with the objective of providing a reasonable rate of return, minimizing risk and ensuring adequate liquid investments are on hand for current cash flow requirements. The organization is not subject to any externally imposed requirements of its capital.

Continued...

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

(a charitable organization)

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2010

...Continued

3. DIRECT FUNDING PAYABLE

This amount represents funds in separate deposits at the organization's bank. These funds are used to secure electronic transfers to self-managers of the Direct Funding Program and for amounts earmarked in contracts with self-managers for acute service increases.

4. TEMPORARY INVESTMENTS

Temporary investments include a portion of the direct funding payable for a total of \$2,139,651. The balance of the temporary investment of \$400,962 represents C.I.L.T. reserve funds invested in 30 day GIC's in order to earn higher interest on funds not yet spent.

5. DEFERRED REVENUE

Certain of the fundings are unexpensed or designated to be used or repaid during periods subsequent to March 31, and are therefore deferred to the next fiscal year. These deferred amounts consist of the following:

	2010	2009
Deferred		
- Minister of Health - CCIM	\$ 2,917,428	\$ 4,902,228
- City of Toronto		
- Toronto Community Housing Corporation	15,000	-
- Community Safety Investment (CSI)	10,240	7,525
- Community Services Partnership (CCSP)	8,330	-
	<u>\$ 2,950,998</u>	<u>\$ 4,909,753</u>
Due to Ministry of Health		
- Ministry of Health - PSW	142,773	796,820
- Ministry of Health - Direct Funding	<u>4,522</u>	<u>4,522</u>
	<u>\$ 147,295</u>	<u>\$ 801,342</u>

Continued...

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

(a charitable organization)

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2009

Continued

6. LEASE COMMITMENT

As at March 31, 2010 the organization is obligated under the terms of its lease on its premises requiring annual aggregate payments exclusive of G.S.T. and estimated "additional rent" as follows:

2011	- \$ 39,440
2012	- \$ 39,440
2013	- \$ 39,440

7. ECONOMIC DEPENDENCE

The organization received funding from various levels of Government, most noteworthy of which is the Ontario Ministry of Health. It also receives funding from the United Way of Greater Toronto. Funding is dependant upon strict guidelines imposed by the above on the organization by written agreement. Funding is discretionary and is determined from year to year.

As a substantial amount of funding is derived from the above sources, it's ability to continue viable operations is dependant upon maintaining the guidelines imposed by the funders and also the continued yearly funding by the Ontario Ministry of Health.

8. FINANCIAL STATEMENTS PRESENTATION

The presentation of the financial statements has been changed to separate flow through/paymaster financial activities so as to provide clearer reporting on C.I.L.T. core funding activities.

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BERMAN, LOFCHICK & LUM, LLP
CHARTERED ACCOUNTANTS

JERRY BERMAN, BSc C.A.
MARSHALL LOFCHICK, B.A. (HONS) C.A.
WINSTON LUM, B Comm C.A.

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Centre for Independent Living
in Toronto (C.I.L.T.) Inc.
#902 - 365 Bloor Street, East
Toronto, Ontario. M4W 3L4

March 31, 2010

Re: Audit of 2009 Financial Statements

Dear Board Member:

The objective of our audit was to obtain reasonable assurance that the financial statements were free of material misstatement. Our audit was not designed for the purpose of identifying matters to communicate. Accordingly, our audit would not usually identify all such matters that may be of interest to you and it is inappropriate to conclude that no such matters exist.

During the course of our audit of Centre for Independent Living in Toronto (C.I.L.T.) Inc. for the year ended March 31, 2010 we did not identify any of the following matters:

- Misstatements;
- Fraud;
- Misstatements that may cause future financial statements to be materially misstated;
- Illegal or possible illegal acts, or
- Material weaknesses in internal control.

This communication is prepared solely for your information and is not intended for any other purpose. We accept no responsibility to a third party who uses this communication.

Yours very truly,

BERMAN, LOFCHICK & LUM, LLP

CHARTERED ACCOUNTANTS.
Licensed Public Accountants.

DIRECTORS' BIOS

Beverley Elliott, President

Beverley Elliott, current Chair of CILT, is entering her final term as a Board member. Beverley is also on the Board of Directors of Independent Living Canada (ILC), and serves on their International Committee. Most recently, Beverley has been appointed to the Steering Committee of Personal Support Network of Ontario.

