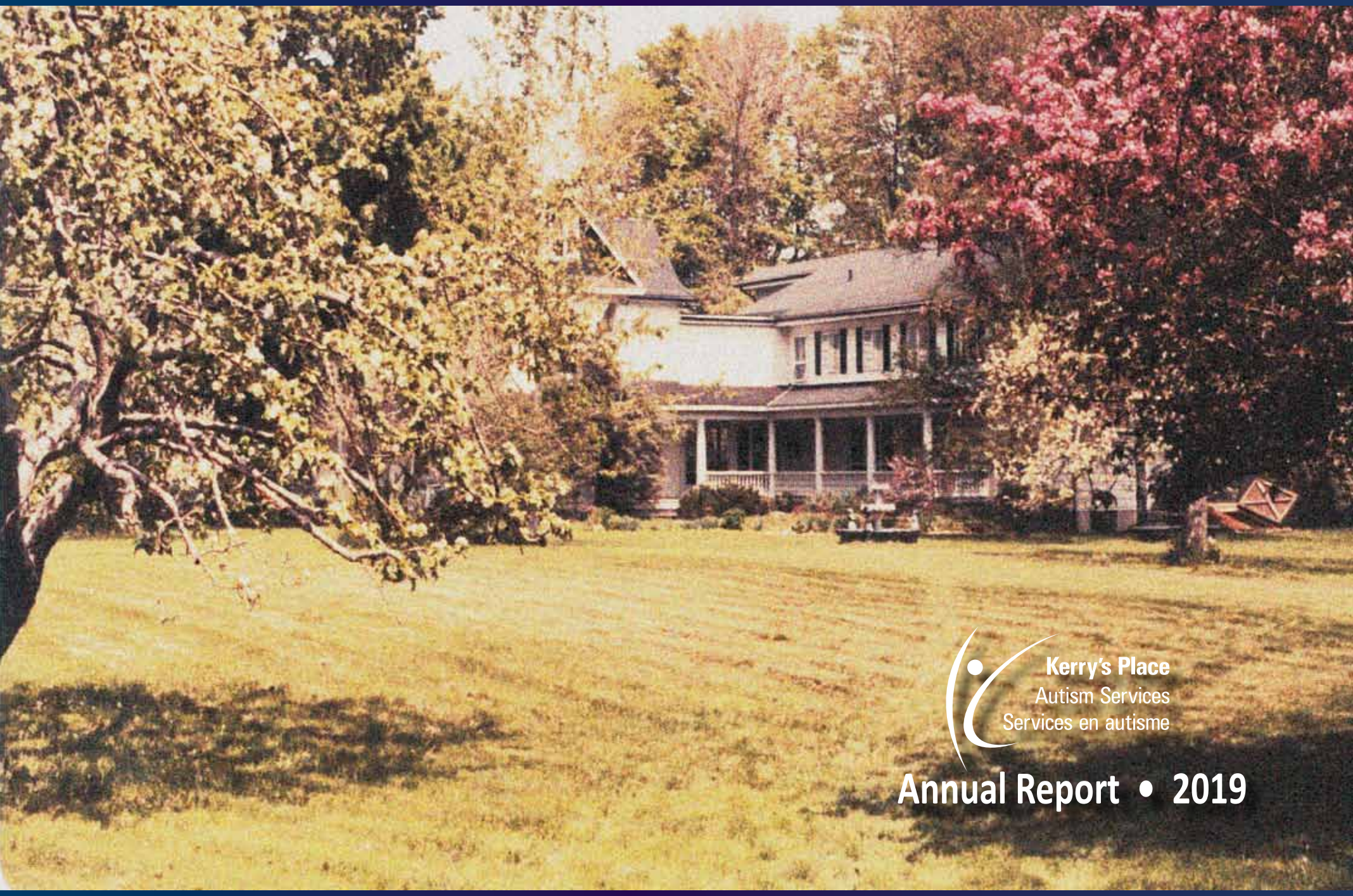


Kerry's Place Autism Services: a 45 year reflection



Kerry's Place
Autism Services
Services en autisme

Annual Report • 2019



Message from the Board Chair and CEO of Kerry's Place

The Charter to create Kerry's Place Autism Services was approved by the Ontario government in 1974. Kerry's Place began with eleven adolescent children with Autism Spectrum Disorder (ASD) in a beautiful farm house that became known as 'Kerry's Place'. Over the 45 years since then, Kerry's Place has expanded to provide residential and community services for 8000 children and adults each year. We provide support for 250 adult individuals in 80 residences and apartments across Ontario. For individuals who live with their families or independently, we provide behavior supports, counselling training and education. Central to this has been a strong clinical team that has built a rich legacy of clinical services based on evidence based research. Our staff, which now number 1100, continue to exemplify excellence in working with our supported persons and families.

