



Corbrook
awakening abilities

Corbrook Annual Report 2010–2011

Celebrating over 60 years of service



Personal Victories
**Exceptional
People**

If we all did the things
we are capable of,
we would astound ourselves.
—Thomas Edison

In 2010, Corbrook celebrated 60 years of supporting people to awaken their abilities, reach their potential, and get more of what they want out of life.

We believe our success is measured through the personal victories that we help others to achieve: such as exercising their right to choose, learning a new skill, reaching out to connect with others, getting a job in the community, even simply trying something new for the very first time.

With our encouragement and guidance, every day the exceptional people we work with achieve these types of personal victories and more, overcoming barriers, gaining confidence and progressing towards more fully engaged lives. That's no small thing.

In fact, by that measure, Corbrook indeed has much to celebrate.

The stories in this report represent only a few of people that we are proud to support. There are so many others not highlighted who show just as much courage, inner strength and determination to achieve their own dreams and aspirations.

Each of you deserves our recognition and admiration and we thank you for taking us along on your personal journey.

Board of Directors

Judy Cooper
President

Granville McKenzie
Vice President

Paula Cowie
Treasurer

Ken Williamson
Past President

Heather Grand

Christopher Lindsay

Peter Lindsay

Ian Mang

Linda Sauer

Honourary Directors

Don Archer

June Hesse

Gloria LeGrow

Ed Ralph

Nabila Yousef

Management Team

Deepak Soni
Executive Director

Jill Chang
Controller

Sandi McDonald
Manager of Client Services

Vahan Palamoudian
Business Manager

Joe Paiva
Production Coordinator

Reflections on a life's effort

A conversation with Honorary Director Gloria LeGrow

Gloria LeGrow spent almost 50 years supporting Corbrook, until her retirement from the Board in 2004 at the age of 80. On the occasion of the organization's 60th anniversary, she offered her reflections on the impact Corbrook has had on the people it has supported over the past six decades.

How did you become involved with Corbrook?

I was a member of the women's fraternity Alpha Chi Omega at the University of Toronto. Sometime before my graduation in 1946, our alumni came with several other fraternities to talk to students about the idea of establishing a charity. The workshop officially started in 1950. I wasn't active then but I knew about it and had friends who were involved. I volunteered in 1958 and after a few months was invited to be on the Board.

How was it decided to establish a workshop for adults with cerebral palsy?

In the 1940s, physically disabled children were well looked after until about age 16 or at most 18. As adults, however, they had virtually no community supports. Families were just left trying to cope. Three of the original fraternities decided to establish the Intra-fraternity Association.* That was the beginning of Corbrook.

**Corbrook was originally named the "Intra-fraternity Recreational and Training Centre."*

What was Corbrook's original mission?

People with physical disabilities have a lot of options these days they didn't have then. Our object was to try to make life a little more interesting for those who attended the workshop: give them something to look forward to. I remember one child who was flat out in a kind of support chair. He couldn't do a lot but he could polish blocks. Just getting him out of the house and occupied... it was amazing what a difference it made to him. Being part of something is important to people, you can't be isolated.

What were some of the biggest challenges faced when establishing the new organization?

It took a lot of talking and a lot of planning. Funding was always an issue. We were all volunteers and in addition to the funding we received from United Way, we relied on the generous donations of others for things like our accommodations and materials for the activities. Getting people to the workshop was also a big stumbling block because there was a lot of physical labour required. Nowadays everything's accessible but in those days nothing was.

What was the workshop like in the early days?

We've always called it a workshop but work is a very big word. It means a lot of things. We began with a mainly recreational approach, not concentrating on getting jobs per se. In those days we used to host a well-attended annual open house and sell the products the clients made. It was kind of a spirit-building thing. One thing we became known for was polished wooden blocks – children's toys. We even sold them in places like Eaton's.

Why do you think Corbrook has thrived for more than 60 years?

