



**INCLUSION  
SASKATCHEWAN**  
supporting individuals with intellectual disabilities

# **ANNUAL REPORT**

## **2019/2020**





## CHAMPION SPONSORS



## CHANGE MAKERS



## FRIENDS



Action Printing • HUB International \ Wawanesa • Inland Steel Products • Lake Country Co-op  
Travelodge Hotel Saskatoon • Sheila Anderson Photography • Wallace Construction

# TABLE OF CONTENTS

---

5	Meet Our Board
6	Message from the President
7	Message from the Executive Director
8	Message from Community Living
9	Significant Funders
10	Inclusion Team Report
14	Strategic Initiatives Report
18	Family Network Report
20	Employment & Transitions Report
22	Community Development Report

Questions or comments about this publication, or any programs and services relating to Inclusion Saskatchewan should be directed to:

Inclusion Saskatchewan  
3031 Louise Street  
Saskatoon, SK S7J 3L1  
(306) 955-3344 | [info@inclusionsk.com](mailto:info@inclusionsk.com) | [www.inclusionsk.com](http://www.inclusionsk.com)

**Our mission is to ensure that citizens of Saskatchewan who have intellectual disabilities are valued, supported and included members of society and have opportunities & choices in all aspects of life.**



# MEET OUR BOARD

---

Over sixty years ago, our founder Dr. John Dolan put an advertisement in the StarPhoenix to survey the number of children who were unable to attend school because they had an intellectual disability. The response to his ad inspired him, and many others invested in the disability cause, to start an association that would give a voice to individuals with intellectual disabilities in Saskatchewan.

Over the following decades, the association grew in both size and reputation. Branch associations sprang up in local communities to address local needs. Its scope widened to cover a gamut of initiatives ranging from crisis support and public education, to systemic work with the government of Saskatchewan and workshops for mothers, parents, and siblings of individuals with intellectual disabilities.

Today, Inclusion Saskatchewan supports over 2,900 individuals and families throughout the province. It works on a wide array of initiatives, projects, and priorities that include: advocacy, employment support, education and transition, public education, self-advocacy and social activities, and family network and workshops. Inclusion Saskatchewan's impact is felt throughout the province and in the many lives it has changed. While the association has come a long way since its original founding back in 1956, it continues to support individuals with intellectual disabilities and works to create a society where all individuals and their families are valued, supported and included.

## 2019/2020 BOARD OF DIRECTORS

Don Abrahamson	Paul Kangles
Kara Bernardin	Shilo Knutson
Trina Brooks	Nytosha Kober
Cindy Busse	Gloria Mahussier
Gini Calvert	Mike Mahussier
Bluesette Campbell	Tina Millar
Dianne Christianson	Janice Rutherford
Dr. Ronan Conlon	Kim Sandager
Doug Conn	Lawana Saretzky
Jamie Ellis	Loretta Schugmann
Clare Friesen	Ted Schugmann
Kellan Gulka-Tiechko	Wilda Wallace
Sherri Husch Foote	Jackie Wilson

## 2019/2020 EXECUTIVE COMMITTEE

<b>President</b>	Gloria Mahussier
<b>Past-President</b>	Wilda Wallace
<b>Vice-President</b>	Bluesette Campbell
<b>Treasurer</b>	Janice Rutherford
<b>Director, Marshall ACL</b>	Gini Calvert
<b>Director at Large</b>	Kellan Gulka-Tiechko
<b>Director, Humboldt ACL</b>	Ted Schugmann

# MESSAGE FROM OUR PRESIDENT

---

As I sat down to write this report, I was reminded of the phrase, "what a difference a day makes," and that it has never meant more than it has during the COVID-19 pandemic. I am in awe of all our staff for the work they are doing and I am encouraged by their flexibility and resourcefulness as staff take on jobs they probably never dreamed would be theirs at INSK. As I connect with our Board, INSK staff, and volunteers through video calls and webinars, I am mindful of the fact that we all will have to make countless further adjustments to the new normal. Thank you.

The accomplishments of this year can be added to a long line of achievements in the history of this association. The barriers we have knocked down. The opportunities we have built up. But more than that, this past year is about the success that we have witnessed in the lives of families and those we support, and the tales of how their lives have changed with the support of Inclusion Saskatchewan.

To the Board of Directors and INSK committee members please know your hard work, passion, commitment and dedication is truly and greatly valued. Our success is because of your broad vision and diverse mix of ideas and dreams. To the staff at INSK, who work so tirelessly maintaining contact and communication with those we support and our members so that we all stay closely connected and informed, I offer you my most heartfelt gratitude and appreciation.

