



Canadian Centre on Disability Studies (CCDS) and Seoul Centre for Independent Living staff & volunteers at CCDS office (June 2016)

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About CCDS

The Canadian Centre on Disability Studies (CCDS) is a not-for-profit organization dedicated to re-envisioning community through collaborative research, education and development on cross-disability issues, inclusive of mental health. Through our activities we promote full and equal participation of people with disabilities in all aspects of society – locally, provincially/territorially, nationally and internationally. CCDS is guided by, and works out of, the values of inclusion, equity and participation. Increasingly CCDS draws upon the lens of intersectionality, inclusion and capabilities in its partnership and collaborative activities with the disability communities, corporate sector, academe and government experts with a vision of enhancing the lived experiences of persons living with disabilities, and their circles of support (e.g. families, partners, etc.), in communities throughout Canada and abroad.

2015-16 Board of Directors

Executive:

President: **Darcy MacPherson**
Winnipeg, MB

1st Vice President: **Sandi Bell**
Hamilton, ON

Secretary: **Katrina Trask**
St. John's, NL

Treasurer: **Ernie Kowalec**
Calgary, AB

Board:

Alexis Davis
Vancouver, BC

Flora Marcelo
Guelph, ON

Heidi Janz
Edmonton, AB

Miguel Aguayo
Toronto, ON

Member at Large: **Maria Fernanda Arentsen**
Winnipeg, MB

Member at Large: **Katie Aubrecht**
Halifax, NS

Peter Dunn
Kitchener, ON

Sally Lindsay
Toronto, ON

Sylvie Lirette
Ottawa, ON

2015-16 Employees

Allen Mankewich
Communications
Officer (Until June 2016)

Alyssa Goodbrand
Special Projects
Officer II

Eleanor Chornoboy
International Liaison

Evan Wicklund
Special Projects
Officer I

Jack Hess
Custodian

Jay Harrison
Senior Research
Officer

Susan L. Hardie
Executive Director

Yi Wang
Accounts Manager

Youn-Young Park
Senior Research
Officer (until February 2016)

Contact Information

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Letter from the CCDS President

Dear all, As I write this, my final President's Report for the Canadian Centre on Disability Studies Inc., for at least the foreseeable future, I look back, not only on the last 12 months, but also on my entire association with the organization, since 2004.

As I depart the organization to take on my doctoral studies in law in Toronto, I want to thank the many people who have made my tenure with the Canadian Centre on Disability Studies Inc. While I cannot possibly hope to thank everyone by name, there are a number of people who deserve special mention. Dr. Olga Krassioukova-Enns recruited me to the Board with a simple question: "Would you mind coming to a meeting?" Soon, I was introduced to George Dyck, my immediate predecessor as President and Chair of the Board. It was George who taught me many of lessons of practical leadership that I tried to apply in my role with CCDS. Don Fuchs was an immense source of institutional memory and leadership. John VanWalleghem and Eleanor Chornoboy both stepped in when Olga needed to step away from the organization unexpectedly. Finally, Dr. Susan L. Hardie appeared just as the organization needed her most.

The various board and staff members and volunteers with whom I have had the pleasure of serving have all made this a tremendous experience. Stepping away is not easy. But I genuinely believe that after an extended period of time, the organization is well-served by letting others take positions of leadership. This may lead to furthering the organization's current direction, or take the organization in an entirely new one. The part that makes stepping away much easier is the confidence I have in the team that remains. The organization will push through the hard times, and thrive in the good times. I am proud to have been associated with the Canadian Centre on Disability Studies Inc., and with the people who have served within its confines, whether as paid staff, board or committee members and other volunteers. Thank you for a wonderful 12 years, and it has been a privilege to serve.

Submitted by: Darcy MacPherson



Darcy MacPherson (President) and Dr. Susan L. Hardie (Executive Director) at staff and volunteer gathering recognizing Darcy's contributions to CCDS

Letter from the CCDS Executive Director

Upon reviewing my reflections from last year, I realized they were an open invitation to all to work with the CCDS as an “agent of change”, whether in the individual, collective and/or system spheres of influence. I sense that this invitation was heard, as this year CCDS was engaged by a greater breadth and number of individuals, organizations, corporations, and governments than any other year in CCDS history. As CCDS has increasingly embraced “different ways of doing” informed by intersectionality, inclusion and participation, we have been engaged increasingly by others wanting to collaborate to effect transformative system change, in the cross-disability field inclusive of mental health and more broadly society in Canada and abroad.

