

# addus

developmental disabilities  
& community partnerships



# ADDITIONS

Winter 2017

## Happy New Year! From All Of Us At Addus!

**All of us at Addus want to take this time to thank you (donors, volunteers and community partners) for all your support and enthusiasm throughout this past year. Together, in 2016, we made a difference in the lives of individuals with developmental disabilities we support.**

At the heart of the 2016 calendar year, we drew on our past experiences and existing knowledge to discover additional community partnerships, in order to further develop new and exciting opportunities for the participants at Addus to experience valued social roles in their communities. We also gained insight on

the future strategic goals the organization will venture towards in order to fulfill our Addus mission and vision.

Discovery is a teaming process in which all staff, community members and volunteers along with our participants and families work in coordination with a climate that embraces diversity, fosters a sense of social responsibility, and supports positive mutually beneficial relationships.

Some of the components needed to make the discovery process successful include our dedicated team (staff, participants, volunteers, community partners and donors) priding itself on our unique collaborative

community based person-centred participation supports. A team who believes in the individuals we support and knows them well; and believes that everyone has value and is able to contribute to their communities to work, volunteer and enjoy community life regardless of the challenges they may face. This belief focuses on opportunities for participants to develop relationships, have positive roles in community life, increase control of their own lives, and develop the skills and abilities to achieve these goals. It is not only the right thing to do but, it is their Right to do so!

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## addus

A registered charitable organization that enables people with **developmental disabilities** actively participate in their community.

**Registered Charity Number  
883152738RR001**

# Happy New Year! From All Of Us At Addus!

With the help of various community grants obtained, our committed staff team were able to increase Addus's capacity to support our participants that wish to work or volunteer. With their remarkable determination to continually support and find creative solutions to challenging situations and opening doors to opportunities, individuals were able to experience work and volunteer roles in various local businesses and organizations. And, for those who have a taste for a less traditional vocation flare, some participants ventured to experience their talents in the arts and catering with a focus on developing future business enterprises; from a successful community art show to the creation of some very tasty and equally spicy hot sauces!

The grants also allowed Addus to create effective marketing and promotional tools to promote our innovative, community based supports that focus on developing citizenship and full inclusion. Stay tuned for our new Addus website that will be launched in the near future!

Our community partners remain a key component of our team process and success for our participants and our dear to our hearts. These include partnerships with families and participants, socially responsible businesses in the community and philanthropists alike. Our partnerships involve working together collaboratively to find creative solutions while honouring their commitments. While there is more work to do towards full inclusion, we see the results of our joint efforts in our year in review translating into successes and also the acquisition of tangible skills for our participants and the experience of being a contributing involved member in their community.

In Addition, we are grateful for and thank our volunteer board of directors and our management team for their commitment to strengthening our financial stability to ensure a strong sustainable organization; to build capacity to embrace new progressive



Discovery

ideas and programs for the future.

In this current economic climate where the message continues to be 'do more with less' we give thanks to our donors and volunteers who stand with us during this team process to be able to increase the possibilities of our participants dreams to come true. They give us the inspiration and ability to dare to dream! Without their support this would not be possible.

All our collective efforts resulted in Addus successfully meeting all the Ministry Mandated Quality Assurance Measures standards during our compliance review. Addus was found to be in total compliance. Special thanks to all the Addus staff and Board of Directors for this positive outcome.

With heartfelt gratitude to the participants and their families who entrust in us the support to help pursue dreams. This partnership also teaches us how to find creative ways through real differences that can benefit us all in helping to build a community that we all want to live in, one that is supportive and inclusive.

What is the greatest and most precious thing at Addus? Its people and our partnerships.

Looking forward to a creative and responsive new year together!

# 2017

*Special thanks to everyone one involved in creating a sense of community in partnership with Addus!*

*Carol Larbi      Mary Vieni  
Board Chair    Executive Director*

***“People coming together as a community can make things happen”.***

*Jacob Ress-Mog*

## An Altruistic Goal

A holiday season was made extra special for some children thanks to Addus Windermere participant Jackie B. One of Jackie's personal goals was to hold a toy drive for disadvantaged children and youth. With help from staff member Stephanie R. Jackie made a flyer that was handed out to community members. Jackie B. was requesting new, unopened toys appropriate for infants all the way up to young adults. Community members responded with great generosity making Jackie's toy drive a great success. Jackie and a few of her peers delivered the toys personally to the Yonge Street Mission (YSM) whereupon they were met

with enthusiasm and appreciation. Jackie was even given a tour of the Yonge Street Mission Christmas Market so she could see the results of her hard work. Great job Jackie for achieving and creating a goal that

helps others!

