



**ASSOCIATION FOR  
COMMUNITY Living**  
• MANITOBA •



## Mission

The Association for Community Living – Manitoba Inc. is dedicated to the full inclusion in the community of persons of all ages who live with an intellectual disability.

## Values

The Association for Community Living – Manitoba Inc. shall conduct itself in accordance with the following value statements:

- *All members of the human family are full persons and cannot be reduced to words, labels, categories, definitions or genetic patterns*
- *All persons are unique and ineffable (too beautiful or perfect to be described in words)*
- *All persons are entitled to respect and dignity*
- *All persons have an inherent capacity for growth and expression*
- *All persons are entitled to equal access and opportunity and make decisions and choices, and when necessary, receive the support to do so*
- *All persons' lives are enriched through relationships and friendships*

As the Association for Community Living – Manitoba Inc. pursues its values and beliefs throughout the lifetime of persons, we promote:

- *Children being nurtured by a family that knows, loves and honours them for who they are*
- *Families being strengthened and supported such that they can provide nurturing and love to family members*
- *Children attending neighbourhood schools with their friends, where they further their growth and develop together, with appropriate supports*
- *Lifetime personal growth opportunities which include recreation, worthwhile career options, continuing education and real work for real pay*
- *Adults having access to decent and appropriate homes which they can call their own*
- *Creative retirement, where persons can enjoy the lifestyle and activities of their own choosing*

In pursuing these values, the Association of Community Living – Manitoba Inc. will work cooperatively and collaboratively with individuals, families, local association, service providers, organizations with common interest and appropriate government departments.

## Message from the President

We began our 2003-04 term with a new mission and values to guide us. As we moved through the year taking on new projects, directions, and challenges we found ourselves continuing to ask the questions that would move us forward even further.

Of course, when we examine ourselves we affirm our strengths, and successes but occasionally, we find things that we don't want in that search. Such examination, whether we do it as individuals or organizations, requires commitment to a process that speaks to, and allows the involvement of, as many people as possible. This is part of the change journey we are now on.

In this journey we are reminded that we are all weavers in the web we are constructing and the end result will become the fabric of our creation. This web we are creating must serve all the people we call all our “constituents” and it is up to us to make it resilient, respectful, and resourceful. Now that we have found the transformation we surely will find the courage to succeed.

It feels as if we took on and thought possible at the beginning our involvement in some areas Agenda, Education, Child Care, with furthering our plan around in-roads also in the Vulnerable and Aboriginal Project. As you pages, we have been busy.



Our involvement in national opportunities to meet with other across Canada to share the stories Community Inclusion Initiative Social Development. The and the evidence of emotions was prevalent as we collectively demonstrated the real change that such an initiative has had in building inclusive communities. Of course, elections have a way of forcing us to do a pivot in order to have our issues remain relevant to whoever happens to be in government. As an organization we are a small part of change operating within the larger change—the outcome of an electorate casting their vote.

As we move onward to accomplish the vision, goals and priorities we have set, be it in a small town in rural Manitoba, the provincial organization, or in connection with the larger picture, nationally, it helps when we use our experience wisely. Nothing is a waste of time that way. We have set our priorities for the upcoming year and as we apply the actions necessary to achieve them, we will continue our mindfulness of the environment and our role in its creation. Whatever reality we find we have created for ourselves, it helps to remember that we are never locked into that outcome and we can correct and improve our circumstances, always.

As President, my part of the journey has been made substantially easier because of dedicated, competent staff, and consultants, along with willing and able Board members, all of whom comprise the synergy that results in an organization prepared to create and meet change, however it presents itself. It is both a privilege and an honour to be part of this organization. As you read on I think you will understand why I feel this way.

- Rose A. Flaig

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# 2004 Annual Report

# Early Childhood Inclusion

Throughout 2003-2004, efforts to support best practices early childhood inclusion have remained a priority for ACL-Manitoba. We have worked in partnership with national and provincial partners to help promote our vision of inclusion in our early childhood programs in Manitoba and Canada.

## National Efforts

On the national front, we have continued close connections to CACL and were involved in the writing and editing of the resources promoting inclusion as a key lobby tool for CACL.

Information Day for federal politicians and companion versions for parents and professionals. These are now available for downloading on CACL's website. We have strengthened connections to the Child Care Advocacy Association of Canada via Debra Mayer's role on that board first as Manitoba Director and now as Chairperson. We are in regular contact with SpecialLink, the national inclusion network. Through these relations, we can promote the entitlement of children with disabilities to high quality inclusive early childhood learning care, such as child care, nursery school, or Head Start programs.

In October 2003, we were part of a panel of early childhood inclusion advocates at the CACL national conference in Vancouver called "Inclusive Child Care - Creating a Local-to-National Strategy."

We are partnering with NBACL and the Mawiw Council on a federally funded project *Investing in Children, Families and Communities-It's Time*, building the relationships between ACL-Manitoba and Aboriginal organizations in Manitoba.

## Technical Assistance to the ECE field

The other key focus of our work has been in the nature of technical assistance to the early childhood education field in Manitoba. We have a regular inclusion column in the Manitoba Child Care Association new-journal, *Child Care Bridges* (circulation 3000). We also distributed our own four page newsletter, *Preparing for Inclusion*, to all members of MCCA, 62 First Nations child care programs, parent-child coalitions, on-and-off reserve Aboriginal Head Start programs, Manitoba Child Day Care Co-ordinators and Manitoba's Child Development counsellors. We facilitated the distribution of the "What ECEs should know about FASD" book and tape to all First Nations early childhood programs in Manitoba.

We have developed and then presented a new workshop entitled *"Have You Got Attitude?"*

This was presented at the Early Childhood Development Forum hosted by Healthy Child Manitoba. A subsequent invitation was received to



For further information, contact Debra Mayer, Early Childhood Consultant, at (204) 489-6897.

present this workshop to a very large centre in North Kildonan. Here is what that centre's director had to say about her staff development needs: We need to "educate them on how they can all have an active part with each of our special needs children instead of leaving it to the people designated as the Inclusion workers. Some of our Inclusion workers have been to inclusive workshops but they can only do so much until the other staff gains a better understanding

of what inclusion means and how to meet the goals of inclusion."

We ensured that the Manitoba Child Care Association's fall 2003 workshop series for early childhood educators included several workshops to support inclusive practices, such as *Gentle Teaching* by Nerina Robson (October 25/03) and Debra Mayer's *Inclusive Circle Time Strategies* (November 5) and *Leaders for Inclusion* (October 28). Subsequently, the *Inclusive Circle Time Strategies* (which sold out in the fall) was offered again in February 2004 in Winnipeg and in April 2004 in Morden, Manitoba. We will work to the same goal for Fall 2004.

We have provided ongoing support to our Inclusion Trainers who we trained to facilitate a 30-hour workshop series in 2001. Our trainer in Brandon, Debbie Phythian, has now delivered the entire 30 hours to 15 early childhood professionals in the Westman region, and another 15 will be completed by December 2004. This initiative is the result of a partnership with the Westman Branch of the Manitoba Child Care Association.

Presentations were made by our trainers to parent/child coalitions and the Family Child Care Network, affiliated with the MCCA. Our trainers tell us they continue to share the concepts covered in this series in informal training they do for their staff and communities.