This year’s reflections will focus on the theme “transformative system change” both within CCDS organizational structures and processes, and outwardly in how we engage, and sustain relations, others. To understand “transformative system change”, I share a metaphor a change agent in the mental health field proposed to a conference audience early in my career (Paul Carling, Executive Director, Centre for Community Change through Housing and Community Support, 1989). Paul challenged all engaging in mental health reform to not just “re-arrange the chairs on the deck of the Titanic (i.e. transformational change) but implement systems that were significantly different change (i.e. transformative change)” (1989).

Over the decades, I have heard many people refer to “the chairs on the Titanic” metaphor in not only mental health system reform but system reform more broadly. Upon reflection, I have come to realize that the Titanic metaphor caught on because it was relatable, yet when we were challenged to think “out-of-the-box” or “ahead-of-the-box” we struggled with the “shared” vision. We knew it needed to re-humanize, through re-establishment of relationship with oneself, others, systems and more broadly society, a historic “system of care” grounded in care, compassionate and love. So I want to share what I propose as a corollary to Paul’s Titanic metaphor, the “great sailing ship”, and potentially a “shared” vision. The corollary is as follows: “When you think of the Titanic metaphor, I want you to de-construct this great ship and build from scratch (i.e. all best practices embracing intersectionality, inclusion and capabilities) and co-construct a great sailboat with a deep keel and structure that is able to navigate extremely tough waters (i.e. current social, economic and political changes around world), and arrive at its destination, an inclusive and just society in Canada and around the world. Today, everyone including CCDS are being challenged by “tough waters” and we need to establish a “deep keel and excellent structure” through new organizational structures and processes in order to re-establish relationships, and to witness and hear the diverse voices of the people with disabilities we have the privilege to work with, and serve.

Yes, this is a huge aspiration (i.e. destination), but one thing I know is that those without a vision are deemed to perish or repeat history with neither of these actions serving people living with disabilities very well. This year I invite individuals, organizations, corporations and governments interested in co-creating a more inclusive and just society for all, including people living with disabilities, to contact CCDS and explore how you can be a “transformative agent of change” emanating from inclusive, intersectional and participatory research, knowledge mobilization and development innovations in Canada and abroad.



CCDS Staff meeting at the International Initiative on Mental Health Leadership and the International Initiative on Disability Leadership Conference in Vancouver (IIMHL/IIDL). Left to right: Youn-Young Park (Senior Research Officer), Allen Mankewich (Communications Officer), Evan Wicklund (Special Project Officer I) and Susan L. Hardie (Executive Director)

Before my closing comments, I would like to highlight some very specific changes that have occurred over the past year at CCDS. The most obvious change is the office move in October 2015 to Osborne Street in Winnipeg. In preparation for this move, many..... if not hundreds..... of boxes of historic documents and pictures were culled through and sorted. Thus, one outcome of the physical move of the main office was that staff and volunteers had the opportunity to learn more about the historic works of CCDS, the successes and challenges. Periodically, it is important to reflect on what has worked, the "successes", and to reflect upon and learn from one's "challenges. It is my sense that the office move is truly symbolic of an ongoing transformative change at CCDS as we grapple with operationalizing inclusion, intersectionality and participation throughout its work.

In closing, I want to acknowledge the change in the most essential feature of CCDS, the people. At this year's Annual General Meeting four board members will be transitioning off the Board. These members include Darcy MacPherson, Heidi Janz, Sylvie Lirette, and Sally Lindsay. I thank you all for your service to CCDS, and more broadly the cross-disability community in Canada and abroad. I especially want to thank Darcy for his leadership as CCDS Chairperson/President for my term of employment, and Heidi's long term dedication to CCDS serving as a board member since 2005.