We've always kept an open mind to do whatever would be most useful to people, changing the focus of our activities over time. These days the emphasis is more on getting a job than when we started out. I also think our staff and volunteers care deeply about the people they support, which makes a huge difference. Mainly though it's about need. With Corbrook we established an organization the community needed then, and still needs now.

What impact has Corbrook had on the people it supports and on the community?

I think we gave a lot of discouraged adults a little pleasure, and made a difference in their lives. We helped people realize some of their goals. And in some ways we've changed peoples' attitudes about the disabled. We've shown that everyone can accomplish something if given the chance.

When I toured [the Trethewey location] this morning I thought "Wow, this is fantastic!" I'm delighted with the amount of contracts they've got and the supports and services that are in place. I've always believed the work we were doing was very important: helping people find their reason to carry on, whatever that reason might be. After all, life isn't much if you don't have a purpose.

Read the full interview and learn more about Corbrook's history at www.corbrook.com



Corbrook's wide range of unique training opportunities, employment services and supported community activities help people to become more independent, build self-esteem and enjoy a higher quality of life.

Person-Directed Planning... Empowered Francine to take charge of her life

It's never too late to discover who you are

With her graphic tee, ponytail and backpack in tow, Francine Catane could be your average college student. And in most ways, she is just like any other young woman. She works every day. She enjoys listening to music. She's in a committed relationship.

But unlike most people her age, Francine feels she's only now beginning to understand that making her own decisions and living an independent life is her right, the same as it is for anyone else.

Francine has a vision impairment and weakness in her arms and hands. She didn't start attending school until the age of nine and even then, her learning was hampered by her physical limitations.

What may have been most challenging for her though is that in the past, those in her personal support network didn't encourage Francine to learn to stand on her own two feet.

This past year, Francine took charge of her life with the assistance of Corbrook's person-directed approach to planning and support.

Working collaboratively with vocational counsellor Paulette Cross, Francine created a personal plan which identified the things she really wants in life, and the steps necessary for her to take in order to achieve those goals.

"I'm so happy to be planning how to do more independent living," says Francine. "I'm 25 years old. I want to make my own decisions. I want to control my own life."

Now offered as one of its core services, supporting people to set personal goals and make informed choices that move them closer to their aspirations is exactly what Person-Directed Planning is all about.

"I'm so happy to be planning how to do more independent living. I'm 25 years old. I want to make my own decisions. I want to control my own life."



As part of her plan, Francine continued with Corbrook's Transition to Work service, which has built up her physical strength, and given her a sense of satisfaction, along with a number of new job skills. Next, Paulette connected her with other community supports such as Adult Protective Services to help her sort out some personal challenges.

"It's great to see Francine so much more confident and motivated," says Paulette. "Now she seems invigorated by the idea of trying new things. Her whole attitude says, 'I can do that!'"

Francine is thrilled with what she has achieved in such a short time. She is now living where she wants to live. She has her own bank account and is in control of her money. And she is more aware of her health concerns and has developed the capacity to self-monitor.

Best of all, she has learned how to envision a life that has meaning for her; one with her own apartment, meals she prepares herself, and someday even a part-time job. "I would like to work in Tim Hortons," she says. "It would make me feel good to work and live in the community, to improve myself and meet people."

Despite feeling she got a late start in her journey towards independence, with her personal plan in place and an enviable optimism, Francine is making up for lost time. She believes it's never too late to create a life you want, and to discover who you are.

She says simply, "I'm becoming more myself."

Transition to Work... Taught Michael the skills he needs to get a job

Moving beyond the workshop environment

With 21-year old Michael Kusi, it's all about the machinery. "My favourite job is taking out the garbage because I like using the compactor," says Michael. "I also like repacking the skids with the skid wrapper." He's a big fan of the pump truck too. "It's like a mini-forklift," he explains.

Michael's zeal for the equipment he gets to use every day hasn't waned in the five months since he signed up for Corbrook's Transition to Work service.