We have formed an ad-hoc working group with members of the early childhood community to support the development of policy statements and job descriptions that support inclusive high quality childcare.

## Stakeholder Connections

ACL-Manitoba assures the issue of inclusion is considered by various early childhood stakeholder groups in Manitoba. We are represented on the Manitoba Child Care Association's Advocacy and

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# Children's Coalition

The Children's Coalition is a group of organizations coming together to advocate on behalf of children with differing abilities for inclusion within education and the community.

During the past year, the Coalition members have met on a monthly basis. Crucial issues are being addressed in terms of special education, Children's Special Services and individual situations that come to the attention of the Coalition.

We have met regularly with management for Children's Special Services, discussing the ever constant changes happening within government and services that affect our families, new services that have become available, issues around appeals, and equipment needs. Lately, we also have touched on the area of transitioning into adulthood and how the CSS workers can assist in facilitating this.

The legislation that will address special education, Bill 13, has had its third reading and the Coalition has been active in gathering families together to voice their feelings, opinions and needs in terms of appropriate education for their children within their community schools (with the key words being community schools). When the government announces its plans to hold public forums on definitions for appropriate education, we have families ready to participate in those forums.

The Coalition also has been connecting with parents to assist them to arrange meetings with their respective MLAs, particularly in terms of having Bill 13 pass through the legislature. This has been successful in many areas and the results speak for themselves.



Val Surbey is vice president of ACL-Manitoba and chair of the Children's Coalition.

In conclusion, the Coalition will continue to work diligently on behalf of families in terms of ensuring that their children will not be excluded in any area of their community lives.

## Education Handbook Now Available



Manitoba Education, Citizenship and Youth is pleased to present *Working Together: A Handbook for Parents of Children with Special Needs in School*. This handbook is specifically intended to support parents and families of

children with special needs who are entering, attending or leaving school.

For a copy, contact ACL-Manitoba at (204) 786-1607 or order this handbook (stock number 80449) through the Manitoba Text Book Bureau at: 130 - 1st Ave West, P.O. Box 910, Souris, MB, R0K 2C0, call toll free: 1-866-771-6822, fax: (204) 483-5041 or order online at: [www.mtbb.mb.ca](http://www.mtbb.mb.ca).

# Inclusive Education Summit

**October 21, 2004**  
**Victoria Inn • Winnipeg**

On October 21, ACL-Manitoba is convening an Inclusive Education Summit. The goals of the Summit are:

1. To celebrate our accomplishments and successes in Inclusive Education
2. To understand the perspectives of the stakeholders in Inclusive Education
3. To encourage partnerships and involvement with the Department of Education, Citizenship and Youth, with the community, with schools, with individuals and with families, to further promote inclusion of children with disabilities in our schools.



We hope a wide range of partners will join us in a dialogue – teachers, parents, children and youth organizations, school administrators, school boards, policy makers, government representatives, education researchers, the disability community, and others committed to creating a public education system for all.

The proposed schedule includes:

- ▲ Keynote Address – Hon. Peter Bjornson, Minister of Education, Citizenship and Youth – Progress on Bill 13
- ▲ Panel presentation - Why we do Inclusion
- ▲ Concurrent sessions (morning)
  - Working in partnership – Parents & Teachers
  - Pulling it all together – Universal Design
  - Evaluating the quality of Inclusive Education
  - Findings from our research – from observation to action
- ▲ Understanding the legal aspects of Bill 13
- ▲ Promoting Inclusion panel – perspectives of stakeholders
- ▲ Concurrent sessions (afternoon) – repeat
- ▲ Concluding remarks – The Challenges Ahead

A conference fee of \$35.00 will be charged with some subsidies for families available.

For more information on the Education Summit, contact Cheryl at (204) 786-1607 or visit [www.aclmb.ca](http://www.aclmb.ca).

# ACL-Manitoba's Partnership With Families

## Strategic Plan for the Future

Work on many of the goals set in 2003 is underway including:

- ◀ We look forward to launching the Parent Information Network – a website developed by families for families throughout Manitoba.
- ◀ *Focus on Families* newsletter was revived this year. Between January and June, ACL delivered six issues, each covering topics relevant for families at all stages of life.
- ◀ Partnering with families is happening in ALL areas of ACL's family initiatives
- ◀ Parent information sessions/workshops on a variety of topics chosen by families have been delivered throughout Manitoba.
- ◀ Inclusion Awareness in schools has brought together families from school divisions throughout Manitoba to discuss and promote the Inclusive School Culture project of Ontario Community Living. We anticipate that the interest shown by parents, teachers, school trustees, and school administrators will result in this exciting project being piloted in Manitoba this fall!



For more information on any of the topics, reports, sessions listed here, or to find out how you can become involved, please contact Tara Mullen at (204) 786-1607.

- Task force to respond to financial needs
- Advocacy for children
- Implementation of family centred practice

A copy of the full report or executive summary is available upon request from ACL-Manitoba. We will also be presenting these findings at the 2004 St. Amant Conference called "Family: Building, Bridging, Becoming."

## Partners in Parenting – Parenting with a Disability

Last year we posed a number of questions about the experience people with a cognitive disability had in their role as parents. Since our first forum a year and a half ago, a coalition of service providers, government

representatives and advocates has been growing to ensuring that parents with cognitive disabilities will have access to responsive supports & services to parent successfully. Partners in Parenting is increasing the awareness of the benefit of natural supports, service provider partnerships, and family-centred practice for parents who have a cognitive disability. A copy of the Coalition's goals achieved to date and future plans are available upon request from ACL-Manitoba. The story of Partners in Parenting also will be presented at the 2004 St. Amant Conference called "Family: Building, Bridging, Becoming."

## Parent Leadership Retreat

In March 2004, 33 parents from communities throughout Manitoba gathered at Misty Lake Resort to celebrate ACL's fourth annual parent leadership retreat. Like the previous retreats, this

## First Nations Families

ACL is interested to learn more about the experience of families of children with a disability who live on-reserve. What supports assist a family to remain in their community? What is causing some families to have to leave their community or be separated from their children in order to receive necessary support? What can ACL and the families we partner with do to assist families of children with a disability on reserve to receive and develop the supports they need? ACL has embarked on a project in partnership with ACL New Brunswick to build connections with First Nations families.



year focussed on building connections, sharing resources, and celebrating and strengthening each person's leadership capacity. The laughter and time for reflection made for a powerful and rejuvenating weekend.

## Exploring Parenting Issues Foster Parents

ACL has completed a research project to learn more about the experience of foster parents who are raising a child with a disability in Winnipeg. We wanted to know more about the types of supports that are important in raising a child with a disability. The experiences foster parents shared with us have been summarized into eight recommendations concerning:

- Training for foster parents and their agency partners
- Recognition of foster parents as professionals
- Pool of available respite workers
- Peer support initiatives



## ACL Involvement in Community Networks

### Children's Coalition

ACL is an active member of the Children's Coalition, focusing energy on the Public Schools Amendment Act, Bill 13, and the Appropriate

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# Justice, Rights and Legislation

## Justice – *What a decade!!!*

2004 marks the 10<sup>th</sup> anniversary of ACL's formal involvement in Justice related issues. And what a decade it's been! We began officially in March 1994 with the formation of the Equal Justice Task Force. Hosted by Judge Susan Devine (in Judges Chambers), our first meeting included representation from senior RCMP, Winnipeg Police, Prosecutions, Courts, victim services, corrections and probations, and other interested parties. It was the first opportunity for these justice professionals to meet ACL-Manitoba officially and hear of the plight of people with mental disabilities who come in contact with their systems.