In closing, let me take this moment to express my gratitude to our past Executive Director, Kevin McTavish for his loyalty and dutiful commitment he has shown to INSK. He worked tirelessly during the 11.5 years to further enhance INSK's reputation and partnerships and led us through a period of collaborative growth. On behalf of our Board of Directors, I thank him for his strong leadership. I am truly honoured to continue to contribute to the leadership and stewardship of INSK and look forward to working with our skilled and talented staff and stakeholders as well as our newly appointed Executive Director, Kim Hague.



A handwritten signature in black ink that reads "Gloria Mahussier". The signature is fluid and cursive.

Gloria Mahussier  
President

# MESSAGE FROM OUR EXECUTIVE DIRECTOR

---

As most of you know, the 2019/2020 fiscal year was my final year with Inclusion Saskatchewan. After 11.5 years of serving as Executive Director, I officially retired on May 31, 2020. It wasn't an easy decision to make as I've enjoyed my time in the leadership of this organization. I've seen a lot of change and growth in the organization during my tenure, but one thing is certain, the staff and Board have never been as strong, talented, and visionary as they are now. For that reason, it's time for me to pass the baton.

When I took on the role of Executive Director, I set out to not only maintain Inclusion Saskatchewan's reputation but also make it one of the most respected and collaborative advocacy groups in the province. Now, looking back over the last decade, I can say that we've accomplished just that. Community Living is collecting more donations than ever before and has dramatically increased its "bin footprint" around the province. Our fundraising efforts and events are structured, well-organized, and continue to grow and form new partnerships. The organization's reputation has become more professional and impactful thanks to our videos, publications, and website. The Administration team has made significant and lasting improvements to our facilities and operations. Our incredible Inclusion and Employment & Transitions teams have helped countless people navigate the situations of their lives and made positive change that will continue to be felt and experienced for generations.

We've made headway in all 6 of the Board's strategic initiatives, including one of the organization's biggest accomplishments: the successful closure of Valley View Centre. It is one of the things I am most proud of. It was an enormous effort that saw many roadblocks and disagreements, however, in the end we were able to work collaboratively with our partners and get the job done.

In closing, I'd like to say thank you to the Inclusion Saskatchewan and Community Living staff for being such a pleasure to work with. I'd also like to thank the Inclusion Saskatchewan and Community Living boards for their dedication and trust. And lastly, I'd like to thank Gloria Mahussier for all of her support and wisdom over the years. Best wishes to all of you and best of luck in the continued success of making full Inclusion a reality for the people of this province.



Kevin McTavish  
Executive Director



# MESSAGE FROM COMMUNITY LIVING

---

As one of Inclusion Saskatchewan's largest funders, the success of Community Living directly impacts individuals with intellectual disabilities all over Saskatchewan. The resources generated by our clothing and miscellaneous donations allow Inclusion Saskatchewan to meet their financial needs today and plan for tomorrow. With that in mind, I am happy to report we were able to provide \$550,000 in funding to Inclusion Saskatchewan in 2019/2020.

This year, we did extensive research into our business, donors, and advertising strategies. This included an 800-person online survey and an in-person focus group. The data from this research project has given us a much better understanding of where we are in the clothing donation space, what people truly think about our operation, and why they give. Armed with this new information, we feel more confident than ever about our business, advertising strategies, and plans for the future.

We've also been busier than we ever have been before. This year, we saw a 10% increase in our bin locations, with new locations in Yorkton, Midale, and Melfort. Through our ongoing partnerships with Co-ops in Saskatchewan, we've also placed bins at their Cupar, Lipton, Moose Jaw, and Weyburn locations. Our trucks drove 365,974 kms miles all over the province.

As always, we'd like to thank Value Village for being such an incredible partner. Despite the many challenges we will face in the coming year on account of the COVID-19 pandemic, we know that we will face them together and come out stronger on the other side.



Karen Cherwoniak  
Board Chair of Community Living

# SIGNIFICANT FUNDERS

---

## GOVERNMENT OF CANADA

Employment and Social Development Canada supports many of our strategic initiatives, such as our Family Network and our participation in the Ready Willing & Able program which fosters inclusive employment. They also support our efforts to build our capacity as a leading non-profit organization with effective fundraising and communication tools that increase our sustainability over time.

## GOVERNMENT OF SASKATCHEWAN

Funding from the Government of Saskatchewan plays a significant role in our ability to support individuals who have intellectual disabilities and their families in a wide variety of areas. We are contracted by the Ministry of Social Services to provide individualized support and advocacy service for individuals with intellectual disabilities & their families.

The Ministry of Immigration and Career Training provides Inclusion Saskatchewan with funding to support individuals with intellectual disabilities as they seek employment, pursue higher education and transition from student to adult life. As a result of this funding, Inclusion Saskatchewan's Employment and Transition Facilitators can travel to schools and communities throughout the province, building positive working relationships with families, schools, employers, and other community-based organizations.