**Written By: Addus Staff Tavis Stoby**



Left to Right: Addus Participant Zahoor M., Addus Staff Odessa M., Addus Participant Jackie B. and Addus Staff Stephanie R. at the YSM



## 2016/17 Holiday Campaign Raised over \$5,000.00!



Holiday donors were asked to sign their name and return 'a most unusual greeting card' that was enclosed in their donor package.

We posted their card on our "Friends of Addus Wall of Fame" for all our participants to see.

The cards sent a message from our donors to our participants that there

are people who care and believe in them. It's a small gesture that makes a big difference to build their self-esteem, to discover their potential and contribute to their community. Donors said yes to help make their dreams come true and that

*Your generous contributions will bring opportunities for these individuals to develop their potential and become connected and active in their community.*

they matter!

**A heart felt thank-you to all of you who donated!**



## Let's go Sailing!



Volunteering



Sarai & Allan

Addus V.I.S.A. Staff Sarai D. and participant Allan G. grabbed a coffee and a wrap for lunch to go. Allan was excited to ride the streetcar to the Toronto International Boat Show (TIBS) at Exhibition Place this past year. A long time volunteer for the Disabled Sailing Association (DSAO), Allan was excited to help recruit new volunteers for the association as he was supported by Sarai

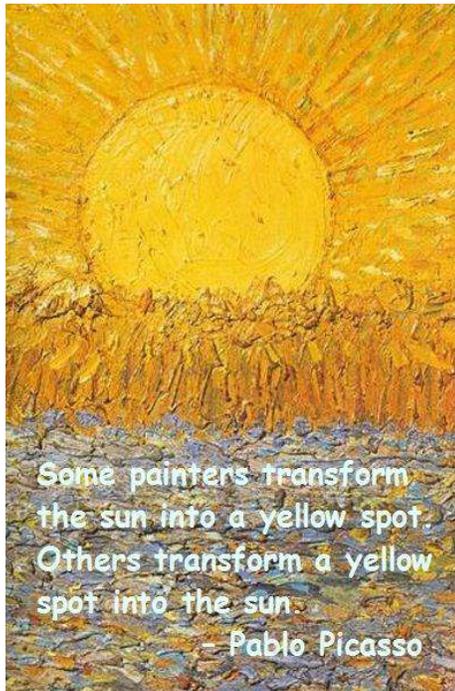
to hand out information pamphlets at the DSAO information booth. His message... let's go sailing! "Allan was very confident this year and was more talkative than in previous years.", says Sarai D. He was happy to see some of his fellow sailors at the boat show as they all share the experience of being members of the DSAO as well.

The (DSAO) is a non-profit charitable organization founded, organized and

run by people with disabilities. They provide sailing opportunities for Ontarians regardless of ability or age. They also provide social, recreational, rehabilitative and competitive activities as well.

With support from Addus Allan is able to build his confidence and self-esteem while enhancing his independence—all the while enjoying the Toronto Skyline!

# Connecting People Through Art



Some painters transform the sun into a yellow spot. Others transform a yellow spot into the sun.  
- Pablo Picasso

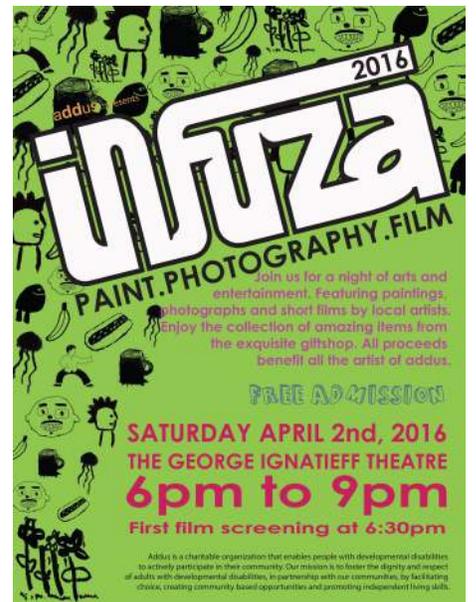
Reflecting back on some inspirational 2016 Addus highlights the Addus Creative Collective marked another successful year for the arts, not only because of its necessity to the human condition but in the power self-expression has on making an impact in the community. This year the Creative Collective showcased paintings and photography, at the George Ignatieff Theatre - Trinity College, put together by the many Addus participants who continue to contribute to their community in more ways than one, the goal in mind being to create a self-sustainable art studio that will give artists a platform to create, exhibit, and sell their work locally and online. As well, the feature film starring the 'Addus Family' was a big hit in its ability to add more vibrancy and character to the faces behind the artwork featured at the event. Overall, the 2016 Creative Collective was a tremendous success with numerous guests both from within the Addus network and from without the entire city of Toronto. Addus has always stood by its conviction for advocacy, and wholeheartedly believes that everyone

deserves to have the right to contribute to their community and make a difference.