In those days it often felt like we were speaking a foreign language, but we patiently (most of the time) pushed on. This first powerful discussion was so successful it led to many more, in fact hundreds over the years. Through our continuous discussions, think tanks, luncheons and workshops, we slowly began to chip away at the 'us/them' attitude and develop solid working relationships with the justice system and key people.

As we became a more credible source and resource, people with mental disabilities and their families became more of an issue for this system that had little experience or history with this population. Our success was never more evident than in November 2001 when ACL-Manitoba and Manitoba Justice co-hosted "Community, Cops, Court, Crown, Corrections – a national dialogue focuses on people with intellectual disabilities and the justice system." People with disabilities, police, prosecutors, and other justice related professionals came from all across Canada to participate in this unique and historic discussion.

**Questions... questions. What is the result of a decade of work? Are people safer in their communities? Do the various justice systems do a better job at ensuring due process? Are people with mental disabilities less vulnerable in their homes, their communities and their lives than they were 10 years ago?**

These are questions that will be easier to answer in the longer run, in fact years from now, as new studies, research and statistics are collected. However

they are the questions that continue to drive our work in this area today. And as much as we don't know yet, there is much that we do know.

For example, we know that we're well recognized as a contact and resource by the Winnipeg Police, RCMP, crown, victim services and courts. We have worked with each of these sectors on training, protocols, resource development, committee collaboration, and individual situations. We know that most in the justice systems are more aware, more comfortable and more capable of relating to people with mental disabilities. When a situation comes to our attention that is not being handled well, we know we can pick up the phone and connect with someone senior enough in any particular system to intervene successfully.



**For more information, contact Marsha Dozar through ACL-Manitoba at (204) 786-1607.**

And so we carry on. This next year we will be travelling around the province presenting the Victim Bill of Rights fact sheets and "You are not alone" video (available for download from the ACL website: [www.aclmb.ca](http://www.aclmb.ca)) that were completed in the past months.

We are part of a small core group of people working with the National Crime Prevention Centre in Ottawa, developing a comprehensive approach to crime prevention. ACL-Manitoba is the only disability related group participating in this process, ensuring that that population is represented.

We are spearheading a province-wide training curriculum recently developed by the B.C. Law Courts Foundation called "Developmental Disabilities and the Justice System." ACL-Manitoba recently co-hosted this Manitoba/Sask/Northern Ontario training in Winnipeg. It is yet another opportunity to further the dialogue with various justice systems and ensure that people with mental disabilities remain firmly on our collective agendas.

We have travelled a measurable distance in the past decade and yet it may be a baby step in the larger scheme of things. We know that there is more to do... and look forward to the next decade to build on the relationships and foundation that are now firmly established.

## Vulnerable Persons Act – *"We grow through our individual and collective struggles"*

It's 2004... almost eight years since the *Vulnerable Persons Act* (VPA) became law in Manitoba. As we look at where we have been and where we are today, we are challenged to ask ourselves some probing and potentially tough questions:

- ▶ Is the legislation successful and doing what it was intended to do?
- ▶ Has this Act had a positive impact on the lives of people with mental disabilities since it's inception?
- ▶ Have people with mental disabilities gained more power in their own lives?
- ▶ Have organizations providing services around the province modified the way they provide supports (policies, job descriptions, etc.) to adhere to the Act?
- ▶ Have families become less intimidated and more comfortable with the Act and all that it includes?
- ▶ Do paid staff (Family Service Workers, agency staff, foster care providers, etc.) understand what this Act means to them in their job each and every day?

For the past year, ACL-Manitoba has been moving around the province meeting with agency Board of Directors, staff and families. We've talked to hundreds of people. We've distributed almost a thousand copies of the *Family Guide to VPA* (the complete book is available for download from the ACL website: [www.aclmb.ca](http://www.aclmb.ca)) and re-initiated our *Focus on Family* newsletter to provide an ongoing dialogue after the sessions are over. Formally, we've talked with organizations about VPA's guiding principles and then facilitated discussions that focus on the question 'How is your organization doing in relation to Act?' For most, it's the first time they have actually sat down and thought about VPA in such a personal way. We have heard success stories and have shared in celebrations. We've also heard frustrations, confusion and impatience.

The *Vulnerable Person's Act* is challenging legislation in that it instructs us to think about and provide services to people with mental disabilities in a very different way than we did before. Often it tells us what *not* to do rather than what to do or how to do it. As we become more familiar with the spirit of the legislation, we come to understand that we must re-adjust the way we support people—supporting people in their competency rather than incompetency. Anyone who has begun to sort through what that actually means each and every day, *knows* how very confounding and challenging it is.

And so we struggle.

It's exciting to see the numbers of people, organizations and families joining the dialogue and becoming part of the struggle. To date we've met with over 30 organizations located in Thompson, Swan River, Rivers, Ninette, Brandon, Selkirk, Steinbach, Stonewall, Beausejour, Carman, Portage, Gimli, and over a dozen agencies in Winnipeg. Some communities have entered into an intentional change process and have invited us back over and over again to assist, train and generally participate in facilitating the next step.

**Now it's *your* turn. Join us in the discussions, the dialogue and yes, the struggle as we move forward into the next phase of our collective work. We continue to reach out to more agencies and communities to do sessions with Boards, staff, families, other care providers... anyone interested. Call ACL-Manitoba at (204) 786-1607 for information or to set a date for your session. If you call us, we *will* come!**

## ... on the road to collaboration

Yes, it's true! ACL-Manitoba and the Community Living Branch of the Department of Family Services have been meeting for months, carving out an action plan to address provincial issues regarding the *Vulnerable Persons Act* (VPA). It's been so hopeful to sit around a table with like-minded people asking the same questions, sharing the same frustrations and moving in a similar direction.

Two specific streams have surfaced through the discussion:

1. What is the impact that VPA has had on individuals with mental disabilities—good, bad or none? How effective is the administration and implementation? (To address the first question, a sub-committee has been meeting to carve out an examination process including the identifying of specifically what we want to know and the questions that will provide that information to us.)
2. How do we develop a comprehensive approach to training to ensure that everyone in the province has a shared understanding of the Act, its principles and its implications? (A second sub-committee developed a number of recommendations that are waiting for approval from senior Family Services staff. The major suggestion focussed on the development of an *Agency Guide to VPA*, similar to the *Family Guide*. This complementary document will be filled with discussion questions/answers, examples of policies, job descriptions, etc.)

And here's our not-so-secret agenda... ACL's goal is to have firm plans approved and implementation well underway to coincide with the Act's 8<sup>th</sup> birthday in October. So... stay tuned!