## MICHAEL & PETER MALECH ENDOWMENT FUND

On August 12, 1997 the Michael & Peter Malech Endowment Fund was established as a permanent endowment for Inclusion Saskatchewan to enhance the quality of life for individuals with intellectual disabilities. The interest income is used to benefit people with intellectual disabilities.

Michael Malech was born in Nokomis, Saskatchewan on February 5, 1923. He passed away November 29, 2012. His older brother Peter lived with Michael on the family farm near Dugald, MB for a number of years, until Peter's passing on May 23, 1996. Michael established the Fund in memory of his brother. Under the direction of the Inclusion Saskatchewan Malech Advisory Committee, the Fund has supported our priorities in research, transitions to inclusive community living, and support for inclusion in northern Saskatchewan this past year. The Malech Fund will continue to help the Inclusion Saskatchewan to shape a province where all people with intellectual disabilities can thrive.

*\*Due to the COVID-19 pandemic, our full financial report has been postponed until the fall of 2020.*

# INCLUSION & SELF-ADVOCACY

---

We provide person-centred support and advocacy to individuals with intellectual disabilities and their families. Our Inclusion Consultants provide person-centred support and advocacy to individuals with intellectual disabilities and their families so they can overcome a variety of barriers to inclusion and navigate complex systems. The systems may involve governmental ministries, private businesses, public services or non-profit programs. The Inclusion Consultants research policies and procedures within the respective systems and help individuals and families understand the responsibilities and obligations of everyone involved.

## 2019/2020

It has been a year of transition for the Inclusion Team with Matt Leisle joining as the Director of Inclusion in July and Brittany Sauvé taking on the role of Inclusion Consultant for the Prince Albert Region in November. A new intake process has been implemented for all new referrals to the Inclusion Team, which has helped to ensure that individuals looking for support can be directed to the right team member faster, and help Inclusion Consultants manage their schedules. The number of people looking for support from INSK continues to increase, and the Inclusion Team is continuing to look at new ways of managing the workload to be more efficient and effective. The closure of the Valley View Centre has allowed the team to focus on other areas, while still supporting those that have transitioned out of the Centre. Going forward, the Inclusion Team will continue to support individuals, while spending more time on systemic issues such as health, guardianship, sexual wellness, and self-advocacy.

---



**1,842 Meetings Attended**



**531 Persons Supported**



**90 Communities Engaged**



## QUALITY OF LIFE TRACKING

We support individuals to recognize domains and facets of their overall quality of life. This is an individual's perception of how they view themselves relative to the culture, belief, and value systems in which they live and how it informs their expectations, dreams, and concerns. We track our work using these facets in the following groupings.



**48%**

### Environment

We help people to live in their chosen communities in an inclusive, supportive, and sustainable manner.



**19%**

### Relationships

We help people learn how to manage personal relationships, develop social support, and maintain sexual wellness.



**28%**

### Independence

We help people to plan and access the supports they need to live fulfilling, meaningful and active lives.



**5%**

### Psychological

We help people to create strategies, nurture self-esteem, cope with negative feelings, and promote holistic well-being.

## SYSTEMIC ADVOCACY

The Inclusion Team continuously analyzes developing trends in the provision of individual advocacy support. Individual requests point to systemic challenges that require new perspectives and innovative thought to create permanent, positive change. The sustained efforts of the Inclusion Team continued to support the strategic plans of the Board of Directors to address the needs of the community. This year we focused on:

- Transitions to Inclusive Community Living.
- Inclusive Health Care and Medical Decision Making.
- Healthy Relationships and Inclusive Sexual Wellness.

## SELF-ADVOCACY RENEWAL

The past year has been a time of renewal for the Individual and Collective Advocacy Network (ICAN), Inclusion Saskatchewan's flagship self-advocacy program. Michele Fitzpatrick, the staff lead on this program, led two ICAN sessions for over 70 members this year in Saskatoon and Regina. ICAN has been refocused on skill building and leadership training. Many members have commented that they like the new format and feel that understanding within the group has increased. The new format has set up 2020-2021 to be a successful year for ICAN.

## TELL IT LIKE IT IS

The Inclusion Team, in partnership with Saskatoon Sexual Health and Creative Options Regina, continued to expand Tell It Like It Is, an inclusive sexual health and wellness program. This year, INSK worked with SaskAbilities in Saskatoon to provide facilitator training and capacity development for Tell It Like It Is. INSK delivered training and leadership to future facilitators during 25 hours of sexual wellness programming. A comprehensive workbook has also been created, which will aid facilitators in delivering the Tell It Like It Is program.