I would be remiss if I did not acknowledge the transition of CCDS employees. In February 2016, Youn-Young Park left to pursue her passion in inclusive education with the Government of Manitoba; and, in June 2016, Allen Mankewich left to pursue his passion in advocacy with the Independent Living Centre in Winnipeg. With these significant staff transitions, I would like to introduce two new CCDS term employees. Jay Harrison is currently serving as the CCDS Senior Research Officer, and Alyssa Goodbrand is serving as the CCDS Special Projects Officer II. I would also like to acknowledge the new organizational relations that have been negotiated with: Saint Boniface University, Independent Living Centre of Seoul, DAWN Canada, Deaf and Blind Services of Ontario, Every Canadian Counts, Mad Society of Canada, and Peer Zone Central Limited in New Zealand. Finally, I want to thank all of the CCDS volunteers and visitors to CCDS from Ukraine, South Korea, across Canada and Winnipeg locally. Together we have, and continue to, really make a difference in realizing an inclusive and just society for all.
Submitted by: Dr. Susan L. Hardie, PhD.



Staff & volunteer gathering recognizing Allen's work at CCDS. Left to right: Evan Wicklund and his son Raine, Allen Mankewich, Alyssa Goodbrand, Yi Wang, Jack Hess, Susan L. Hardie and Eleanor Chornoboy

CCDS Nominations Committee Report

The Nominations Committee received two applications for consideration. The quality of these applicants was extremely high. It is the recommendation of the Nominations Committee that the following slate of candidates is put forth to the CCDS membership to vote on at the Annual General Meeting, September, 9, 2016 at 1 pm at the CCDS Main Office in Winnipeg:

- * Anne McGuire
- * Bernard Akuoko-Dabankah

In closing, the current Nominations Committee recommends that the 2016-2017 CCDS Nominations Committee continue to strive towards enhancing the diversity of the CCDS Board membership inclusive of, but not limited to, the geographic locations in five regions across Canada.

By-laws, Policies and Procedures Committee Report

The 2015-16 CCDS By-laws, Policies and Procedures Committee members included Sandi Bell and Katrina Trask with staff support from staff Allen Mankewich, Shannon Ilott, Evan Wicklund, Alyssa Goodbrand and Susan L. Hardie. Miguel Aguayo joined the Committee when his appointment was confirmed by the Board (June 2016).

The Committee adopted a new format for its minutes and requested that this format be adopted by CCDS in all of its work. This new format will enable all minutes to be turned around within a couple of days in order to enable members and staff to undertake the Action Items in a timely manner. The CCDS Board Orientation package was the main priority for this year. Monthly meetings were held with the final product being completed in June 2016. This new CCDS Board Orientation will be an invaluable resource for the incoming CCDS Board 2016-17.

In addition, the Committee developed a policy regarding CCDS endorsement requests. This policy ensures that all requests of CCDS whether requested of the Board or staff, will be dealt with in a consistent manner. There are outstanding issues, from the CCDS Bylaw Revision (2015), which will continue to remain on the Committee's agenda until each is resolved fully.

We are currently working on the development of the CCDS Board Governance policies. At the time of writing this report, significant work on this has been completed. It is the hope of the Committee that this policy will be ready for discussion at its first full meeting of the 2016-17 Board in the Fall 2016.

Submitted by: Sandi Bell, Chair
 Katrina Trask
 Miguel Aguayo

2015-16 CCDS Highlights-VisitAble Housing

The concept of VisitAble Housing has been discussed in the United States since the 1980s. But there is still more work to be done to make it a reality in Canada. VisitAble Housing has three essential features on the main floor including: (i) a no step entrance; (ii) clear passageways; and, (iii) an accessible bathroom.

In 2013, the Canadian Centre on Disability Studies (CCDS) launched its latest initiative on VisitAbility, entitled: "Collaborative Knowledge Building and Action for VisitAble Housing in Canadian Cities". This three-year project on VisitAbility funded by the Government of Canada's Social Development Partnerships Program—Disability Component wrapped up in March 2016.

The objective of our project was to promote VisitAbility by highlighting promising policies and best practices, and encouraging the development of strategies to promote VisitAbility. Our work showcased positive aspects of VisitAbility, including active living, social inclusion and sustainability. The project team completed major tasks, including new research on VisitAbility, a case study on the Bridgwater neighbourhood in Winnipeg, the Awards of Excellence in VisitAble housing, and the development of promotional materials.