The number of adults we support continues to grow. This year we welcomed 11 new residents and opened five new homes. Although rare, we also closed two homes due to the incompatible environment.

Earlier this year, the Ministry of Children, Community and Social Services (MCCSS) announced significant changes to the Ontario Autism Program (OAP) which supports young people with autism up to 18 years of age. At the time of writing, a number of details of the new OAP have not been finalized. Kerry's Place has provided input and feedback to the Ministry. The new OAP provides a new service delivery model, whereby the parent is provided with funding and then is responsible for selecting a service provider and working with the expert clinical staff to create an individual service plan. Over the

next year, we will be implementing financial and operating procedures so that Kerry's Place can continue to effectively support young people with ASD and their families under this new fee-for-service model. We are excited about this new opportunity.

A major goal these past two years has been the establishment of a Young Adults program (18 to 30 years of age), funded through designated fundraised donations and external grants. The program focuses on supporting persons with ASD who are looking to enter the workforce, retain meaningful employment and supports for entering adulthood such as social skills, dating and relationships, individualized coaching and transitional supports preparing for post-secondary education. The employment part of the program was developed after conducting a province wide scan of existing supports, identifying best practices for supported employment, and collecting feedback from families and job seekers.

A third focus is our aging population. Close to sixty of our supported persons are over 50 years of age and are experiencing increased health problems. We have completed a major research project, reviewing the current medication regime of our individuals, incorporated a new health assessment tool in the individual support plan, and implemented an 'end of life' planning assessment for all supported persons over 50. Our next objective is to put into place additional resources to focus on promoting health, preventing illness and enhancing dietary and activity planning.

The future housing needs for our population is a concern. We know our present model may not be adequate for supported persons as they age. Kerry's Place is consulting and working with other

“The number of adults we support continues to grow. This year we welcomed 11 new residents and opened five new homes.”

organizations in the developmental disabilities sector who are asking some of the same questions.

Family involvement is important for us to gain insight into how to improve what we do. This past year, a Family Advisory Committee was formed with the mandate to provide input, advice, and recommendations to improve supports to the residential services. The committee members have chosen to focus on ways to improve communication between the families and front line staff, enhance ways to support our aging individuals, and increase recreational activities and opportunities for all residents. Their insights are already proving to be very valuable.

Quality in everything we do has always been a high priority. As a next step in ensuring this, our plan is to be accredited by Accreditation Canada. This is a rigorous process involving an external review of our clinical practices, front line services, governance, risk management, leadership assessment and employee management and development. Accreditation should be completed in 2021.

Our employees are critical to us and this is reflected in one of our four strategic priorities “Enhance our capabilities so that our employees are both skilled and proud to work at Kerry’s Place and our preferred future hires view us as an employer of choice.” In the last year we sponsored two successful cohorts of managers/directors in the 12 week ‘Leaders for Success’ program. Also, our ASD course for staff was revamped, modules built for online viewing, and testing tools reconstructed. For the first time we offered the course for external participants, parents and interested people and close to 150 participants took the course. Another important initiative was

the development of an Employee Value Proposition (EVP) to guide our employee management and development. As voted by our employees, the new EVP is: *Support. Enrich. Encourage. Everyone Matters!* Other initiatives in the employee area include increasing the number of full-time staff, new payroll and scheduling systems and an improved benefits plan.

The past 45 years have been years of growth, success and challenges. Our mission to *enhance the quality of life for persons with ASD* has not faltered. With our excellent staff, and engaged families, Kerry’s Place will continue to strive toward our vision to assist those with an Autism Spectrum Disorder in becoming full and equal members of their communities.



Sue VanDeVelde-Coke
President & CEO

A handwritten signature in black ink that reads "Sue VanDeVelde-Coke".



Mark Walsh
Chair of the Board of Directors

A handwritten signature in black ink that reads "Mark Walsh".