The Addus Creative Collective is not simply a showcase for beautiful works of art, but is an outlet for the Addus participants to use for expression on a greater scale. When seeing the artwork created with care, from the thoughts and feelings of others, it becomes so profoundly humanizing and even more so when it becomes an event that the whole city can be a part of, and that is why art is one of the most powerful tools in making an impact on social, political and personal scales, for it speaks what cannot be said from the mind and heart.

Almost all works of art featured at the event were sold, and our t-shirt team did a great job in adding extra excitement to the event with wearable souvenirs. Much of the photography featured the explicit beauty of Toronto and also not-always-seen nooks and crannies that came to life with the shutter, with the paintings being able to express the more surreal and sublime that at times cannot always be captured in film. With that in mind, Addus is now one step closer to developing its studio, and will keep striving to make its goals a reality. The event came to a close with lovely sentiments from our Addus team, and group photos of all the artists and participants behind the event. It was amazing to see everyone together celebrating the success of the 2016 Creative Collective, with more years to come! Special thanks to Toronto Catholic Charities who's \$5,000.00 grant to support the goal of developing the arts at Addus made this event possible. Also, special thanks to the Addus staff that supported the participants and the big day; in particular the Addus Eglinton staff Steve, Raymond and Melissa. They are the foundation of the Addus Creative Collective along with the passionate Addus participants who created their expressive art work making an impact in their community.

**Written By Addus Volunteer: Emilia Vieni**



# It's All About the Chocolate!



**T**amarah P. joined Addus in September of 2015. After graduating High School the previous spring, she was excited to start a new chapter in her life. One of the transitions was learning a new TTC route to the program. She mastered this and now travels on her own. The location was a plus as well. "I really like that the program is close to home."

She quickly made friends with her enthusiastic and ebullient personality. Her love of music and dancing was the common thread that helped her form relationships at the program. She knew a few of the participants from community dances, and found a kindred spirit who was a fan of her favourite artist, Justin Bieber. "I love Justin Bieber."

"I really like to hang out with Rebekah and Brian. I'm trying to learn signs so that I can talk with Brian and understand him better."

A terrific athlete, Tamarah enjoys basketball, as well as swimming on Wednesdays. Her competitive spirit shines through when she is participating in swim races, or trying to beat her record of trips down the waterslide (her current record is 13!). She also enjoys cooking with the group on Mondays. She recently spear-headed a visit to the local police division to tour the facilities, and proudly wears her Toronto Police buttons given to her.

A big part of the Eglinton program are the Expressive Arts activities, which range from painting, movie-making, and photography, to recent additions of print-making and puppetry. Tamarah was initially reticent to join in the activities, not feeling confident in her

abilities. She was encouraged to join in on photography outings and the result was snapshots of local landmarks. At our 2016 In-fuza Art Show held in April, she sold 3 of her photographs! "That was awesome!" she said.

Tamarah also discovered her acting abilities. She performed in some of the videos featured at the Art Show; and that, combined with her photography success, got her to join the Addus Summer Art Club! Working in a variety of mediums, she said the club was "amazing". Her love of movie-making continues, as one of her goals is to star in her own movie. "It's a Karate Kid movie, and I'm the star," she proclaims proudly. "I'm working on it with the staff; it's going to be awesome!"

Addus has a partnership with ChocoSol Traders, a business dedicated to eco-sustainability in its crafting of organic chocolates and tortillas. It offers a socially integrated environment that appreciates and respects the contribution of the Addus participants. After our first placement at ChocoSol was such a success, they requested another person to work a different day. Tamarah was the perfect candidate.

When asked what her favourite thing is about the placement at ChocoSol, Tamarah says, **"It's all about the chocolate."**

She then flashes her infectious smile, and continues "I like my co-workers, the staff, and meeting new friends....and I love chocolate!" Her staff and co-workers agree, citing her work ethic, thoroughness, and attention to detail. She also lightens things up when music is playing, singing along to the tunes.

Is it really "all about the chocolate"? Tamarah relishes all her social roles, whether as a co-worker, artist, friend, athlete, mentor, actor, or "lover of



chocolate." We look forward to the future as Tamarah continues to grow and gain more independence, as well as the confidence to try new activities.