Beverley's twenty-five year work experience was with the Toronto Transit Commission, as a manager in the Wheel-Trans Department, and as an Executive Director of a Supportive Housing Project.

Recreational time is divided between Toronto and her home in the Haliburton Highlands. Beverley's primary interest continues to be the Independent Living Movement.

Mary Louise Dickson, Q.C., Vice President

Current Appointments And Offices:

- Order of Ontario - admitted to membership 2008
- Queen's Counsel - appointed 1983
- Benchers, Law Society of Upper Canada - elected 2003 and 2007
- Received Award for Distinguished Service from the Canadian Bar Association in 1999
- Received Gold Key Award from Osgoode Hall Law School in 2007

Mary Louise Dickson, Q.C. is a partner of Dickson, MacGregor, Appell LLP practising in the areas of Will and Trust Planning, Powers of Attorney for Property and Personal Care, Mental Incompetency Applications, Estate Administration, Income Tax Planning and Charities.

She is a member and Benchers of the Law Society of Upper Canada and is serving on the Equity & Aboriginal Issues, Finance and Professional Development, Competence & Admissions Committees and the Ontario Courts Accessibility Advisory Committee. a member of the Canadian Bar Association, Canadian Tax Foundation, Estate Planning Council of Toronto, American College of Trust and Estate Counsel, and International Academy of Estate and Trust Law.

She is a former member of the Canadian Human Rights Commission and co-author of Ontario Estate Practice, and co-author of The Wills Book - Benefits, Wills, Trusts and Personal Decisions Involving People with Disabilities in Ontario published by the Ontario Association for Community Living and Consider a Henson Trust sponsored by Reena and The Law Foundation of Ontario.

Ken Conners, Treasurer

Ken joined the CILT Board in January 2008 as an interim appointment to the Treasurer position which was vacated in December of 2007.

He has a wealth of experience with non-profit Boards and with filling treasurer responsibilities specifically for the Evangel Hall Mission and The Mariposa Folk Foundation. Evangel Hall provides a variety of services to homeless people in downtown Toronto. They have recently completed the construction of 84 units of rent-geared-to-income housing for the homeless and hard to house.

He also volunteers at Christopher House in the annual income tax preparation program for seniors and people with low incomes.

His professional experience has included providing accounting, financial management and day-to-day bookkeeping services to a variety of not-for-profit organizations in Toronto. Now largely retired, he continues to provide services to St. Matthew's Bracondale House – a not-for-profit, rent-geared-to-income housing and support services for seniors.

Since October 1999, Ken has also been providing payroll and bookkeeping services to people with physical disabilities who hire their own attendant care staff under the Self-Managed Attendant Services (Direct Funding) Program operated by CILT.

In the past he served as the Executive Director of Three Trilliums Community Place. Three Trilliums is a non-profit organization providing attendant services to adults with physical disabilities who wish to live independently in the community and direct their own care.

His international work has taken him to South Africa, where as a consultant, he facilitated a process of community economic development resulting in both a small business development strategy and the establishment of a local business service centre in Mdantsane (one of South Africa's largest townships, now part of the City of East London).

Ken also was Cooperant with the City of L'viv in the Ukraine for Partners in Progress – a people-to-people assistance program sponsored by Foreign Affairs and International Trade Canada. The program matches Canadian cooperants with requests for professional advice and assistance from the nations of the former Soviet Union. As a cooperant, he presented a series of management seminars to senior managers at the City of L'viv; initiated and coordinated a project to translate written materials on Western management practices into the Ukrainian language, and assisted in the production of a "Profile of L'viv" and a new councilors"

handbook.

His background also includes work in the Northwest Territories for the Fort McPherson Incorporated Band Ltd., owned by the Dene Band and for the Northwest Territories Housing Corporation.

His Education includes a Master of Public Administration, Master of Arts, Russian Literature, Bachelor of Arts (Honours), Political Studies, and The Society of Management Accountants of Ontario.

Shannon Hill, Secretary

Shannon has focused her career in the area of disability including several years providing Adjustment to Vision Loss counseling for seniors, Program Development and Education with CNIB, and over the past 4 years, volunteer development to support programs at the Aphasia Institute. She is also the President of the Toronto Association of Volunteer Administrators.

Nancy Christie

Nancy Christie has experience in disability and rehabilitation issues at national and international levels. With a background in political science as well as physical and occupational therapy, Nancy has worked both in Canada and in developing countries as a clinician, an educator, and an administrator. She has been on faculty at the University of Toronto and works with others in the disability studies program to foster positive attitudes in young rehabilitation professionals.