The project team couldn't have accomplished all of this without the tremendous support of our six task forces. Here are some highlights of their work:

- The British Columbia First Nations task force was highly successful, championing a resolution at the 2015 Assembly of First Nations Annual General Assembly to support the B.C. First Nations VisitAbility activities to improve housing accessibility.
- The Richmond task force focused on public education, leading several public engagements.
- The Edmonton task force worked to get VisitAbility on the radar of municipal policy makers, as well as students.
- The Winnipeg task force created modern VisitAbility standards, did community outreach, and worked with students to teach them about VisitAbility.
- The Kitchener-Waterloo task force focused on educating professionals in the housing industry, policy makers and political leaders.
- The Ottawa task force worked with municipalities in the region, forming a partnership with the City of Ottawa's Affordable Housing Unit to ensure VisitAbility in future projects, and getting VisitAbility included in the City of Ottawa's 2015 Accessibility Design Standards.

Throughout the project, we have seen changes within each community where we worked. VisitAbility is catching on as an inclusive concept as we move forward in creating more inclusive communities. What could be a stronger statement on inclusion than the ability to invite anyone into your home?

If you would like to learn more about VisitAble Housing, check out the CCDS VisitAble Housing website at: <http://visitablehousingcanada.com/>.

There you will find our digital magazine (in English and French) the final product of our project; English http://visitablehousingcanada.com/wp-content/uploads/2016/03/Visit-Able_Housing_magazine.pdf and French http://visitablehousingcanada.com/wp-content/uploads/2016/08/VisitAblite%CC%81_FRENCH.pdf. These stories highlight lessons for homebuyers, building industry professionals and policymakers across Canada.

Work on VisitAble Housing is continuing at CCDS this year, 2016-2017. Through a one-year grant from the Canadian Mortgage and Housing Corporation (CMHC), CCDS is exploring the barriers to VisitAble Housing through interviews with a broad spectrum of stakeholders. It is our hope that this CMHC Project will reveal current barriers, and innovative strategies of implementation, with a hope that the option of VisitAble Housing is available soon throughout the housing market in communities across Canada, and so doing contribute to an ever increasingly inclusive Canadian society for all.

2015-16 CCDS Project Highlights-PeerZone Ontario Evaluation

In June 2015, the Canadian Centre on Disability Studies (CCDS) undertook project activities for the PeerZone Evaluation Project which was funded by CMHA Toronto and guided by the direction of the PeerZone Ontario Steering Committee and various stakeholders.

PeerZone is a peer support initiative that provides a series of three-hour peer led workshops in mental health and addiction where people explore recovery and whole of life wellbeing. Workshops cover a broad range of topics and are aimed to improve empowerment, self-awareness, well-being and social connection. PeerZone is driven by five values, which include self-determination, participation, mutuality, hope, and lived experience knowledge base. PeerZone provides professional development and support for the peer workforce and it provides individuals peer support and peer led recovery education.

Project objectives aimed to demonstrate the effectiveness of the PeerZone program to external parties. The primary project outcome was to develop a set of formative data collection tools. These tools revised the existing Peer Zone evaluation tool to enhance program feedback, while also contributing to the emerging base of knowledge of an evidence-based practice.

The PeerZone evaluation project focused on the design and validation of an assessment tool, and incorporated aspects of two additional goals: design an evaluation system and establish the sustainability of evaluation activities within PeerZone. The core components of the project included:

- Planning and evaluation capacity building
- Logic model development
- Development of an outcome assessment tool
- Evaluation system planning

Key outputs of the project included:

- Pilot-tested participant workshop survey and facilitator's report;
- PeerZone Ontario research and evaluation priorities; and,
- PeerZone Ontario logic model.

A summary report of existing tools for assessing peer support outcomes can be found at: <http://disabilitystudies.ca/peerzone-ontario-evaluation-project>.

2015-16 CCDS Project Highlights-"Emergency" Card

In 2015-2016, CCDS partnered with Association of Community Living Winnipeg and parent advocate Karen Menkis to seek funding for the research and development phase of the tentatively named "Emergency Card Project". The core team has since secured funding, and preliminary work has begun on the developmental phase of this project. Tasks in the development phase of this project include conducting a literature review and environmental scan, program development, and seeking funding for subsequent phases.