## SUPPORTED DECISION MAKING TRAINING

Throughout the year Megan Wells, Manager of Inclusion, has worked to revamp Supported Decision Making Training to ensure that options are presented, concepts are broken down and information is shared in an accessible way so the individual who is being supported can make an informed decision. The process is not outcome based, but rather a process that focuses on the relationships the individual has with their care providers. It is an interdependent process to make decisions that will affect individuals' lives and empowers people to lead their lives with agency and autonomy to ensure respect for their rights as Canadian citizens. Consultation with self-advocates, SARC, CLSD and community members have taken place to calibrate the training and ensure it is relevant to agencies and families who may be interested in taking the training in the future.

## INCLUSIVE HEALTH CARE

The Inclusion Team continues to work on a number of healthcare related issues, including medical decision making, helping self advocates educate healthcare professionals about their experiences, and developing a health passport for people with disabilities. Megan Wells, Manager of Inclusion, has worked with Dr. Alicia Thatcher from the University of Saskatchewan to help self advocates share the experiences with professionals from a number of disciplines about the challenges that they face. Dr. Thatcher plans to continue working with self advocates at future learning opportunities for healthcare professionals. Self advocates have also played an instrumental role in developing a health passport that can help care providers better understand how they can treat individuals with an intellectual disability more effectively.



## SUCCESS STORY: VALLEY VIEW

After nearly 64 years in operation, Valley View Centre, an institution for persons experiencing intellectual disabilities near Moose Jaw, SK, finally closed its doors in the fall of 2019. Over the course of this 7-year project, the Inclusion Team worked with the Government of Saskatchewan to secure houses, support staff, and community opportunities for every one of the Centre's remaining 153 residents. The closure of Valley View Centre is one the largest and most significant achievements in Inclusion Saskatchewan's 60+ year history. It also represents a monumental step forward for the Inclusion and de-institutionalization movements. It's a success that will not only lay the blueprint for institution closures all over the world but also show others that a closure of this size and scope is very much possible.





# STRATEGIC INITIATIVES

---

We want social systems to be inclusive, person-centred, and to follow best practices. Inclusion Saskatchewan uses the knowledge gained while working with individuals with intellectual disabilities, their families, and with systems to identify areas where change is necessary to provide the best services and support possible. Our Strategic Initiatives team focuses on Inclusive Education, the Saskatchewan Assured Income for Disability (SAID), and the Disability Income Support Coalition.

## 2019/2020

The COVID-19 pandemic has given many a small glimpse into the seclusion and powerlessness too many individuals with intellectual disabilities experience on a daily basis. This perspective has strengthened Inclusion Saskatchewan's drive and commitment to improving access and quality of life for those we support. One tangible example is the directory, created by Inclusion Saskatchewan staff, of each Saskatchewan school division's pandemic home learning plan as well as links to their specific resources to aid in our assistance to students and parents.

Inclusion Saskatchewan has made targeted systemic change a priority area of our work. We continue to communicate regularly with other leaders in government, community organizations, and business to promote innovative ideas for a more inclusive society and to challenge inequitable norms. We have also continued to chair and coordinate the Saskatchewan Disability Income Support Coalition (DISC), a network of disability support organizations and people with lived experience.

---



## Re-Imagine Education Report

As a committee member, Inclusion Saskatchewan was proud to be part of the release of the final report of Re-Imagine Education on November 4, 2019. The research confirmed that Saskatchewan people believe inclusion in the classroom should be a priority that is funded appropriately.



## SAID Program Improvement

Thanks to DISC, Saskatchewan Assured Income for Disability (SAID) recipients will no longer be cut off of the program automatically when they turn 65 and become eligible for other benefits. Now, if the individual experiences a budget shortfall where their needs are not being met, they can remain on SAID and receive a top up amount.

## INCLUSIVE EDUCATION

We continued to strengthen our relationship with the Saskatchewan Teachers' Federation (STF) in a number of ways. Inclusion Saskatchewan was asked to participate in a panel discussion on inclusive education and the role of parents on May 15th, which was hosted by the McDowell Foundation, a research arm of the STF. On November 4th, we were invited by the STF to participate in a media event and reception to celebrate the release of the *Re-Imagine Education: 12 Actions for Education* final report. As one of the reference committee members involved in the initiative, we were proud that the Executive Director of the Saskatchewan Teachers' Federation spoke specifically to Inclusion Saskatchewan's dedicated involvement in his speech. The recommendations received wide media coverage across the province.