**A Family Guide to the Vulnerable Persons Act**

# \$1 Million Needed for New Projects – *The Race is on!*

The Manitoba Marathon has made dreams a reality for countless people in Manitoba living with an intellectual disability. Over the past 25 years, over \$4 million has been raised by participants in the Manitoba Marathon's many levels of activity. 337 projects have been started to date. From homes in 27 communities, apartment support, work assistance,



family support, respite and services to individuals living with Fetal Alcohol Spectrum Disorder (FASD), the Manitoba Marathon has made a significant difference. To say this has been a great success in the creation and nurturing of independent living might be an understatement. Yet it *is* only a beginning! Much more needs to be done. *And we will do it!*

## Gifts Provide: Help for Today - Hope for Tomorrow

Giving is a rewarding gesture that can contribute to the future needs of the people and the causes we care about. At the Association for Community Living - Manitoba, we genuinely appreciate every gift given to the Association. Donations by individuals, employees of companies, community organizations, corporations and foundations are appreciated. Manitobans who live with an intellectual disability, their caregivers, families, friends and colleagues are encouraged by the help for today and hope for tomorrow.



It is important at the Association for Community Living - Manitoba that our donors' methods of giving be the most advantageous for them. Planned Giving enables our donors to provide a charitable gift that produces the greatest benefit to the individual, their family members and the Association.

### Some ways to give:

1. A donation
2. A bequest from your estate
3. Life insurance – the Association is the beneficiary
4. Stocks and other marketable securities

Talk to your lawyer, accountant about ways of leaving a legacy to the Association.

And what would one million dollars buy? A lot of independence! Yes, **one million dollars would:**

- enable the start of at least 25 new homes for people currently living at the Manitoba Development Centre in Portage la Prairie.
- enable funding of furnishings and start-up costs to enable people to move into their own apartments in rural and urban centres.
- help upwards of 80 people begin to enjoy what we take for granted – to move from institutions to the freedom of the community so they too can experience the joy of living with their own bedrooms, their own decisions about meals, shopping, banking, and a place to come home to!
- allow investment of \$150,000 in Demonstration Projects that create employment options for people currently relying on Income Assistance because of their mental disability or those currently in Sheltered Workshops.
- allow us to respond to the highest priority needs of 45 communities.
- enable additional investment in people living with Fetal Alcohol Spectrum Disorder (FASD), including \$100,000 in children's programs and support to families; and \$300,000 in the development of adult programs – employment, housing, a resource centre, rural options, and the ability to respond to individuals in conflict with the law and those re-entering the community from incarceration.
- continue the creation of a dignified and improved quality of life that is highlighted by choices for persons with an intellectual disability. This is possible through the encouragement of independent living and full participation in the life of a community thereby enriching society through response to need.



## Projects Recently Funded by Manitoba Marathon Fundraising

“Fundraising from the Manitoba Marathon has made a huge difference in the quality of life for people living with an intellectual disability in Manitoba,” says Dale Kendel, Executive Director of the Association for Community Living – Manitoba, the designated charity of the Manitoba Marathon. “We have worked hard to raise funds, \$172,000 in 2003, but we also work hard at strategically investing dollars in projects that can create a new life in the community for people with real needs. Each project is life changing. We have assisted people to move to the community, to becoming more independent, to gain confidence, to participate in community life, things we take for granted.”

### In 2003-2004, the Manitoba Marathon contributed \$ 151,200.00 to 19 projects:

<b>Touchwood Park</b> (Neebawa)	\$ 10,000	(start up costs of a barrier free residence for four people)
<b>Prairie Places</b> (Winnipeg)	2,000	(new apartment)
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<b>Grandview</b>	4,000	(two person home)
<b>Arcane Horizon</b> (Winnipeg)	6,000	(new home for three people)
<b>Shalom Residences</b> (Winnipeg)	2,500	(new home for people)
<b>ACL Selkirk</b>	5,000	(new home for three people)
<b>ACL Winnipeg</b>	5,000	(respite for up to 100 families – a pilot project)
<b>FASD Adults</b> (Winnipeg)	20,000	(increase the service options, address the need for general coordination, address the need for greater access to assessment and diagnosis for a 25 adults living with FASD)
<b>Prairie Places</b> (Winnipeg)	10,000	(new home for three people)
<b>Spirit Sands</b> (Carberry)	3,000	(new apartment)
<b>Frontier Trading Co</b> (Minnedosa)	4,000	(new apartment)
<b>FASDCMP</b> (Winnipeg)	42,000	(increase the service options, address the need for general coordination, address the need for greater access to assessment and diagnosis for a further 58 adults living with FASD)
<b>Open Arms</b> (Winnipeg)	2,000	(new home)
<b>Foster Family Project</b>	4,000	(modifications to a home)
<b>ACL Selkirk</b>	10,200	(bridging costs for a new home)
<b>Simaril</b> (Winnipeg)	10,000	(new home for three people)
<b>Visions for Independence</b> (Portage)	4,500	(new home for three people)
<b>Pulford</b> (Winnipeg)	5,000	(new home for three people)

## People First of Manitoba

People First of Manitoba hosted a number of weekend workshops that were certainly something to brag about—individuals developed skills for themselves that are ongoing.



### Rights and responsibilities workshop

PF Manitoba also hosted an advisor weekend that was unique and successful. People First in other provinces are now looking at doing the same thing. Advisors and self-advocates from Alberta and many areas of Manitoba attended. As a result, we now have more advisors to carry on the work.

Moirra Grahame and Communications Dynamics were very instrumental in the success of these ventures.

For more information, call (204) 786-1607.

## One is Too Many – Stepping Into Freedom

We wear these ribbons to let Canadians know that too many people are still locked in institutions.

We are horrified that Canadians keep institutions open. We are angry that new kinds of institutions are being built.

The *black ribbon* is because people in institutions are not safe. Many have died. We mourn their deaths.

The *yellow ribbon* is for liberation—we want all people in institutions to step into freedom.

All people, regardless of the severity of their disabilities, should live in the community with the support they need.

A campaign of People First groups across Canada

## Cory Moar Vigil

The second annual Cory Moar Vigil was held on May 12, 2004 at the Manitoba Legislative building. The vigil was held to remember all people with disabilities who have been victims of violence. It was inspired by the tragic life and death of Cory Moar, a 29 year old young man who had spent years living with his brother and his family in the basement of their home. According to court records, he was routinely locked in the basement with no lights and no toilet. Thumbtacks were scattered on the floor at night to keep him in “bed”—a mattress on a door placed on two tires.

Cory was routinely beaten for doing things such as urinating in the basement. The beatings would last up to an hour or more and involved crowbars and wooden 2x4s. He was treated for injuries in hospital several times but no police reports were ever filed. At the time of his death he had two broken legs, three broken ribs, a broken arm, a broken toe and broken fingers.

The final deadly beating occurred on December 11, 1998. According to testimony by Dr. Charles Litman, there were numerous puncture wounds and scars on his hands and arms, which suggest he had tried in vain to defend himself. “The only area that seemed to be void of injury was his chest and abdomen. This would be consistent with someone adopting a fetal position and rolling up in a ball.”

Queen’s Bench Associate Chief Justice Jeffrey Oliphant stated “I don’t understand why warning flags didn’t go off and why someone didn’t do something. Perhaps had someone cared to pay attention to Cory Moar and his plight, he wouldn’t be dead.”