Concerned about his options after high school, Michael wanted to learn skills he could use to both find and keep a job. With the assistance of his lead support service agency, and a little research on the internet, Michael took the plunge and came in to Corbrook. It was a big step for this self-described shy young man.

"I always had ambition but didn't want to put myself in a position to fail," says Michael. "Coming here has given me the confidence to try things I wouldn't dare to do somewhere else."

Transition to Work – formerly known as the "Work Program" – supports people with varying levels of abilities to move beyond the workshop environment by helping them to gain both technical and social skills so they are better prepared to find and keep a job in the community.

Light packaging and assembly contracts from local and national businesses provide the opportunity to learn a range of transferable job skills through a series of progressive training modules. Workshops such as life skills, employment awareness and adult literacy round out this comprehensive service.



"I always had ambition but didn't want to put myself in a position to fail. Coming here has given me the confidence to try things I wouldn't dare to do somewhere else."

According to staff, Michael has benefited from this practical, holistic approach.

"Michael's participation in the workshops has given him a better understanding of work culture, and his responsibilities as an employee," says vocational counselor Fareena Shabbir. "It's also honed his leadership skills. He's learning how to build relationships and is now mentoring others."

As the name implies, Transition to Work is a stepping stone in a very individual journey towards one's employment goals. Progress is regularly assessed and, when ready, people are connected with Corbrook's employment counselling and placement service to help them find a job or vocational opportunity.

Pleased with his personal achievements to date, Michael is looking forward to challenging himself in the coming year. He appreciates that Corbrook's supportive environment allows him to learn at his own pace. "I want to test myself, but I like that I can take my time to learn new tasks."

Meanwhile, he is staying focused on his long-term goal of securing competitive employment in shipping and receiving. "Hopefully at a company with a full-size forklift," he jokes.

Salga named Business Partner of the Year

According to Peter Tremmel, General Manager of Salga Associates, partnering with Corbrook helps his company succeed in a "just-in-time" business.

"Corbrook makes our business a priority," says Peter. "They are responsive to our needs and always meet our deliverables."

Salga's partnership with Corbrook began in 2004, with some basic kit assembly work. "They did an excellent job," Peter remembers. "The relationship just grew from there."

Aside from keeping direct labour costs down, and getting a quality, assembled product delivered "concern-free," what impresses Peter most is how seamless the process is. "Once

we get Corbrook started on a product, it's as if they are just an extension of our workshop," he enthuses.

Business Manager Vahan Palamoudian returns the compliment. "Salga is a dream client," he says. "They work well with the people we support, resolve issues in a collaborative way and provide a consistent amount of work, which supports our financial sustainability."

Each year, Corbrook recognizes one organization for their valued business. Corbrook is pleased to acknowledge Salga as its Business Partner of the Year for 2010-2011.

Peter calls the recognition "quite an honour" and says Salga is proud to support Corbrook's initiatives, which have such a positive impact on the community.

Congratulations Salga and thank you!



Adult Literacy... Fostered Matthew's dream of becoming a writer

Creating new possibilities and nurturing dreams

While Matthew Hahn is a dedicated participant in Transition to Work, his real passions are fostered in the literacy classroom at Corbrook.

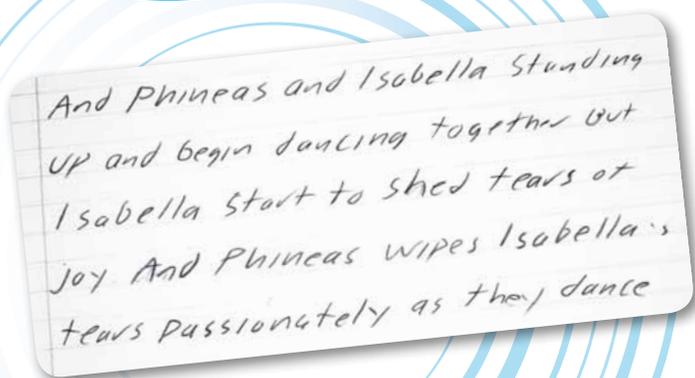
"I write a story every day," says Matthew. "Writing is good for the brain. It keeps me thinking."