Inclusion Saskatchewan also continues to maintain a strong connection with the Saskatchewan Ministry of Education. Following a survey of our membership, we arranged to meet with the Ministry to discuss the incidence of students who require intensive supports being asked to stay home from school. We shared the data collected and asked that the Ministry expand on what we had started. They committed to doing a jurisdictional scan, which was completed this spring. They also committed to discussing the matter with all Directors of Education and explore ways that more robust data on exclusion can be collected province-wide. We also participated in the Ministry's stakeholder consultation for the development of its framework for the *Provincial Education Plan 2020-2030*, which was released on November 27th. More recently, Inclusion Saskatchewan has kept in communication with the Ministry of Education for updates on supports to students with disabilities during COVID-19. Regular updates will continue as plans are developed and more information becomes available.

The Inclusive Education Committee continues to meet on a regular basis in order to discuss education trends and policies and offer feedback on our direction forward. This fall, the committee added two new members, one who is a school board trustee and another who is a principal. One highlight of the year was the opportunity to travel to the Inclusion BC conference along with the committee chairperson. The conference presented numerous workshops on inclusive education and information on best practices.

## INCLUSIVE EDUCATION AWARDS

On June 1st, the Chair of the Inclusive Education Committee awarded the School of the Year Award to Dalmeny High School and the Teacher of the Year Award to Kimberly Neithercut from Queen Elizabeth School in Weyburn. Both winners were present at the Annual Family Conference Dinner and Dance to receive their well-earned awards. Certificates of recognition were also mailed out to all nominees. Nomination packages for Inclusion Saskatchewan's 2020 Inclusive Education Awards were distributed far and wide during the second week of January. We again broke the record this year for most nominations ever received: 11 in total! There were three schools nominated and eight teachers.

## INCLUSIVE EDUCATION MONTH

February was again officially declared Inclusive Education Month in Saskatchewan by the Minister of Education, the Honourable Gordon Wyant, Q.C. In celebration, we did a series of posts on the Inclusion Saskatchewan Facebook page highlighting past winners of our Inclusive Education Awards and our involvement in the Re-Imagine Education initiative as a key reference committee member.

## DISABILITY INCOME SUPPORT COALITION

Inclusion Saskatchewan continues to chair and coordinate the Disability Income Support Coalition (DISC). The group met six times this year, with the final meeting canceled due to COVID-19. Members also held quarterly meetings with leadership in the Income Assistance division of the Ministry of Social Services. The quarterly meetings were agreed upon following the dissolution of the Program Implementation Advisory Team in the spring of 2019. DISC also received a commitment from the Minister to meet twice-annually, one of which would be at a full meeting of the coalition's membership. Further, three members of DISC are on the Government of Saskatchewan's new Income Assistance Advisory Group and will provide coalition members with regular updates on their work.

DISC celebrated a victory when the government reversed its decision to disqualify people automatically from the Saskatchewan Assured Income for Disability (SAID) program when they start receiving Old Age Security. The hardship this change had caused for beneficiaries was raised with the Minister and his officials many times and DISC was pleased with their responsiveness on this issue. Income Assistance also developed a set of Frequently Asked Questions on this and other complicated policy changes, based on feedback they heard from the coalition.

## SAID GUIDEBOOK

Communication with DISC members has been an important aspect of maintaining services for the people we support during COVID-19. DISC has acted as a hub where up to date information for organizations and supports can be shared amongst the group and passed on to members' respective networks. A completely updated DISC Guidebook on the SAID program was released this spring and is available on the DISC website and Facebook page. The guide is a helpful resource to assist beneficiaries in navigating SAID, using an advocacy lens. The guide was made with input from Income Assistance to ensure accuracy. Income Assistance has kept in contact with DISC to provide updates on available supports and service changes due to the pandemic.

## DISC RESEARCH PROJECT

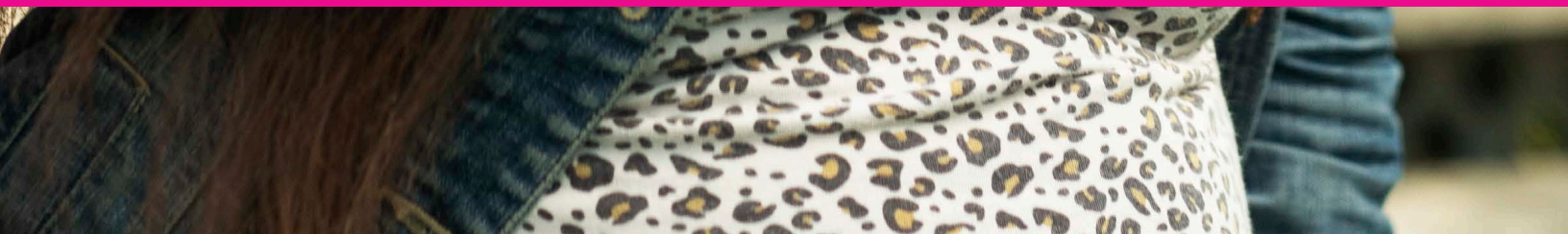
DISC's research project, done in partnership with the University of Regina Community Research Unit, is nearing completion. The project examines the impact of SAID overall, and how recent policy changes have been received. Through a mix of interviews and online surveys, over 400 participants shared their thoughts. Separate surveys for both SAID beneficiaries and service providers were used to gather both qualitative and quantitative data. With all data gathered and coded, the writing of the research report is in the final stages. We were also pleased that DISC was awarded a \$2,000 knowledge mobilization grant from the Community Research Unit this spring. The funds will be used to design, print, and disseminate the completed research report and an infographic to media, government, and the public.