Ontario Autism Program

In February of this year, the Ministry of Children, Community and Social Services announced changes to the way the Ontario Autism Program (OAP) would be funded. Kerry's Place Autism Services has since undergone a significant review of the services and supports we presently provide, and wish to continue to provide to families with children and adolescents with Autism Spectrum Disorder. Our goal is to strike a balance between delivering the most comprehensive and cutting-edge supports, and charging a price that makes them affordable and competitive, allowing us to recover the costs associated with their delivery.

Kerry's Place's menu of service options delivered through the OAP now includes:

- Evidence-based ABA-based services in the form of individualized and group-based supports
- Workshops and courses focused on teaching the most comprehensive and cutting-edge information to support persons with ASD
- Recreation-based supports including camp and after-school programs
- Day and overnight Respite supports

Transitional Aged Youth and Employment Programs

Employment Supports across Kerry's Place connect and support employers, persons with ASD and local, provincial and national community agencies. Each service promotes an understanding and awareness among employers and the general public as to the business value of hiring people with ASD. Over the past year we have:

- Fostered sports participation and leadership skills. In partnerships with the Town of Caledon and the City of Brampton **we offered three series to youth groups** who were able to apply learned social skills through direct participation in sports programs facilitated by the municipalities.
- Focused on building independence, in partnership with **Reach Toronto, the Food For Life & Financial Literacy groups, were provided to 22 young adults aged 17-24** in Peel & Halton region. One young man found his calling and secured employment in the food service industry!
- Responded to a number of crisis requests from Ministry of Children, Community and Social Services. Our respite team **successfully facilitated a short term stay for a homeless teen** being discharged from hospital and waiting for placement in a treatment facility.

- Supported the work of the Transitional Aged Youth Working Group of the York ASD Partnership, members of our Adult Services and School Team worked with York Catholic DSB and Central York Community Living to create and trial a skills assessment checklist to facilitate **the transition of young adults from high school to adult day programs.**

EmploymentWorks offers training for adults with Autism Spectrum Disorder and other disabilities, who wish to rehearse and develop those essential skills necessary to obtain, and maintain employment. The program offers volunteers the opportunity to share their employment journeys, and employers' direct experience integrating individuals with disabilities into their workplaces. Kerry's Place Autism Services will be delivering the EmploymentWorks program in Brampton, Aurora, Toronto and Oshawa.

The **Young Adults Project (YAP)** is a new initiative provided by Kerry's Place Autism Services, supporting persons with Autism Spectrum Disorder (ASD) who are looking to enter the workforce and retain meaningful employment. The Young Adults Project provides individualized support to young adults with ASD at any point in their employment journey. This project was piloted in Central Region and

Toronto from January to May 2019, and is now being delivered across the Greater Toronto Area. To date, twenty participants have taken part in this program.

"I got new ideas for my career. I have been doing more volunteering, and making more connections. Now I have a lot of people I can use as references, I don't always have to use the same three."

Skill-Building and Peer Support Groups

At Kerry's Place Autism Services, we believe that when provided with the necessary supports and the development of life skills, people with ASD have greater potential to reveal their talents, abilities and their desire to contribute that can be utilized in the workplace, school and in the community. In the past year we have:

- Expanded our capacity in the Peel Respite Program by offering a Saturday Respite Program to 20 children/youth over the course of the school year.
- Supported 177 participants in our Summer and March Break Camps in Peel, Dufferin & Wellington
- Provided opportunities for 209 children & youth to participate in 30 Social Groups, including 7 sessions of PEERS in Peel/Halton Region. One of the PEERS sessions was done in partnership with West Credit Secondary School. In York / Simcoe 4 PEERS sessions were provided.



And the winner is...

Open House in Orangeville

We had a great turnout at our Open House Event at 77 Broadway in Orangeville with staff attending from Peel, Dufferin and Belwood!

Everyone who attended on June 3rd, had a chance to cast their vote for their favorite piece of art for the Creative Canvases Contest: Reflecting the Community of Kerry's Place

There were 18 submissions – so it was a difficult choice as they were all beautiful. The winning canvas was Dalzell (Peel Residential).

Honorable Mentions go to East Luther, 50 First Street & West 58

The event ended with a ribbon cutting to our new office and cake to commemorate this special event!



*Our original 1970s
Kerry's Place logo*

Residential and Supported Independent Living

- This past year **we welcomed 11 new residents to our homes and opened 5 new homes.**
- We have seen fairly significant changes across residential services. Following a year of planning, the two Wingfield homes closed over the winter. Kerry's Place opened homes in Durham region and York region. Likewise, work is underway to develop a new home in the Bradford community. Capacity building continues to be a focus.