We'll give Tamarah the last word, "I love it here at Addus!"

**Written Addus By Staff: Steve Evans**



## Coming Soon... Online Shopping 24/7 And More!

**A**ddus was a successful recipient of a government grant to help build capacity by updating our Addus website. Coming soon our *addus.org* site will have a new look and some new and exciting features! Two of those features is a SHOP Page and Catering Page!

There's always been a kind of peaceful convenience to online shopping. Though the genuine in-store shopping experience is hard to replace, online shops offer more than a noise-free environment to browse an entire inventory of products. The new Addus SHOP page to be included in our upcoming website will offer a new platform for the Addus creative and catering departments, allowing the participants to showcase their services, skills, and products to a wider audience than before.

This in-turn allows for not only greater overall revenue, but a means of broadcasting information, events, and the goals of Addus to people not just in Toronto, but worldwide. The internet serves as a great tool for Addus



New website and new online shopping page and catering!



as our website can be updated, shared, and seen by many with the touch of a mouse. Our participants will soon have their own online store, allowing them greater opportunity to advocate for all people with developmental disabilities and to show the world that everyone has something to offer.

*Written By Addus Volunteer: Emilia Vieni*

Life is  
too short  
to wear  
boring  
clothes

**NEW SITE,  
NEW LOOK,  
COMING SOON!**

**addus.org**

# Addus 2016-2020 Strategic Plan

It's hard to accomplish anything without a plan. Whether you're coaching a football team, cooking Thanksgiving dinner, or running a small business, you need a strategic plan.

Strategic planning is a process in which an organization determines what it wants to accomplish in the future, what actions need to be taken to achieve these goals and what resources the organization needs to reach its goals, which include people, capital and facilities.

Addus's ultimate goal is for our current and future participants to hold valued social roles within their community.

We want to say a **BIG THANK-YOU** to all staff, families and community partners that participated in our Addus SWOT surveys in 2016! With your contributions Addus has developed our 2016-2020 Strategic Plan launched this past Fall. The five strategic priorities that will be focused on are:

Expansion of Art Services with the long term goal of developing a self-sustainable Art Studio!

Expansion of our Vocation Program!

Maintain and develop new fundraising initiatives via Social Enterprises including growing our Catering Business!

Expansion of our Individual Support fee for service options!

Over time look into increasing French language capacity in the organization as mandated by the Ministry of Community and Social Services!



*Our vision : participants to be included in their community and hold valued social roles.*

*"Individual commitment to a group effort--that is what makes a team work, a company work, a society work, a civilization work." --Vince Lombardi*





# Keeping the Spirit Alive One Step At A Time!



**Y**ou helped make it happen! Your donation helped make our fifth annual Walking for Dreams Fundraising event a success! With your support we raised a whopping \$8,000.00 this past fall during our 5K Walk in High Park on September 11th, 2016! And with our staff, board, participants and families as our ambassadors for the cause the message was heard. A heartfelt thank-you to all of you; donors, supporters and staff. You are all an integral part of keeping the spirit alive to help make things happen, one step at a time. The Walk is truly a reminder about all of us coming together united by a dream and making a mark towards positive change for

our participants and in turn our own community.



Out for our annual Sunday morning 5K Walk in the Park!



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## Who We Are

Established in 1997, Addus (originally known as On the Move) is a registered charitable organization enabling people with developmental disabilities to actively participate in their community. Three separate program sites in the North and West ends of Toronto offer essential supports and services to more than 50 participants by providing a series of engaging and dynamic programs and activities that are community based. Our vision is to enable adults with developmental disabilities to have valued social roles within the community.

Participants, along with input from families and staff, choose from a wide variety of programs and activities that allow them to further develop their own personal goals, interests and objectives. By encouraging and fostering individual development, Addus enables participants to achieve self-fulfillment and independence.

Addus receives partial funding from the Ministry of Community and Social Services, but relies heavily on fee for service programs and fundraising endeavours to ensure the continued success and sustainability of these integral programs and services.

### Our Philosophy

**Vision:** Adults with developmental disabilities are included in their community and hold valued social roles.

**Mission:** To foster the dignity and respect of adults with developmental disabilities, in partnership with our communities, by facilitating choice, creating community based opportunities and promoting independent living skills.

**Values:** Personal Choice, Individuality, Empowerment, Continuous Learning, Meaningful Activity, Friendships and Fun.

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*Addus is a charitable organization that enables people with developmental disabilities to actively participate in their community.*

**addus.org**