## SUCCESS STORY: KAYTLYN

Through traditional funding supports, Kaytlyn's support workers were only available from 9-5, forcing Kaytlyn to live her life within business hours. Fed-up and tired of feeling like she was trapped in a box, Kaytlyn looked for a better way to live. After meeting with Kaytlyn, our Inclusion staff worked with her and her parents on a Self-Directed Funding application, and after it was approved, we helped them through the steps of implementing it. Now, Kaytlyn is living the life of her dreams and is free to do whatever she wants whenever she wants. Thanks to Self-Directed Funding, she is in complete control of how her funding is spent and who she hires as support staff. It's been a hugely positive change for Kaytlyn and she couldn't be more excited with what the future has in store.



# FAMILY NETWORK

---

Our Family Network is a group of families who have a family member who experiences an intellectual disability. The network provides families an opportunity to meet other families and develop unique and lifelong connections with people who understand their life experiences and circumstances. Connecting with others provides families with fresh perspectives and practical information, lessens isolation, and can help them find new solutions. Through these connections, families gain empowerment, strength, and are reminded that they are not alone.

## **2019/2020**

The Family Network, which is represented by 1,329 family members in 89 communities, saw continued growth throughout the year. We hosted a Moms Workshop in October and a Siblings Workshop in August and January. We've also continued to host a Facebook group dedicated to Family Network members which has allowed them to connect and share in between events.

---



**1,329 Members**



**89 Communities Engaged**



**99 New Members**

## **MOMS WORKSHOP**

The Moms Workshop was hosted in October at the Manitou Springs Resort. Over 40 moms from 20 different communities attended. The weekend featured breakout sessions which offered attendees a choice in what subjects they wanted to learn about. Presentations included: self-regulation, anxiety management, supported decision making, and transitional planning. The moms also enjoyed a potluck dinner, a scavenger hunt, a craft workshop, and a PJ and pizza party.

## **SIBLING WORKSHOP & RETREATS**

The Sibling Workshops and Retreats continue to uniquely support siblings who have a brother or sister who experience a disability. Siblings from all across the province came together for 2 workshops. One was held at the Arlington Beach Camp and was attended by 25 children and youth. The other was held at the Best Western Plus in Saskatoon which was attended by 35 children and youth. The workshops offered the siblings a chance to enjoy youth-focused activities including mini golf, bowling, camp fires, swimming and camp games. In addition to having fun, the siblings engaged in workshops where they were allowed to express their concerns and feelings in a safe and supportive environment.

## **PARENTS WORKSHOP**

The Parents Workshop, which was scheduled for March 13-15, 2020, was postponed due to the COVID-19 pandemic. We look forward to rescheduling when it is safe to do so.

## **FAMILY NETWORK FACEBOOK GROUP**

The Family Network Facebook group offers family members a platform to ask questions, seek support, and share with other families from across the province. Over the course of 2019-2020, the group saw a 19% increase, bringing its total membership to 464 members.

# EMPLOYMENT & TRANSITIONS

---

Our Employment and Transition Facilitators help individuals with intellectual disabilities find community employment, strategize for post-secondary education, and make the transition from student to adult life. Funded by Saskatchewan's Ministry of Immigration and Career Training, we travel to schools and communities throughout the province building positive working relationships with families, schools, employers, and other community-based organizations.

## **2019/2020 - EMPLOYMENT & TRANSITIONS**

Our team continues to meet with students, families, school staff, and agencies in a variety of capacities. This year, we supported 222 individuals in 53 communities across the province. Of these, 42 individuals were provided support in creating, facilitating, and/or maintaining employment and 180 were supported in transition planning and other areas. We also presented to over 250 individuals – including students, parents, and professionals.

We also developed and distributed a revised and reformatted Transitional Planning Handbook and Transition Worksheets. Our team and staff have received an immense amount of positive feedback. The guide, which is available for download on our website, is an easy to follow guide for teachers, families and students.