In partnership with the Toronto District School Board (TDSB), Corbrook offers education geared towards enhancing people's basic literacy and teaching the skills necessary to lead an independent life.

Devised to complement the technical skills learned through the Transition to Work service, the curriculum has certainly contributed to Matthew's success at work. His comprehension, memory and organizational abilities have all improved. Even the reinforcement of his math skills has made it easier to track inventory back in the warehouse.

But literacy education has done so much more for him. Storytelling is a powerful way to reach out to people and connect with them emotionally. By learning how to put his experiences into words, Matthew is gaining an essential life skill.

Finally, the literacy program has also given life to Matthew's dreams. "I would like to go to George Brown College to become a writer," states Matthew. "I want to write good stories about the world."



Community rallies to save literacy education

Early in 2011, Corbrook received some disappointing news. Due to budget challenges, the Toronto District School Board (TDSB) had made the difficult decision to cut the funding for Corbrook's literacy program.

"Students, staff and many parents were understandably upset by the possibility Corbrook wouldn't provide literacy education come September," says Executive Director Deepak Soni. "Our partnership with TDSB has given so many people an opportunity to enhance their basic literacy skills. It also complements the personal growth and skills development they experience through our other services."

The Corbrook community rallied to save the program. Staff met with TDSB to emphasize the importance of linking literacy to the technical skills Corbrook teaches. Students began a letter writing campaign to raise the issue with community leaders, local politicians and school trustees, whose support was instrumental.

Laura Albanese, MPP York South-Weston was a strong advocate, calling herself "deeply thankful" for Corbrook's work to remove employment barriers. "Corbrook is a vital part of the lives of the people they assist and I am very proud of everything they have accomplished in York South-Weston," she says.

Chris Tonks, Ward 6, York South-Weston School Trustee also took up the cause.

"Some of our most vulnerable learners were at risk of losing access to programs that taught basic life skills and promoted integration into the job market," says Chris. "It was extremely important that such a critical program was saved despite the cut in funding from the government."

Thanks to the community's efforts, TDSB reversed their decision and Corbrook can move ahead with planned improvements to the service. "We've been working on a new curriculum," says Deepak. "It will be more outcome-based and better able to show measurable results." For students, that's likely the best news of all.

What the stats say:

Young adults with an intellectual disability are five times more likely than those without a disability to have no formal education. Yet 70% of people with post-secondary education who have a disability are able to find a job. Clearly training and education makes a difference.

Employment Counselling and Placement... Gave Samuel the means to support his family

Proud of his hard-earned independence

As Samuel Kiruparaiah and his manager Susan Aldcroft cut beans in preparation for dinner, one of his co-workers stops to chat. He says nothing out loud to Samuel, instead making a few slow gestures with his fingers. Samuel does the same in response, only faster. The two share a laugh, then go back to their respective tasks. True to his reputation for winning friends with his good nature, Samuel has been teaching his colleagues sign language.

Samuel is deaf, and has cochlear implants. He is partially able to read lips and to speak, however English is not his first language, so communicating can be a challenge. Yet this winner of the Jim Raymer Award for “exceptional achievement” has thrived in his role as a member of the Scarboro Golf and Country Club’s food services team, where he’s become known for hands that are never idle.

“If we could clone Samuel we would,” says head chef Susan. “He’s a hard worker and when he sees a problem he works to fix it.”

Having had no luck with other employment agencies, Samuel came to Corbrook when he was last between jobs. He first worked with a vocational counselor who guided him through a planning process to assess his abilities and employment goals. A job developer then sought the right opportunity, one that would balance Samuel’s skills with both his needs and his ambitions.

Samuel says one of the biggest positive differences he experienced with Corbrook’s services is that the support didn’t end when his new job began. “My job coach helps me learn my roles and responsibilities. They communicate regularly with my employer, and are there to assist if there’s a problem.”