This past year there have been several successful transitions to residential and treatment vacancies supporting adults and transitional aged youth. In Toronto there were 7, in Central Region there were 5, and in the East there were 29.

The success of these transitions are a result of proper planning, early identification of needs, and taking into consideration best housing match.



Community Services and Supports

Kerry's Place continues to offer a broad array of services and supports, expanding the scope and availability of these offerings. We continuously strive to meet the changing needs of the children, adolescents, and adults with ASD and their families. Our ongoing commitment is to build skills in each and every person we support, enabling each person to participate fully in their respective community.

Over the past year, Kerry's Place's accomplishments included:

- Exceeded our expectations with the restructuring of our York school support team which **supported 34 students of the York District School Board and the York Catholic District School Board**, with an additional 39 students attending Section 23 Mental Health Day Treatment programs.
- Delivered our **Autism Spectrum Disorder Certificate Course to over 200 participants**, including parents and grandparents, medical professionals, educators and therapists in Barrie, Brampton, Aurora, Whitby, and Toronto
- Provided **46 spaces to children with Autism Spectrum Disorder across our March Break, Summer and Winter "Hub" Camp programs** in Toronto Region
- Offered our skill-building program "The Code" that **introduced coding and game development skills to our 35 young adults** participants
- Provided 136 families in Peel, Halton, York, Dufferin & Wellington support through our respite homes in Brampton and Orangeville. **38% of respite users are over the age of 14.**
- Offered two workshops - Understanding Anxiety & Understanding Behaviour - **in both English and Cantonese to a total of 57 participants**. This was achieved in partnership with Community Living York South



Clinical and Quality Outcomes Focus

The members of the Clinical Department work collaboratively as part of a multi-disciplinary team that follows a bio-psycho-social approach to treatment and evidence based intervention for persons supported residentially. Clinical services provided throughout the year by our in-house team of Clinical Supervisors, Behaviour Therapists, Behaviour Technicians and our team of consulting professionals includes positive behaviour approaches based in the science of Applied Behaviour Analysis, specialized assessments, intervention/ treatment in mental health, residential treatment for complex cases and a supportive coaching clinic. Community-based clinical intervention programs also operate in Central and Toronto Regions as well as three successful psychiatric clinics serving Central Region (East and West), Toronto Region and East Region.

The focus of Quality Outcomes is to identify those factors that minimize risk and maximize safety agency-wide through capacity building across the agency along with an equally important person-directed focus. Quality Outcomes initiatives currently include: Facilitated Person Directed Planning, Quality of Life Outcome Interviews and Quality Outcomes staff education and training.



Another successful March Break Camp

This year's Peel and Wellington Regions campers had the opportunity to participate in fun games, science experiments and crafts, as well as have some exciting visitors come on site.

A huge thanks to Science Safari, Monkey Movers Gym and Moveability for visiting our camps and making sure the children had a great time. We also had the opportunity to visit some exciting activities in our community such as local pools, bowling alleys, trampoline park, kids gyms and a Raptors 905 Game all the way at Scotiabank Arena.

We are so grateful to be part of community that accepts and welcomes everyone.

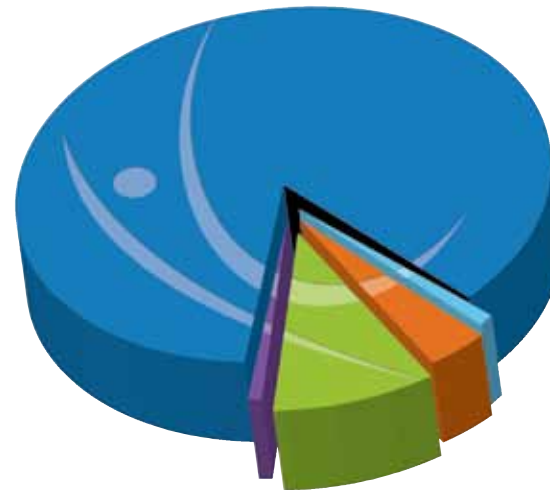


Financial

Kerry's Place has demonstrated consistent strength in ensuring a strong financial position and strategic investment into the organization.

- An unqualified Audited Financial statement eliminating previous qualification regarding cash donations.
- New Facilities and Asset Manager position supporting residential Managers on major Capital Projects. 26 sprinkler systems were installed meeting the new fire regulations.
- Enhanced Payroll system implemented that will integrate with the new scheduling system. This will benefit all staff by eliminating timecard entry saving staff time and increasing efficiency.