## **2019/2020 - READY, WILLING & ABLE**

Funded by the Government of Canada, Ready, Willing, and Able (RWA) is a national partnership initiative of the Canadian Association for Community Living and the Canadian Autism Spectrum Disorder Alliance and their member organizations. RWA is a market-led, employer-focused initiative that supports businesses across the country to build an inclusive and effective labour force that enhances both economic productivity and social inclusion through hiring persons with an intellectual disability or Autism Spectrum Disorder. RWA's vision is of an inclusive and effective labour market with an employment rate for people with an intellectual disability or ASD on par with the national average.

For the period September 2019 to March 2020, RWA has resulted in the following national employer engagement and employment outcomes:

- 778 unique employers prospected.
- 657 unique employers engaged.
- 84 unique employers who hired.
- 106 hires completed.





## SUCCESS STORY: PATRICK

After hearing a Ready Willing & Able presentation, Schira Subways in Saskatoon was ready to hire an individual with an intellectual disability. We worked to connect them with Patrick. We helped set up a job interview at Subway and then assisted Patrick in preparing his resume and practicing for his interview. As a result, Patrick was hired on the spot. Now, Patrick is working 2 days a week as a greeter and custodian at one of Saskatoon's most popular Subways. The story has become such a success that we featured it in one of our Inclusion Breakfast videos. That video has gone on to become one of our biggest hits and has inspired more employers to create similar positions.





# COMMUNITY DEVELOPMENT

---

Through community development, Inclusion Saskatchewan engages a wider circle of support, resources, and partnerships to benefit the well-being and inclusion of people who have intellectual disabilities. One of the key avenues of this development is philanthropy – that “love of humanity” that inspires people to give generously to support people who have disabilities. We are delighted to help people experience the joy of giving, since the more you give, the more you get back!

## 2019/2020

To raise awareness about our mission, we start by helping people experience the power of Inclusion. Last year, 111 guests came to our Inclusion Tour lunch-and-learn events where guests got to hear from our staff and self-advocates and learned more about what we do.

We also hosted two no-ticket charge fundraising events: our Inclusion Luncheon in Prince Albert on April 11, 2019 and our Inclusion Breakfast in Saskatoon on October 3, 2019. Once our guests hear our stories, they are inspired to give, not in exchange for something, but out of a belief in the benefits of inclusion for all of us. At these events, 40 people became Inclusion Champions by making a multi-year gift. This year, our events raised \$184,833 and engaged 540 guests in supporting our vision that all individuals are valued, supported and included in all aspects of life.

Our community development efforts would not be complete without the support of 27 corporate sponsors and 11 grantors, whose names and logos are on the inside cover of this report. Inclusion Saskatchewan is grateful to all of our donors, sponsors and grantors for their generosity.

---



**\$446,550 Total Raised**



**540 Fundraiser Guests**



**11 Grants Received**

## GRANTS AWARDED TO BRANCHES & COMMUNITY PARTNERS

### INSK INCLUSIVE RECREATION GRANT

In 2019/2020 we allocated \$30,000 through our Branch Inclusive Recreation grant. This funding is provided by the Saskatchewan Parks and Recreation Association and the Saskatchewan Lotteries Trust Fund.

**Humboldt and District Community Services Recreation and Respite**  
\$4,500

**Inclusion Hudson Bay Summer Recreation**  
\$4,500

**Inclusion Lloydminster Recreation Liaison**  
\$4,500

**Inclusion Lumsden Fun with Friends**  
\$4,500

**Moose Jaw ACL Community Based Recreation**  
\$4,500

**Prince Albert Branch INTEREC**  
\$3,000

**Inclusion Weyburn Inclusive Summer Camps**  
\$4,500

### INSK BRANCH PROJECT FUND

These grants promote the vision of Inclusion SK by providing financial assistance to special projects, supervised by the Board of Directors.

**CLASI Camp Companion**  
\$1,500

**Inclusion Hudson Bay Inclusive Summer Leisure**  
\$5,000

**Inclusion Lumsden Inclusive Programs**  
\$4,750

**Inclusion Lloydminster Engaging Families, Creating Good Lives**  
\$5,000

**Moose Jaw ACL Foundation for Life**  
\$5,900

**Prince Albert Branch INTEREC**  
\$7,000

**Shoulder to Shoulder Parent Support Group**  
\$2,460

**Yorkton ACL Making Waves**  
\$2,500

### INSK INCLUSION INITIATIVE

This fund promotes the mission and vision of the INSK during Inclusion Month by engaging branches in celebrating inclusion.