The vigil was jointly organized by the Association for Community Living Winnipeg and People First of Winnipeg. For information, call (204) 786-1414.

## The World Through Crying Eyes

by Bob Baverstock

I was born disabled at a time when my existence was considered a crime. There was finger pointing and laughing and it has been said....  
 “That boy is better off dead.”  
 There were some that were kind and not so mean, but they were few and far between.  
 I longed to have friends and not be rejected.  
 All I wanted was to be accepted.  
 I am ridiculed and taunted day after day.  
 What did I do to be treated this way?  
 I’ve ignored the criticism and tried to cope.  
 Now society is changing, maybe there’s hope.  
 Attitudes have changed and I soon realized that I breathe the same air as those other guys.  
 Now I look forward to each new day and it’s about time, I would say.  
 My community accepts me, opportunity knocks.  
 Life is great without roadblocks!!!

## Rose Flaig Awarded YMCA-YWCA Women of Distinction Honour

The YMCA-YWCA Women of Distinction Awards were given out in May 2004 at the Winnipeg Convention Centre, marking “28 years of honouring women in our community who make a difference.”



ACL- Manitoba president Rose Flaig was honoured in the category of “Community Voluntarism.” Rose was nominated by Betty Hopkins. The following write-up appeared in

the 2004 YMCA-YWCA Women of Distinction publication.

Rose Flaig has spent over 30 years raising awareness on behalf of children, adolescents and women around spiritual, social, justice and disability issues.

Ms. Flaig helped found the Elizabeth Fry Society of Manitoba, and later, POWER (Prostitutes and Other Women for Equal Rights), to provide programs and services to women in the courts, in jails and in the community.

Ms. Flaig left Elizabeth Fry in 1986, redirecting her energies to assist her daughter, who was born with Down Syndrome. As a result of her volunteer efforts and advocacy of parents who have children with an intellectual disability, she was instrumental in helping form the Manitoba Down Syndrome Society.

Involved with the Association for Community Living - Manitoba since 1988, Ms. Flaig is currently its president. She participated in the development of the Vulnerable Persons Living with a Mental Disability Act (VPA) and in 2003 co-authored *The Family Guide to the VPA*.

Ms. Flaig is also the founder of the Manitoba Labyrinth Network, which promotes women’s self-awareness and spiritual growth.

# PEOPLE FIRST OF MANITOBA



### Our Goals

- ◀ Promoting equality for all people who have intellectual disabilities.
- ◀ Speaking for ourselves and making our own decisions.
- ◀ Teaching the community about our movement and our issues.

As a result of participation in People First—Manitoba, individuals who have intellectual disabilities are making their own decisions, gaining power and taking control over their lives.

Questions? Call (204) 786-1607.

### We have developed People First groups in:

- Winnipeg
- Selkirk
- Stonewall
- Morden
- Brandon
- Dauphin
- Swan River
- The Pas
- Flin Flon
- Beausejour
- Portage la Prairie
- Ninette

# FASD: More Than a Disability – A Social Disorder

As is well known, Fetal Alcohol Spectrum Disorder (FASD) is the largest cause of intellectual disabilities in North America. It is also the largest incidence of any birth defect. Of the almost 4 million children born each year in the USA, approximately 50,000 will be diagnosed with FASD. This compares to 3,890 children who will be born with Down Syndrome.

The magnitude of this social problem is truly astounding. What's equally astounding is the lack of societal compassion for the countless individuals whose damaged brains lead them to crime, homelessness, exploitation and addiction. Instead, society believes that they have *chosen* to behave as they do.

It is impossible to make these choices when one considers the central nervous system damage that has resulted from prenatal exposure to alcohol. This debilitating exposure results in the greatest impact on adult functioning in the following areas:

- ▶ Problems with cause and effect relationships and impulse control
- ▶ Problems with ability to generalize information
- ▶ Problems understanding concepts and abstract thought
- ▶ Problems with perseverative behaviours
- ▶ Problems with ability to conceptualize, internalize and structure time
- ▶ Problems with short term memory and retrieval of information from memory
- ▶ Problems in all areas of processing information particularly auditory

Few people understand that many of those affected by a FASD incarcerated by the criminal justice system have been *criminalized* due to their disability. To criminalize, according to dictionary definitions means "to turn a person into a criminal." In the case of adults affected by a FASD, it's a matter of turning a disabled (brain injured) person into a criminal.

Law involves making judgments on the accused, not only in terms of what crime was committed but also on who they are, i.e. gender, race and class. Many individuals affected by FASD experience economic

hardships and are socially marginalized. Further complicating this problem is the fact that "the process of colonization is colour coded and class compounded." (Daly, 1994) Unfortunately, oppressive practices are all too often rationalized, naturalized and legitimized by many in society.



**For information about the FASD Community Mobilization Project, Life's Journey Program or FASD community capacity building initiatives and training, contact Brenda Bennett, FASDCMP Program Manager, at 786-1607.**

Further complicating this matter is the fact that over the past 30 years there has been a change in criminal justice policy as a result of a shift from the welfare state to the neo-liberal state. (Comack and Balfour, 2004) No longer is the justice focus on rehabilitation programming. It has moved to a neo-liberal strategy of "responsibilizing" offenders to enable them to become accountable for their criminal behaviour. However, the effects of in utero ethanol exposure leaves an affected individual with central nervous system damage that doesn't allow them to appreciate cause and effect or to retain learning.

With any other disabled group we would expect a huge social outcry if they were treated in such a manner. Protests would be held, petitions signed, media coverage would broadcast the human outcry for social equality and human rights. Why then is this not happening for adults affected by a FASD?

It is *society* who needs assistance with this social disability, not solely those personally affected by the disability.

## FASD Community Mobilization Project

The FASD Community Mobilization Project (FASDCMP) has and will continue to focus on community development initiatives and advocacy for adults affected by a FASD. Justice will be a large focus of the work undertaken by the Project over the next year in an effort to expand the ability of the justice system to identify, understand and appreciate those affected, and to challenge reform in the justice system to provide a rehabilitation focus for this population rather than a punitive behavioural/cognitive one that, in essence, punishes them for their disability. Human rights will remain a significant focus.

Through building community capacity we hope to continue to make gains to address this social disability. We will continue to provide educational opportunities and consultations. The FASDCMP has experienced significant success over the past two years in demystifying the complexities of FASD, expanding the expertise of adult service providers, developing a FASD specific direct service, increasing the identification of those affected, advocating for services and ongoing funding for those who don't qualify for existing



**Graham Wylie, FASD Contract Case Manager for ACL-Manitoba**

programs, and improving the quality of life for over 100 affected Manitobans. The commitment continues.

## 2003 FASD Conference

The 2003 Canada Northwest FASD Conference took place in Winnipeg from November 19-21, 2003. The conference was packed, with over 720 attendees registered from across Canada as well as Alaska and Australia. Combined with the speakers, total attendance exceeded 800.



The Honourable Jim Rondeau, Minister of Healthy Living and chair of the Healthy Child Committee of Cabinet, which brings together seven ministries to work together in the interest of children, welcomed everyone to the 2003 Canada Northwest FASD conference.