Kerry's Place is committed to transparency and accountability of financial information



Sources of Funding

- Provincial Grants 89.7%
- Fee for Services 5.2%
- ODSP and Rent 3.8%
- Donations 0.3%
- Other 1.0%

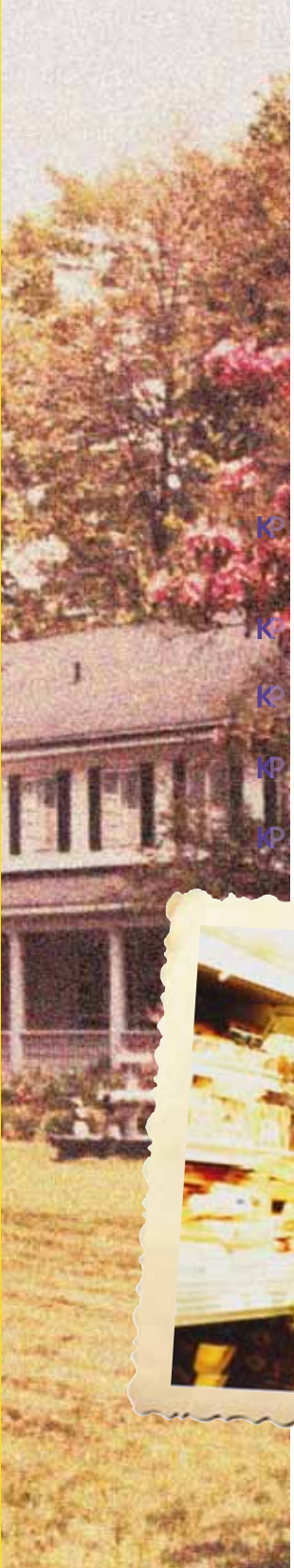
\$69.8 million revenue



How Funds Were Spent

- Salaries and Benefits 67.4%
- Building 8.8%
(Occupancy, Repairs & Maintenance)
- Food Costs, Supplies and Sundry 4.4%
- Transportation and Travel 2.1%
- Other 17.3%

\$69.5 million expenses



Human Resources

Every day our leadership teams at Kerry's Place are devoted to improving the employee experience by ensuring everyone is heard, appreciated and engaged in the organization. With a strong focus on continuous learning, our HR Team aims to enhance our employee's knowledge and core competencies. By researching workplace best practices and listening to our teams, we are constantly improving our existing practices and procedures to deliver quality HR programs. There has been a great deal of change within our own department over the last year. As drivers of positive change in the organization, together we faced the challenges that come along with the farewell and addition of new HR team members. We are proud to have had many successes including:

- Welcoming 164 new team members.
- Congratulating 33 employees for graduating from our ASD Certificate Course

- Celebrating 139 Service Awards Recipients.
- Increasing our focus on employee engagement through various fun and rewarding initiatives including Health & Safety Music Parody Contest, Creative Canvases Contest and an Employee Award for Strategic Thinking

Leaders for Success

Kerry's Place Autism Services in partnership with George Brown College provided the Developmental Services Sector: Leaders for Success Training Program to 26 Directors, Managers, and Clinical Supervisors at Kerry's Place. Participation in this program allows us, as an organization, to set the stage to continue to learn about organizational cultures, change management, and will open doors to even more meaningful partnerships in the future.



1970s



1990s

Years of Service

With great pride, we are excited to celebrate career milestones for those who have dedicated many hours and years of hard work at Kerry's Place! Your talents and efforts have helped us get to where we are today.

Thank you all for your tremendous contributions!



30+ YEARS

Chris Geen
Christine Bosley
Susan Long
Stephen Luke
Bill Marlin
Cynthia Newman
Mike O'Neill
Carol O'Shaughnessy-Nikolic
Charles Owen
Bruce Punnett
Rose Ann Punnett
Angela Vilneff

25 YEARS

Tracy Mansell
Brenda Ward
Andrea Anthony
Michael Powell
Travis Newman
Deborah Sibeon

20 YEARS

Adrienne Kelly-Robinson
David Navas
Joanne Bierworth
Yvonne Mckinley
Tanya Waller