Her board experience is diverse, and includes involvement in organizations concerned with disability issues, environmental matters and community action. International work has taken her to India, Bangladesh, Indonesia, Thailand, Russia, Azerbaijan and Armenia. She continues to be involved with the International Centre for Disability and Rehabilitation at the University of Toronto. For the past 2 years, she has chaired the Human Resources Committee of CILT.

Her wider involvement includes chairing a fast growing environmental organization concerned with land protection in Georgian Bay, and recently, has been involved with education for seniors based at Glendon College, serving as President of that organization and is now helping to create a network of like organizations in Ontario.

With continuing interest and involvement in advocacy around disability issues, she has lobbied governments at federal and provincial levels, and worked actively with Rehabilitation International, Disabled Persons International and the International Society for Augmentative and Alternative Communication to change the lives of persons with disabilities globally.

Miguel Aguayo, M.S.W., R.S.W.

Miguel is the Manager of the Employer Outreach Secretariat, which is a unit within the Ontario Disability Support Program Branch (ODSP), Ministry of Community and Social Services.

The Employer Outreach Secretariat's mandate is to build employers' capacity to recruit, retain, and integrate people with disabilities in their workforce. It does this by working with employers to help them identify and remove real and perceived barriers to hiring job seekers with disabilities.

Miguel's experience with disabilities and career management is extensive. As a Senior Human Resources Consultant with the Canadian Imperial Bank of Commerce (CIBC), he designed and led the CIBC Career Access Program, which was a diversity outreach and intake program. This program was an unprecedented for any private sector organization and helped CIBC become the first Canadian bank to achieve equitable workforce representation for people with disabilities, aboriginal people, visible minorities, and women.

Before joining the bank, Miguel managed WORKink Ontario, which is a virtual employment resource centre for people with disabilities that provided online employment counseling and access to job opportunities. He also provided personal and vocational rehabilitation counseling through a private practice, which involved vocational assessments, disability management, trauma counseling, and disability accommodation provision.

Miguel, who became deafened at the age of 14 years, holds a masters degree in social work and a certificate in human resources management.

Harvinder Bajwa

Harvinder Bajwa is a President and Founder of the Canadian South Asians Supporting Independent Living (C-SASIL). She has a mobility disability but her courage never stopped her from moving forward. She has been working for persons with disabilities since the past 15 years.

She believes in the philosophy of independent living. She loves to make a difference in the lives of persons with disabilities and her dream is to see them live with dignity and participate independently in the society.

Harvinder is a strong advocate of the disabled community and disability rights. She has a lot of professional experience as a leader, founder, president, and a board member of the disability organizations.

She is the vice chair of the accessibility advisory committee -City of Brampton, a member of the accessibility advisory committee – Region of Peel, board member of ERDCO (Ethno-Racial People with Disabilities Coalition of Ontario), Centre for Independent Living in Toronto (CILT)

and an organizer and event leader of the Brampton Rick Hansen Wheels In Motion event.

She is also active within various committees and subcommittees including, the Brampton Transit & Taxicab Advisory Committee – city of Brampton.

She is an active participant in society, helping numerous individuals with disabilities. Evidently, Harvinder has tremendous experience and knowledge regarding work in the community. She is the recipient of many awards for her work in the disabled community.

David Meyers

David Meyers is a disability advocate who is committed to advancing the social inclusion, rights and equitable community participation of persons with disabilities.

Over the past 6 years, he has served as Manager of Active and Able Programs at Birchmount Bluffs Neighbourhood Centre, a program that provides for the disability sector, capacity building, wellness and peer support programs as well as information and referral and advocacy. He has led the centre's development of inclusion and equity initiatives that expanded disability access for large, diverse numbers of persons with disabilities.

Between 2007 and the fall of 2009, he promoted the voices of ethno-racial people with disabilities as Coordinator of Ethno-racial People with Disabilities (ERDCO).

David thrives on working collaboratively with stakeholders, and serves on multiple coalitions and committees in the non-profit, government and private sectors. These include: Safe Engaged Environments –Disability (SEED) and the Barrier-free Access to Swimming Project. He has been a long-time member and ally of CILT and has been involved in partnership projects with CILT over the years.

Christine Stapleford

Christine has worked many years in the field of social services. A Social Worker by profession, she has a Bachelor of Science degree in Psychology and a Masters degree in Social Work.