The aim of the Emergency Card Project is to design a communication device that can be used by persons with communication challenges in high-stress situations when they are interacting with first responders and community members. With the utilization of the communication device, it is anticipated that positive interactions between persons with cross-disabilities and first responders will be increased. The objective is to begin the project in Winnipeg, expand it throughout Manitoba and then to the rest of Canada. During these latter phases, CCDS will provide evaluation and consultation

2015-16 CCDS Project Highlights-CUPW

In 2016 CCDS began discussions with the Canadian Union of Postal Workers (CUPW) to develop an evaluation of their "Special Needs" project and "The Moving On Project" that support union members who have sons and daughters with special needs / disabilities. CUPW supported CCDS to develop an evaluation proposal during a preliminary planning phase. Work conducted during the planning phase included a review of project documents, site visit to the project office in Baddeck, Nova Scotia, conversations with project staff and participation in a conference of the project advisors. The CCDS research team, in partnership with project staff and the CUPW Child Care Coordinator, have already developed several key tools for the evaluation. They were:

- A comprehensive description of the projects;
- Several program models: system map, process models, logic model, pathway model;
- An evaluation matrix to identify information needs, information sources, and methods; and,
- An analysis of the method by which members prefer to be contacted for the evaluation project

Based on the preliminary planning, a complete evaluation proposal was submitted to, and approved by, the CUPW executive in June 2016. The evaluation will aim to:

- Evaluate the project outcomes;
- Evaluate the project implementation and make recommendations for improvement (i.e. what is working and needs to continue, what is not working, and strategies to strengthen the programs); and,
- Assess the needs of project members and identify potential opportunities for growth (i.e. additional strategies to meet unmet member needs).

A summary of this work will be available, on the CCDS website, upon completion of the project in October 2017.



Project Team left to right: Jay Harrison (CCDS Senior Research Officer), Gail Holdner (CUPW Project Coordinator of Special Needs and Moving on Projects), Shellie Bird (CUPW Child Care Co-ordinator) and Evan Wicklund (CCDS Special Projects Officer I) ; Susan L. Hardie (CCDS Executive Director- Picture Taker)

2015-16 Korean Delegation Report

CCDS hosted nine delegates from the South Korean Centre for Independent Living for an educational seminar in June 2016. This seminar was developed to meet the delegate's specific requests for training around person-centred planning tools to which they can apply it to their work with adults with intellectual disabilities. Local Manitoba experts from the disability field provided interactive seminars on things such as: PATH (Planning Alternative Tomorrows with Hope), MAP (Making Action Plans), post-secondary transition options from high school, disability advocacy, deinstitutionalization, provincial disability policy and funding models, and assistive technologies.

In addition, the South Korean delegates had the opportunity to visit a number of local services working with, and serving, people with intellectual disabilities. One site visit was at St. Amant, a local institution currently engaged in a multi-year deinstitutionalization process with its residents, while simultaneously developing community-based supports. Delegates also had the opportunity to visit a St. Amant, community residence where adults with intellectual disabilities live and are supported to live in the community as independently as possible. A current St. Amant service user provided a presentation which included her positive experiences with supports and services she accesses that have supported her independence in the community. Another community resource visited by delegates were the L'Arche homes in Winnipeg.

CCDS is grateful to all the local educators and trainers who willingly offered their knowledge and experience with the South Korean delegation. Feedback from the delegates indicated that they had gained a great deal of knowledge and skills they hoped to further improve the lives of adults with intellectual disabilities in South Korea.



Rod Lauder from Association for Community Living Winnipeg hosting a workshop on MAPS & PATHS



Social gathering at the conclusion of a full week of training. From left to right: Kim SoonHwa, Park Sangwon, Nam Min and Eleanor Chornoboy (host)

Zero Project Award- February 2016

CCDS was one of 89 organizations from 60 countries selected for this international award with over 336 nominations from 76 different countries. The awards were presented as part of the Zero Project Conference 2016 in Vienna, Austria. This Conference was organized by the Essl Foundation, the World Future Council and the European Foundation Centre at the United Nations (UN) in Vienna. Award winners were selected by international researchers and experts in the field of inclusive education information communication technology.