15 YEARS

Jim Timmins
Hyacinth Sinclair
Mandy Turpin
Cheryl Nippel
Barbara Allin
Beth Craig
Janice Bell
Kimberly Pincivero
Janice Bryant
Sandra Morgan
Natalie Donaldson
Joachim D'Souza
Julio Gomes
Kobina Edwards

10 YEARS

Andrea Hoilett
Taiwo Kuteyi
Kimberly Nevilles
Charmaine Davis
Jennifer Newman
Gayle Newman
Lecent Ewart
Dixie Howie
Sharelle Leblanc
Sonia French
Donna Hayer
Mandi McCreary
Bradly Glasius
Afusat Odugbose
Panceta Gillings
Marjorie Steven
Sheri Burke
Brian Geen
Emem Afolabi
Vernesha Boothe
Julian Ford
Son Tran
Sophia Wray
Tom DeLong
Melissa Plouffe
Hema Tuitt
Stephanie Voss
Adrian Taylor
Tara Billings
Samantha Kates
Carla Wagar
Michelle McMahon
Chimaobi Okorie
Leeann Ceolin
Blake Holliday
Andrea Earl
Rukhsana Yasmeen
Abimbola Oladeinde
Esther Adeniyi
Janet Davidson



Fundraising

The Fundraising department has continued to connect and work throughout our community to increase engagement and prioritize our stakeholders. Over the past year, we have seen increased engagement from both corporate and community organizations, including both sponsorships and peer-to-peer fundraising initiatives. Building on these relationships and maximizing their potential will be a priority over the coming year.

We can't wait to expand on these efforts moving forward! We would like to thank and commend everyone involved in making this past year another one to be proud of. We are looking forward to another great year of connecting with our donors and partners, working towards our shared goal of funding programs and services that will enhance and enrich the lives of those we support.

Highlights of the Year

June 2018 saw the most incredible gathering of committed golfers we've ever seen. The 24th annual Golf Classic went above and beyond expectations in raising funds for young adults. Again held at the beautiful Nobleton Lakes Golf Club, the 24th Classic hosted over 175 golfers and raised an incredible \$125,516.00 – WOW! Furthermore, Sports Journalist, Hockey Insider, and panelist on Hockey Night in Canada Elliotte Friedman joined the Kerry's Place Classic this year, which profoundly enhanced the engagement of everyone in attendance! This success however would not be possible without the dedication, commitment, and integrity of our volunteer golf committee. We in the fundraising department are so thankful for their continued efforts to support Kerry's Place in this way.

February 2019 was host to a revitalization of the Evening for Autism Gala. Located at the Aw Shucks restaurant in Aurora, and hosted by the admired Jamie Mauracher of Global News, the community gathered to celebrate the important work Kerry's Place had done throughout the year. This event truly represented all that the Kerry's Place community embodies, and raised over \$40,000 for autism services. We cannot thank our community enough for their support of this event, and their commitment to enhancing the quality of life for persons with Autism Spectrum Disorder.



1970s



Bringing our 'A Game' at Kerry's Place

Matthew Gosse has been living independently in Dufferin (Orangeville) with support from Kerry's Place Autism Services' SILS team for the past two years.

When he's not busy learning about the worlds of budgeting, cooking, cleaning and all of the various details of living independently, Matthew has been developing an interest in the world of golf.

Supported and trained by staff and golf instructor Nathan, Matthew had been able to learn and fine-tune his game on Nathan's driving range. With the generous support of Kerry's Place's Designated Donations team and donors, Matthew has been able to take his passion to the links and enjoyed his first proper round of golf at Hockley Valley. (All involved say he had a great time and shot a good game!).

Chalk this up as a hole-in-one for Matthew, his support teams and the generosity and efforts of the donors and staff that make Kerry's Place Autism Services' Designated Donations such a wonderful program!

*For more stories from our Kerry's Place Community, please visit:
kerrysplace.org/stories*





Ready for Adventure once again... Thanks to our Generous Donors!

*Allan Quibell has been living independently in the Dufferin area for over 10 years with the support of Kerry's Place Autism Services' SILS program. He works tirelessly at the local conservation area and in his spare time provides content for his website, *Wolfdog's Adventures for Autism Awareness*.*

Allan is an avid outdoorsman and a paddler with multiple ORCKA certifications. His old canoe was recently damaged beyond repair and Allan was left with no options but to completely replace the vessel.

With the outstanding support of Kerry's Place's Fundraising Department and the generous folks behind the Designated Donations program, Allan was able to get his preferred canoe, a brand new collapsible Pakboat 150.