Scarboro Golf and Country Club named Employer of the Year

Congratulations to the Scarboro Golf and Country Club, which has been named Corbrook’s Employer of the Year. In 2010-2011, the Club hired four people through Corbrook’s Employment Counselling and Placement Service.

Daniel Beaugard, the Club’s executive chef and food service manager, spearheads many of the organization’s community initiatives. He believes what goes around comes around.

“You only get one chance in life to make someone else’s life better,” Daniel says. “When you seize that chance, you get a lot in return. Hiring folks from Corbrook has simply made us a better Club.”

We are grateful to the Scarboro Golf and Country Club for their commitment to the community and for their leadership in giving the people we support a chance to shine in the workplace.

The Jim Raymer Award honours the memory of a man who was a conscientious participant at Corbrook for 33 years, before having the courage, at age 52, to make the leap to a job in the community.

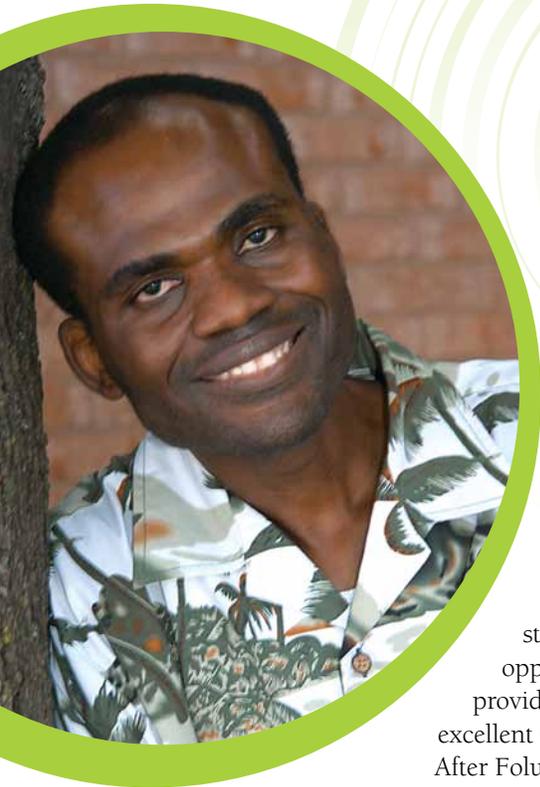


Not that there have been any issues. While the Club has made some allowances to help Samuel succeed – such as adjusting his schedule to accommodate his English as a Second Language and American Sign Language classes – his boss can’t say enough about him. “Samuel came in and was able to adapt quickly and become arguably the strongest member of the team that he’s on,” says Susan.

For Samuel, working at the Club has many benefits. He has made friends, and feels good that people depend on him. He also cites the times when he helps out in the Club’s brand-new restaurant. His long-term goal is to learn to cook and he calls working in the two kitchens, “the best of both worlds.”

Hands down, the most important change this job has made in Samuel’s life is to give him the means to support his family. “I am off of government support,” he states. “I can afford rent and food and to support my three children. I’m proud to have that independence. I feel very proud.”

In the past fiscal year, Corbrook helped 23 of the 31 people referred to us by ODSP employment supports to find and start a new job. That’s a 74% success rate! What kind of work did they find? Diverse roles such as tutor, security guard, shipper and receiver, retail service associate, card dealer, dietitian support and IT order picker.



REVEL...

Brought Folu out of his shell

A place of acceptance, loud drums,
and the occasional game of Crazy Eights

Folu Akinremi has always loved school. Despite a mild learning disability and issues with his long-term memory, he enjoyed the structure and learning opportunities school provided and he was an excellent student.

After Folu graduated from Grade 12, and spent a number of years out of the educational system, his family felt his personal development wasn't progressing as well as it might, given the enormous potential they saw in him.

In 2006, Folu's father brought him to REVEL, a community leisure and skills-building service that connects people with varying levels of abilities to opportunities for a more active and independent life.