"These are people who really care about the issue, are willing to spend time here, and who are willing to work hard to come to good solutions," said Minister Rondeau.

He added that the breadth and participation made the theme of this year's conference—Our Communities, Our Strengths—particularly relevant and appropriate.

"As the new Minister of Healthy Living in Manitoba, I recognize that any strategy to improve the overall health and well-being of Manitobans must address the issue of fetal alcohol in a comprehensive way," said Rondeau. He noted he was looking forward to meeting with his federal and provincial colleagues at the Ministers' meeting, which took place during the conference.

"As you well know, FASD is a complex issue. There are no easy answers, but the Canada Northwest FASD Partnership believes strongly that the best answers will emerge from the sharing of information, research, experience and best practices."

Appropriately, the first full day of the conference coincided with National Child Day. Minister Rondeau noted that Manitoba has already demonstrated a commitment by establishing the Healthy Child Committee of Cabinet.

"I find it particularly interesting that we're one of the few jurisdictions that puts children first. Most governments have a treasury board that deals with money—we have a committee of cabinet that deals with children," he added.

Minister Rondeau acknowledged his colleagues, The Honourable Oscar Lathlin (Minister of Aboriginal & Northern Affairs) and The Honourable Christine Melnick (Minister of Family Services & Housing), who also attended.

"The next few days allow us an opportunity to learn from one another and move forward. It's a step in the right direction and I appreciate that you are taking that step along with us," said Rondeau. "Congratulations for coming and thank you for making a difference, day in and day out, in the lives of all our citizens."

The Canada Northwest FASD conferences now will be held every second year, with the next conference in 2005, likely in Saskatchewan.

## FACES of FASD

three years later...



Putting a personal face on Fetal Alcohol Spectrum Disorder

FACES of FASD is a collection of real stories about real people and their real life situations. By reading these stories, it is hoped that others in our community will be able to share in the wisdom, strength and insight that the families have offered. Copies of FACES of FASD are \$5.00 each. To order, call ACL at (204) 786-1607.

# Gentle Teaching and Person Centred Planning

The two main areas of my work are Gentle Teaching and Person Centred Planning. Although the two issues do not seem to be congruent, they are in fact very relevant to each other.

Gentle Teaching is a psychology of interdependence. The philosophy focuses on making people feel safe and loved so they can feel the goodness of being a part of the community and learn to participate with others.

Person Centred Planning focuses on organising and guiding community change along with the individual and his/her family and social network. The purpose of person centred planning is to help people move to a more desirable future and build community.

Both philosophies are very helpful in the building of community for the people we support and who are often marginalized and isolated. Both processes are gift based, which means they are based on building and validating the gifts of the individual rather than the deficits and needs. Both philosophies invite significant others to support and provide unconditional love to assist people to feel good about themselves and grow in relationship.

All of the new research on the brain confirms that human beings do not learn from consequence. The fear of consequence might prevent us from committing negative or hurtful behaviour but we only learn the moral of goodness through positive relationship and interaction—situations that make us feel safe and loved. Both Gentle Teaching and Person Centred Planning place the focus on *our* change as a caregiver or community member rather than “fixing” the individual. We must do whatever we can to make the person we support feel safe and loved.

Recently I returned from Puerto Rico where 500 people with intellectual disabilities or mental illness have moved from institutions into community settings. Puerto Rico is a part of the USA but does not have full status as a state and lacks the financial support they would have as a state. John McGee, mentor and teacher of Gentle Teaching, did not have the time or luxury of individual planning so he emphasized the need for home, loving caregivers, and making everyone feel safe and loved. John McGee, with a few hard working people, believed in the goodness of community and their willingness

to participate. They were not shy about asking people if they were willing to help. They made sure that everyone was in a decent home with loving staff or caregivers. They helped people achieve a sense of belonging. I was impressed to see everyone is thriving and growing. I spoke to parents, caregivers, people who received the support, and government workers, who all told stories of amazing change.

John McGee told me now that everyone is in the community and feeling safe they can begin to do Person Centred Planning to ensure they are truly part of the community and participate in a greater way. He felt the individuals were now ready to participate in a meaningful way with enough experience of community. My role was to give them an understanding of Person Centred Planning and especially PATH, which is a great community building tool.



For more information, contact Nerina Robson through ACL-Manitoba at (204) 786-1607.

I believe we can learn from the Puerto Rican experience. We place so much emphasis on readiness. If Puerto Rico taught me anything it was that we are relying too heavily on

professional ability and we are not harnessing the gifts of the community. In Puerto Rico, simple, everyday people have become loving caregivers. People who were labelled violent and as needing a locked environment are living safe and loved existences in regular homes throughout Puerto Rico. We, in Manitoba, cannot rest on our laurels. We have much work to do. In three short years they have closed all institutions in Puerto Rico.

In Manitoba I continue to do Creative Facilitation workshops at least six times a year. We now have a team of five people who are able to form teams of two and provide a workshop any place in Manitoba on request. We have 12 mentors in Gentle Teaching who are able to provide information and workshops in Gentle Teaching. The mentors include agency staff, teachers and a member of a First Nation. Four school divisions have their own expert in Gentle Teaching. I regularly offer an evening class in Gentle Teaching through the River East Transcona School Division, where they give precedence to people applying for jobs as Educational Assistants if they have taken Gentle Teaching. I am grateful to the support of the Association for Community Living for promoting the two philosophies. I believe the two philosophies continue to contribute to the improvement of life for countless individuals in Manitoba.

## “You Are Not Alone” - Video Available

Statistics show that people with intellectual disabilities are significantly more likely to be victimized or

abused in their adult lifetime. Sometimes it can happen in the community as they participate in regular daily activities. Sadly, it can also happen in their homes. Until people feel more comfortable talking about feeling scared or being hurt, we may not be able to begin to resolve this issue.



The overall message of this video is to make sure that people know and understand that when they are hurt (whether it is against the law or not), they are not alone. They need to tell somebody.

Guidelines, which provide advice and recommendations, are provided for the use of this video. For some individuals, it could be the first time they have thought or talked about being abused (victimized). It is important that whoever presents the information (family, staff, friend) be very sensitive to that fact and in fact, be the right person to facilitate the discussion. The video may evoke a lot of feelings, thoughts, maybe even memories.

**A free copy of the video and discussion guide is available by calling (204) 786-1607. Training for groups can be arranged.**

## Community Inclusion

*Wise Investment with a Huge Impact on Families and Individuals*

Congratulations to Minister Liza Frulla (former Minister of Social Development) for the “wise investment in the Community Inclusion Fund in Manitoba.” Rose Flaig, President of ACL-Manitoba, made the comment at the Board of Directors meeting while outlining the 2003-04 accomplishments of the \$140,000 grant from Human Resource Development Canada (now Social Development). Flaig noted that ACL-Manitoba focussed on three key areas – Family Support, Human Rights & Justice, and Leadership Development – during the past year and we’ve seen some incredible results.