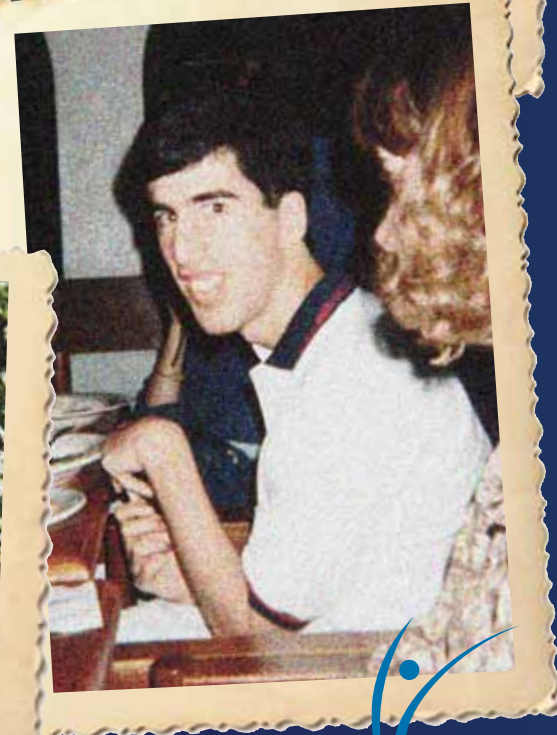
Allan is ready once again to take to the various lakes and rivers of the world, making him extremely happy and grateful to all involved in making this happen. He plans to use this canoe to make himself (and through his website, the community) stronger than ever. Allan and his support team send the most sincere and heartfelt thanks to all of the KPAS Fundraising team and the great people behind Designated Donations (staff, committee members and donors alike).

For more stories from our Kerry's Place Community, please visit kerrysplace.org/stories





1980s



Thank you to our most generous donors...

Individuals

Adam Patchet
Allan Bregman
Andrew Westerhoek
Andrew Weber
Andrew Westerhoek
Andrew Poss
Andy Mascarenhas
Ann Beauregard
Arlene Leider
Baldwin Ng
Brandon Houle
Bruno Gaeta
Carobeth Zorzos
Chris Caldwell
Chris Moroz
Craig Holmes
Cristina Clementi
D. Scott Allan
David Glionna
David McCarthy

Dean Teasdale
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Deborah Gullaher
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Elliotte Friedman
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Gino Gentile
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John Tackaberry

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Richard Thomas
Robert Carducci

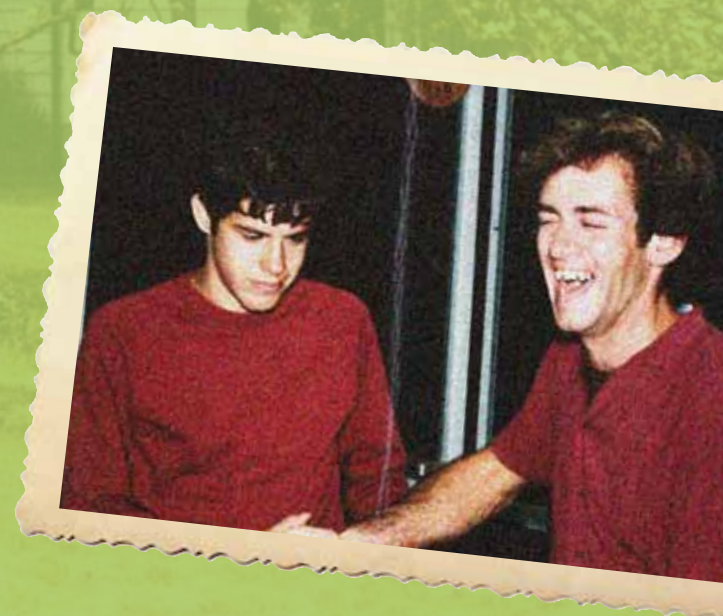
Robert Stellick
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Robin Priestly
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Rose Schonblum
Ryan Jordan
Scott MacMurchy
Scott Miller
Sean Durkin
Stephen Scherer
Stuart Bahen
Tim Usher Jones
Tim Emoff
Vanessa Morgan
Victoria Ferrante
Wayne Freethy

Schools

Agnes Taylor Public School
Anne J. MacArthur Public
Aurora High School
Branksome Hall
Burnamthorpe Public School
Claremont Public School
Couchiching Heights Public
Forest Run Public
J. Clarke Richardson Collegiate
J.L.R. Bell Public School
Jean Vanier Catholic High
Robert F. Hall Catholic Secondary
Shaughnessy Public School
St. Anselm Catholic School
St. Gregory School
St. John the Baptist School
St. Mary of the Angels CES
St. Thomas Aquinas Catholic.S.S
Wendat Village P.S.