**CLASI - \$500**

**Humboldt ACL - \$500**

**Moose Jaw ACL - \$500**

**Outlook ACL - \$500**

**Prince Albert Branch - \$500**

**Yorkton ACL - \$500**

### 2019/2020 GIVING EVERY MONTH DONORS (GEMS)

Shade & Emmanuel Adeagbo  
Shelley & Colin Allard  
Jana Bassingthwaite & Bradley Mitchell  
Susan Aurbo-Charabin  
Brent Cotter  
Barbara Degenstien  
Lara Dutton  
Les Erickson  
John Forseth  
Richard Grenier  
Judy & Dave Hannah  
Alaina & Jeff Harrison  
Kim Hodson  
Deb Hogg  
Michelle Lane & Trevor Bedier  
Alan Long  
Amelia Lowe-Muller  
Gail & Ron McDougall  
Glenda & Dave McGillivray  
Christopher Moore  
Jennifer & Glen Olason  
Kari Scarlett  
Diane Waldbillig  
Geraldine Woods  
Gordon Wyant

### 2019/2020 INCLUSION CHAMPIONS (MULTI-YEAR PLEDGED/MAJOR DONORS)

Katherine Andersen-Hallberg  
Randolph J. Antoniuk  
Estate of June Avivi  
Bill Baker  
Carmen & Ron Bassingthwaite  
Brad Bauml & Jacky McArthur  
Karissa Beattie  
Glenda & Lorne Bell  
Dale & Holly Berg  
Berg's Plumbing & Heating Ltd  
Alex Berthelot  
David Buckingham  
Licia Burghall  
Stacey Cameron  
Patrick Cey  
Robin Chapman  
Nancy Chappell  
Bonnie Cherewyk  
Karen Cherwonik  
Sharon Chesley  
Trevor Chesley  
Drs. Ann-Marie & Khami Chokani  
Drs. Ronan & Susan Conlon  
Doug Conn  
Brent Cotter  
Michael Dietrich  
Grant & Joann Douziech  
Rory Duncan  
Wes Erlendson  
Lori & Gary Emde  
Christine Epp  
Les Erickson  
Amy Ehrmantraut  
Jason Everitt  
John Forseth  
Anita Fraser  
Murray Fulton  
Mike & Glenda Gartner  
Dr. Steven & Leila Goluboff  
Alaina & Jeff Harrison  
Dr. Dave & Mary Hastings  
Estelle Hjertaas  
Kim Hodson  
Deb Hogg  
Nancy & Wayne Holdner  
Tim Hollman & Kelsey Meidl  
Carin Holroyd & Ken Coates  
Tim Hortons  
Rylund Hunter  
Toby & Theresa Jaeger  
Diane & Rene Jalbert  
Karen Janke & Doug Curliss  
Kate Joa  
Stephen Jordan  
David Katzman  
Patsy Kauk  
Dave & Laurel Kelly  
Dr. Louis Kriel  
Chad & Erin Kuffert  
Travis Kusch  
Michelle Lane & Trevor Bedier  
Matt Leisle  
Mark Lewis

Steven Loeffers  
Lifelong Learning Inc.  
Alan Long  
Joyce Loraas  
Amelia Lowe-Muller  
Gloria Mahussier  
Mann Agencies  
Denise Martens  
Christina Martens-Funk  
Rob & Audrey McCammon  
Gail & Ron McDougall  
Glenda & Dave McGillivray  
Therese & Dave McLmoyl  
Anne McIntosh  
Kevin McTavish  
Greg Meister  
Caren Melby  
Paul Merriman  
Bradley Mitchell & Jana Bassingthwaite  
Joe Monahan  
Kelley Moore  
Christopher Moore  
Don Morgan  
Darrell Nordstrom  
Jennifer & Glen Olason  
Michelle Ouellette  
Todd Peterson  
Bill Powalinsky  
Whitney Romero  
Dr. Alan Rosenberg & Dr. Lesley-Ann Crone  
Janice Rutherford  
John & Christine Rye  
Kari Scarlett  
Jim Scarrow  
Ron & Carol Schira  
Angela Schmidt  
Theodore & Loretta Schugmann  
Launel Scott  
Tim Shanks  
Dave & Heidi Shockey  
Barry Singer  
James Sproule  
Laurel Stein  
Dr. Adam Stenerson  
Ian Sutherland  
Bob & Helen Thomas  
Tim Tkachuk  
Mike Tornopolski  
Randal & Catherine Touet  
Jim & Heather Traves  
Brian Wallace  
W Bridals  
Lenore West  
Darlene Wingerak  
Geraldine Woods  
Gordon Wyant  
Deborah Young  
Dorothy Zabraczki  
Olivia Zhang  
Brodie Zuk



Your donations help us  
support our most essential.



**INCLUSION  
SASKATCHEWAN**  
supporting individuals with intellectual disabilities

Donate at [inclusionsk.com](https://inclusionsk.com) to help support individuals with intellectual disabilities.