Christine has experience working in the field of mental health and cognitive rehabilitation with adults, and has extensive experience working with children and youth living with disabilities and their families, particularly in the areas of spina bifida, hydrocephalus, and most recently, autism.

Her particular area of interest has centered on the multi-faceted aspects of living with a disability, including "invisible disabilities", and issues across the lifespan (increased risk of abuse, sexuality issues, aging, secondary conditions, substance abuse, social isolation and depression). She has also co-authored research articles relating to disability issues, including the experiences of fathers, social support, and self-esteem.

Christine has been asked as a guest speaker on a variety of topics relating to disabilities, including self-esteem issues, facilitating independence in youth with disabilities, sexuality, and ethics.

Currently, she is working as the Social Worker for the LIFEspan programme, cross-appointed at Bloorview Kids Rehab and the Toronto Rehabilitation Institute, bridging the gap between the paediatric healthcare system and the adult system for young adults living with cerebral palsy or an acquired brain injury.

David Wallace

David Wallace is the Vice President of the Adapt-Able Design Group, a company with over 20 year expertise determining what home modifications are necessary to maximize a person's functional abilities and safety in their home, completing architectural design services, quantifying the costs, and overseeing the construction/renovation. Equally important is that he is a family man with two children.

He is often retained as an expert to make recommendations for home modifications for clients with a mobility impairment, brain injury, vision loss, or with other impairments, and is an expert witness called for court and arbitration proceedings to convey his practical knowledge and expertise in the area of accommodating disability. He is invited to speak at professional conferences, law firms and insurance companies, and is a guest lecturer at the Faculty of Medicine, Department of Occupational Therapy at the University of Toronto.

In addition to the Adapt-Able Design Group, David has worked in both the public and private sectors including the Canadian Paraplegic Association where he was the Regional Services Coordinator facilitating client discharge from rehabilitation centres back to the home communities in northeastern Ontario, then helping them over extended periods of time to reintegrate to their home and community. Later, he initiated and provided case management and consulting services across the Province, based out of Lyndhurst Hospital in Toronto. In the private sector, David was a senior case manager specializing in case management for clients with catastrophic injuries.

David is a good listener who strives to understand each person's unique abilities and limitations from their perspective and who truly enjoys his work.



Heather Willis

Heather Willis is a long-time advocate in the disability rights community, participating on committees and in community organizations since she was a child growing up in an institution in Toronto.

She has a particular interest in the role of disability arts within the disability movement and its potential to effect social change. After graduating with honours from Ryerson's School of Disability Studies in 2005, she continued her studies at the University of Leeds in the UK for one year.

She is currently employed as Funding Officer at Sunnybrook Centre for Independent Living, but only for few more days – she is eagerly looking forward to her new position as Accessibility Co-ordinator at Ryerson University beginning in October.





CILT'S STAFF TEAM

Carling Barry, Peer Support Program Assistant
Nancy Barry, Peer Support/Volunteer/PDN Coordinator/Newsletter Editor
Katrin Birkenhake, Finance and Administrative Assistant
Marilyn Butel, Office and Special Events Attendant (Part Time)
Sandra Carpenter, Executive Director
Archie Cromwell, Office and Special Events Attendant (Part Time)
Leisa DeBono, Administrative Coordinator, Direct Funding Program
Susan DeLaurier, Accounting Clerk (Audit), Direct Funding Program
Julia Fice, Administrative Facilitator, Direct Funding Program
Louis George, Office and Special Events Attendant (Part Time)
Margaret Githuku, Office and Special Events Attendant (Part Time)
Zdravka Gueorguieva, PIC Program Assistant (Temp)
Melissa Haigler, Office and Special Events Attendant (Part Time)
Shakila Khan, Administrative and PIC Assistant
Judy Lu, Administrative and PIC Assistant
Chris Lytle, Community Development Worker (Part Time)
Melanie Moore, Inquiries Generalist
John Mossa, Independent Living Skills Trainer
Ian Parker, Manager, Direct Funding Program
Victoria Pica, Administrative Coordinator, Direct Funding Program
Andrea Rae, Accounting Clerk, Direct Funding Program
Vaughn Rowan, Receptionist
Rolita Siu, Project Information Centre (PIC) Coordinator
Jamie Wong, Manager, Administration and Systems

CENTRE FOR INDEPENDENT LIVING IN TORONTO

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DISABILITIES FOR PEOPLE WITH
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