The Manitoba effort has supported the following activities: Family Network Strategic Plan; Family Retreats; Family Website; Winnipeg Respite Project; Early Years Inclusion Network; consultation regarding Bill 13 (appropriate Education Legislation and development of Parent Guides and Para Educator materials); strengthening and enveloping Family Support Groups in Swan River, Flin Flon, Winkler, Winnipeg, Beausejour and Brandon; researching the needs of Foster Families that support children with disabilities and networking; Development of the Family Guide to the *Vulnerable Persons Act*; Development of Human Rights and Victims information; Development of the “You Are Not Alone” video with a focus on disclosure of abuse; participation in numerous coalitions and community planning efforts to advance disability issues; and involvement in over 30 leadership events for parents, individuals, staff and boards of organizations.

“Community inclusion is a dynamic process that starts with conversation and good ideas in a community about how to address a problem. Many times small resources are needed to study the issues, provide the training, mobilize a group,” said Flaig. “Community Inclusion Funding has allowed and enabled us to take the next steps in many situations to advance the agenda. It has helped us go from theory and good ideas to action and support. The Community Inclusion Fund is a wonderful investment with a high impact on over 25 communities and 1,247 people.”

For further details, contact Dale Kendel, Executive Director for ACL-Manitoba, at (204) 786-1607.

## UPCOMING EVENTS

### SEPTEMBER 2004

- Sept. 9 FASD Day - FAFAM
- Sept. 17 Fall Gathering
- Sept. 17&18 Board of Directors Meeting
- Sept. 20 Sexuality - Brandon

### OCTOBER 2004

- Oct. 15 Judith Snow Leadership Seminar
- Oct. 16 AGM & Luncheon
- Oct. 21 Manitoba Inclusive Education Summit

### NOVEMBER 2004

- Nov. 9 CAP Celebration of Accomplishments
- Nov. 18 Chair-ity Event
- Nov. 18-20 Family Conference
- Nov. 24-26 National Inclusive Education Summit - Ottawa

### DECEMBER 2004

- Dec. 6-10 Inclusive Education Week
- Dec. 7 Children's Coalition

### FEBRUARY 2005

- Feb. 16 Theresa Kellerman FASD Seminar for Families
- Feb. 17 CEC Conference

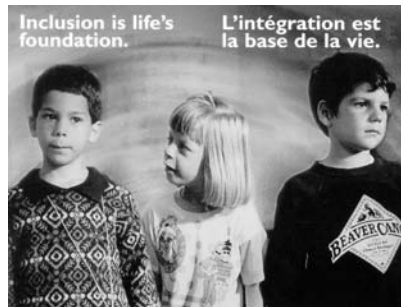
## Early Childhood Inclusion - Stakeholder Connections

(cont'd from page 2)

Professionalism Committee and the Advisory Committee for Red River College's Certificate in Special Needs program. Debra also revised the first course taught to students in the RRC program, called **Attitudes and Values**, early in 2004 and will begin teaching it in the fall of 2004.

Debra also is a sessional instructor for the University of Winnipeg's Bachelor of Arts in Developmental Studies, whereby early childhood students earn a specialty in the inclusion of children with special needs.

We are increasingly being called upon for consultation support or information by government or other personnel. Examples of these include: Health Canada, Manitoba Child Day Care, Manitoba Children's Special Services, Healthy Child Manitoba, Keewatin Tribal Council, Manitoba Child Care Association, Assembly of Manitoba Chiefs, Family Centre of Winnipeg, Aboriginal Caring Society, various parent child coalitions and child care centres.



### Family Support

We have also responded to requests for advocacy support or referral to appropriate centres by various parents. There has been a regular column on early childhood in each issue of ACL-Manitoba's *Focus on the Family*.

### On the Horizon

We have shaped an exciting action research project proposal for which we are seeking funding, called **Inclusion, Quality and Capacity: Supporting early care and learning centres in the inclusion of young children with disabilities**. While several potential funders have declined it as originally submitted, through a process of re-shaping it, we are still hopeful to find a way to offer this higher level of support to the child care community. To date, the Fort Rouge/River Heights Parent-Child Coalition has agreed to fund a portion of it, which will allow us to work closely with two centres in their catchment area.

## www.aclmb.ca

Come and visit our website at [www.aclmb.ca](http://www.aclmb.ca). We have a wealth of information available: Daily Thoughts (musings from our President and Vice President); Events; Family Guide (information on the *Vulnerable Persons Act*); ACL-MB 2003 Annual Report; Newsletters (*Focus on Families*); FASD (FASD issues, Coalition on Alcohol and Pregnancy, workshops and *Manitoba FASD News*); Justice and Human Rights Issues; Provincial and Local ACLs; Resources (lending library); Definition of Disability; Archives; and ACL-MB downloads (materials and information from the site). Coming soon will be the National Community Inclusion website. Look for the site at [www.communityinclusion.ca](http://www.communityinclusion.ca).

## ACL's Partnership with Families - Involvement in Community Networks

(cont'd from page 3)

Education Legislation. Coalition activity has centred on ensuring that families have:

- information – about the legislation and how it can impact the education experience of students who have disabilities;
- input – about their son/daughter's current experience in the public school system; and
- a role – by inviting parents to inform their MLA about the issue, preparing to participate in the regulation consultations that are planned for the fall.



### Manitoba Caregiver Network

ACL is an active member of this network that is focussed on resources and systems advocacy for caregivers. In the past year, the network has increased its visibility in the community and is positioned to take an active role in supporting the Canadian Caregiver Coalition's efforts to create a National Action Plan for caregivers.

### Parent-Child Coalitions

ACL's Inclusion Network continues to be actively involved in organizing parent participation and community inclusion information with the Parent-Child Coalitions in Manitoba.

### National Perspectives

Regal Greeting and Gifts continues to be a national partner in Community Living. The Regal Family Helpline (1-800-856-2207) assists families across Canada to link with resources their local community. This year,

Regal has funded ACL-Manitoba to develop and deliver a family session on transitions. Sessions will be scheduled for Fall 2004. Please call if your community would like more information.

### A Great Big Thank You!

ACL's ability to explore and participate in these family-focussed initiatives is largely because of the energy, creativity and commitment of the parents with whom we have the privilege of working. This is an incredible group of committed citizens who are changing the world!

## Family Conference 2004 The New Frontier - 2010 and Beyond



*Here's a sampling of what's being planned...*

### Transitions Across the Lifespan

- ◀ Things to think about at all stages of life
- ◀ Taking the mystery out of transitions
- ◀ Important partners in the process

### Sharing Life Stories

Memory books and portfolios are great ways of sharing stories of gifts, strengths and capacities. Hear how this powerful process can make a difference in your child's school experience, orienting respite workers and more. Learn how to make one for your child.

### Meaningful Day Options

Families who have been through the school-to-work transition process have a lot to share about the experience. This is an opportunity for families who have not yet gone through this stage to consider who their son or daughter is and what makes a good life for their child.

### Inclusive Child Care

What does it mean when the focus is on: children's well-being, development and prospects for lifelong learning; and supporting parents in their education, training employment and childrearing roles? *We know what it means*. Inclusion! Inclusion! Inclusion! Inclusive early childhood development, learning and care are important components of an inclusive society. Find out what this means for your family.

### Youth Stream by ACL Winnipeg

While parents are learning, sharing, meeting new people and getting re-acquainted with old friends, the children will be having a great time. Examples of activities include: crafts, discussion, theatre, recreation, lots of laughter!