Groups & Foundations

Autism Speaks Canada
Cobourg Knights of Columbus
Giving Dreams Foundation
Harry E Foster Foundation
Hydro One Employees' and Pensioners' Charity Trust Fund
IBM Employees' Charitable Fund
J.P. Bickell Foundation
John Gorrill Family Fund
Mississaugas of Scugog Island First Nation
PayPal Giving Fund Canada
Benevity Impact Fund
The Pottruff Family Foundation
Canada Helps
United Way

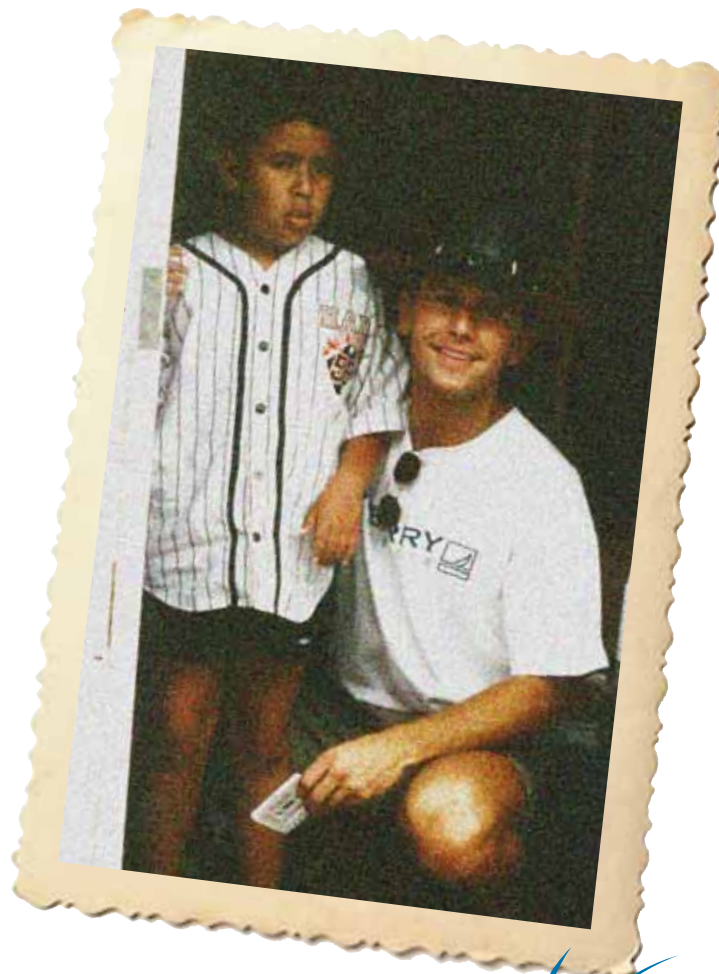


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Magna International Inc.
Maple Leafs Sports and Entertainment Limited
Matson Driscoll D'Amico
Mattamy Homes
McCulloch Watson Funeral Home
Metals Plus
National Bank Independent Network
North York Ink
PACE Savings & Credit Union
Pathway Communications
Paul J. Greene & Company
Paul's Plumbing
Petko Drywall Systems
PM Property Management Service
Powell Contracting
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Premier Interlock
Priestly Demolition Incorporated
Resident Care Pharmacy
Ridley Windows & Doors Incorporated
Rock and Roll Festival
Sdao's Carpentry Limited
Sdao's Carpentry Ltd.
Stompin Grounds
The Town of Aurora
Traditional Windows and Doors
Unilock Group of Companies
Unilock Ltd.
Util-Assist
W.O.W. Pouterie
Westdale Construction Co. Limited
Wilson Contracting Ltd.
ZAAB Consulting
Zentil Property Managemnt - Paul Zentil
Manntel Auto
Golden Anchor Senior Citizens Club

Our Lady Grace Catholic Women's League
Royal Canadian Legion No. 220





1980s



1970s



1990s



In Loving Memory



Debbie Sillar
1962-2019



Ken Chaters
1975-2019



Paul Ritchie
1968-2019





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kerrysplace.org