The Canadian Centre on Disability Studies (CCDS) received its award in recognition for the collaborative project on inclusive education with children with disabilities, and their families, in Ukraine (2008-2012). Collaborators included Ukraine Step-by-Step Foundation (USSF) (Project Co-lead), Grant McEwan University in Canada and the Institute of Special Pedagogy in Ukraine. The purpose of the project was to: develop policies in support of inclusion of children with disabilities in schools and communities; establish inclusive education programs in two pilot regions; and, strengthen civil society through capacity building with non-governmental organizations (NGOs) dedicated to realizing inclusive education with, and for, children with disabilities ages 6 to 18 years, and their families. This project was made possible through the financial support of Global Affairs Canada.

The CCDS Executive Director, Dr. Susan L. Hardie, PhD., was in Vienna, Austria to receive the award, and serve on an international panel on inclusive education. CCDS is honoured to have had the privilege to work with, and for, children with disabilities and their families in Ukraine to further realize their rights to inclusive education as enshrined in Article 24 of the United Nations Convention on the Rights of Persons with Disabilities.”

For further details regarding this project, please visit the Zero Project website at: <http://zeroproject.org/conference-2016>



Dr. Susan L. Hardie, PhD, receiving the Zero Project Award for Inclusive Education on behalf of CCDS

Student Placement

CCDS was pleased to host Shannon Ilott from the Bachelor Program, School of Social Work at the University of Manitoba from September 2015-April 2016. Shannon worked on a variety of projects that were underway at CCDS during that period, which included: the VisitAbility project, PeerZone evaluation project, and Building Roads Together.

We thank her for the contributions made to CCDS over the past year.

Independent Auditors' Report

To the Members of Canadian Centre on Disability Studies Incorporated

We have audited the statement of financial position of Canadian Centre on Disability Studies Incorporated as at March 31, 2016 and the statements of operations, net assets and cash flows for the year then ended. These financial statements are the responsibility of the organization's management.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence

about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2016 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Winnipeg, Manitoba
July 15, 2016

Talbot & Associates
Certified General Accountants

Statement of Financial Position - March 31, 2016

ASSETS	2016	2015
CURRENT		
Cash and short-term investments	\$ 87,227	\$ 140,147
Accounts receivable	24,719	80
Due from Endowment Fund (Note 6)	-	128,289
Due from Government Agencies	3,631	4,143
Prepaid expenses	19,210	17,126
	<u>\$ 134,787</u>	<u>\$ 289,785</u>
PROPERTY, PLANT & EQUIPMENT (Note 11)	14,667	-
ENDOWMENT FUND	1,585,902	1,585,902
INVESTMENTS (Note 5)	<u>\$1,735,356</u>	<u>\$1,875,687</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$44,081	\$34,559
Due to Endowment Fund (Note 6)	113,044	-
Deferred Income	30,000	-
	<u>187,125</u>	<u>34,559</u>
NET ASSETS		
Endowment Fund (Note 5)	1,585,902	1,585,902
General Fund	(37,571)	255,226
	<u>1,548,231</u>	<u>1,841,128</u>
	<u>\$1,735,356</u>	<u>\$1,875,687</u>
FUNDED PROJECT REVENUE (Note 7)	<u>\$ 308,326</u>	<u>\$ 263,091</u>

Statement of Operations - Year Ending March 31, 2016

FUNDED PROJECT EXPENSES	2016	2015
Direct expenses	305,745	284,551
Administrative expenses	2,581	(21,460)
	<u>308,326</u>	<u>263,091</u>
OTHER REVENUES		
Donations and memberships	3,135	3,417
Interest income	8,837	2,372
Rental Income	8,771	14,301
	<u>20,743</u>	<u>20,090</u>
EXPENSES		
Advertising and Promotion	71	-
Amortization	2,933	-
Business taxes, licenses and memberships	589	271
Insurance	3,440	3,440
Interest and bank charges	2,816	2,151
Memberships	1,892	-
Office	5,262	8,626
Professional fees	31,345	41,737
Rental	35,936	47,025
Sub-contracts	3,969	12,234
Telephone	3,038	3,539
Training	1,680	4,996
Travel	20,380	6,523
Utilities	2,428	-
Wages and benefits	158,444	116,102
Website	666	-
Expenses allocated (to) / from funded projects	(2,581)	21,460
	<u>272,308</u>	<u>268,104</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	<u>\$ (251,565)</u>	<u>\$ (248,014)</u>