### Keynote Speaker

#### Jeff Strully

Jeff Strully is the Executive Director of Jay Nolan Community Services, an agency supporting people with autism spectrum disorder and other challenging behaviours living in Los Angeles and surrounding area. This agency provides support to individuals to live, work, play and learn in the community alongside their non-disabled peers. Jeff's address will focus on:

**Creating Desirable Futures** – new and innovative options for people with high support needs to think about different futures.

**Developing Friendships** – friendship is an essential component of living a good life. Ideas about building and supporting friendships.

### MARK YOUR CALENDAR! November 18-20, 2004

Canad Inn Polo Park, Winnipeg. Contact Tara at (204) 786-1607 or Janet at (204) 786-1414.

# Resolutions

Resolutions passed at our September 20, 2003 AGM.

## 1. Mission and Values Statement

- That the Mission and Values Statements be adopted and pursued
- That we revise our constitution and bylaws in accordance to the new statements
- That we create a new brochure to promote the Associations
- That we support and encourage local ACLs to change their Mission and Values to reflect the Provincial change
- That we pursue the issues raised in the discussion for Mission and Values

## 2. Education Legislation

That we pursue education legislation that confirms the right to an inclusive education for all children with the appropriate and adequate supports.

## 3. De-institutionalization

That we pursue an agreement with the Provincial Government to de-institutionalize at least 60 people during the next fiscal year with an aim of closing MDC (Portage) by 2010 and St. Amant by 2015. That this be accomplished with appropriate individual planning.

## 4. Vulnerable Persons Act (VPA)

- That we expand our current education training and awareness program dealing with issues of the Vulnerable Persons Act such that self-advocates, family members, staff and board of agencies are more informed and proactive.
- That we develop 10 Support Networks with individuals and families who are currently under a Substitute Decision Maker "order" such that an informal Supportive Decision making process can be utilized and rights returned to the individuals.
- That resources be sought from the Provincial or Federal governments and private foundations to carry out this function.

## 5. Cory Moar Inquest Report by Judge Kopstein

- That local associations and agencies be asked to examine the "at risk" situations of all people with intellectual disabilities known to them and request that the region and the program branch review the "circumstances of concern" within one month of reporting.
- That local associations and agencies advise ACL-Manitoba of situations of concern such that a mechanism of monitoring and accountability can be set up at the provincial level with government.
- That we urge Employment and Income Assistance authorities to review the "at risk" potential of their 16,000 person case loads of individuals living with disabilities. A plan to address reported concerns be developed by Government.
- Establish a provincial Harm's Way Task Force/Working Group with or without the co-operation of the Provincial government.
- Establish a community coalition of disability agencies to work on issues of common concern.



- Account to the community on the progress of implementation of all Judge Kopstein's recommendations by October 2004.
- That we define the term "at risk" in a mutually agreeable fashion.

## 6. Full Citizenship

- Provide a progress report to the community by November 2003 on the progress of implementation of the 31 issues outlined in "Full Citizenship."
- Create a second Round Table on Disability Issues by December 31, 2003. The Provincial election in June has caused the cancellation of the scheduled Round Table.
- Pursue the following four issues as a priority in 2003-2004:
  - Complete the work on "Defining Disability" started in 2002-2003. This would separate Income support from Disability support.
  - Create employment strategies to assist individuals on Employment and Income Assistance to pursue employment options - training, on the job experience, real work for real pay, entrepreneurial opportunities, jobs within the civil service.
  - Establish realistic rates to assist individuals to find decent housing in the community. The current \$285 rate doesn't provide adequate housing options and the proposed \$20 increase won't solve the problem.
  - Establish a disability and inclusion lens to examine government policies.

## 7) Minimum Wage and Fair Payment for Work

- That ACL-Manitoba and branches and agencies become engaged in an examination of business practices that expose the agencies to:
  - Unfair labour practices,
  - Bidding on contracts based on low labour costs,
  - Potential exploitation of individuals who perform work,
  - Loss of jobs,
  - Loss of benefits under Employment and Income Assistance and possible replacement plans for these benefits,
  - Ways of maximizing Work Incentive options, and
  - Distribution of profits derived from work performed by individuals. That ACL-Manitoba and local groups create Demonstration Projects, with the co-operation of 3-4 local Associations and Government, to show in practical and meaningful ways how minimum wage regulations can be used to the benefit of individuals (this includes Government subsidy to employers).

## 8) Family Related Seminars/Education Events

Local associations would co-host with ACL-Manitoba a series of family-related seminars to deal with topics like:

- Education
- Transition - Child Care to School
  - Elementary to Junior High to Senior High
  - School to Work
  - Retirement
- Asking questions about services, medical info, etc.
- Advocacy for family members
- Working the "system"
- Including extended family
- Creative play
- Medications
- Alternate therapies and interventions
- Issues of men and dads

# Board of Directors

The following people formed the Board of Directors for 2003-2004:

- \* Rose Flaig - president ..... Matlock
  - \* Ken Reimer - past president ..... Steinbach
  - \* Reg Malanchuk - treasurer ..... Winnipeg
  - \* Val Surbey - 1<sup>st</sup> vice president ..... Winnipeg
  - \* Betty Hopkins - 2<sup>nd</sup> vp ..... Winnipeg
  - \* Terrylinn Johnson - 3<sup>rd</sup> vp ..... Winnipeg
  - \* Harry Wolbert - secretary ..... Winnipeg
  - Sandra Busch ..... Beausejour
  - Jim Croy ..... Petersfield
  - Joan Kunderman ..... Winnipeg
  - Bob Manwaring ..... Winnipeg
  - Bev Yakubicka ..... Winnipeg
  - Marion Robinsong ..... Brandon
  - Fran Mullen ..... Swan River
  - Larry Navid ..... Brandon
  - Brenda Wohlgemuth ..... Ste. Anne
  - Noreen Bester ..... Winnipeg
  - Anne Kresta ..... Winnipeg
  - Peggy Munroe ..... Selkirk
  - Brian Ormonde ..... Winnipeg
- \* Executive Committee Member



Dale Kendel and Rose Flaig at 2003 AGM

# Staff & Consultants

- Dale Kendel ..... Executive Director
- Tara Hofsted ..... Assistant Director
- Pat Golding ..... Brandon Office
- Cheryl Duffy ..... Office Manager
- Marsha Dozar ..... Justice, VPA
- Debra Mayer ..... Inclusion, Early Childhood Consultant
- Brenda Bennett ..... FASDCMP Program Manager
- Graham Wyllie ..... FASD Contract Case Manager
- Morgan Albl ..... FASD Contract Support Worker
- Kyle Monkman ..... FASD Contract Support Worker
- Jen Faulder ..... FASD Contract Support Worker
- Dave Brophy ..... FASD Contract Support Worker
- Carol Skimming ..... FASD Contract Support Worker
- Debbie Taillefer ..... Sexuality Training
- Bonnie Ferguson-Baird ... Sexuality Training
- Beth McKechnie ..... Reporter/Writer
- Lee Tavares-Jakubec ..... Inclusive Education Consultant
- Nerina Robson ..... Gentle Teaching, Tools for Change, PATH, Creative Facilitation