REVEL helped Folu acquire a number of practical skills. With the support of staff, Folu and his father worked together until he was comfortable travelling independently on public transit: a real plus for a man who enjoys his independence and has a strong interest in culture and community events. Meanwhile, mental exercises improved his memory, and the variety of activities gave him something to look forward to every day. Most importantly, REVEL brought Folu out of his shell.

"Folu was very shy and timid when he came here," says program instructor Phyllis Dwyer. "Now he's always the first one to ask questions and share his experiences. It's very refreshing."

When REVEL moved to a new location in 2008, Folu's new-found confidence showed when he went out of his way to help everyone get acclimated to the new location. As staff put it, "He never wants others to feel lost or alone."

Currently Folu attends REVEL twice a week. Bingo is a particular favourite (especially if he gets to play his "lucky" card), as is music, where he leads the group by playing a "very loud" African drum.

He's also the resident expert in the card game Crazy Eights. He's taught a number of other people to play, and – win or

lose – he's a good sport, which is probably why there's always a lineup to play with him.

In conversation, Folu comes across as relaxed, friendly and outgoing. And he is happy to speak his mind about what he likes about REVEL. Aside from the good friends he's made, and the "always nice" staff, Folu describes REVEL as place of laughter and fun, where it's easy to be who you are. "REVEL just accepts people," he says.

"Folu was very shy and timid when he came here. Now he's always the first one to ask questions and share his experiences. It's very refreshing."

New participant-driven activities enrich "body, mind and soul"

Two activities introduced this past year are a big hit with REVEL members:

Wellness: According to Community Support Worker Mariam Maskell, "wellness" goes far beyond fitness and nutrition. "We talk in terms of the mind, body and soul. We discuss families, the earth, even spiritualism," she says. "Anything that sparks their curiosity."

Sessions are structured around the members' interests. This week, the group is brainstorming what they want to know about the body. Participants will research and discuss questions such as: Why do our nails grow? and How do we breathe?

"It's a wonderful way to stimulate collaboration and creative thinking," says Mariam. "And it's more fun when members decide what they want to learn." Judging by the number of enthusiastic participants, REVEL members agree.

Expressive journaling: A desire to give members the time and space to explore personal issues inspired Community Support Worker Izabella Lipowski to introduce an innovative weekly journaling workshop.

Research led her to an art therapy method of integrating words and pictures Izabella calls "suited perfectly for people who have difficulty writing or who are non-verbal."

Three members currently participate, creating an intimate atmosphere for self-guided reflection. The benefits have been noticeable. Participants appear more self-confident and seem to have an easier time relating socially. Feedback has also been positive. More people want to join the group, and, if sessions are ever cancelled, members tell Izabella, "I wish I was journaling".

Helen Walton Awards go to Bonnie and Sarah

The Helen Walton Award honours the memory of one of the founders of Corbrook. It recognizes those nominated by their peers as showing “a special degree of generosity and helpfulness to others.”

A natural leader...

When Bonnie Cheung first started participating in Corbrook’s Transition to Work program, her peers may have described her as a bit reserved, perhaps even shy. Fast forward a couple of years, and the words now used when nominating her for this award show a much different side of Bonnie. Helpful. Responsive. Generous. Resourceful. Turns out Bonnie is a natural leader.

Like the best kind of leader, Bonnie supports and coaches others to help them learn, build their skills, and accomplish more on their own. For example, she will gather the supplies others need to complete their work, teach her peers the tasks at hand when asked, or organize a workstation so everyone is able to work most effectively.

Bonnie’s kindness isn’t just limited to the work floor. Friends note she often helps those in wheelchairs to get around, or warms up lunches for others who may have difficulty doing it for themselves. All good reasons why Bonnie is a leader deserving of this recognition. Kudos Bonnie!

A thoughtful friend...

Sarah Reeves started attending REVEL in September 2008, and immediately began to make a difference in the life of her new friends. And it wasn’t just her beautiful smile or sunny disposition that did it.

According to other members, Sarah is always on the lookout for ways to help out: taking lunches from the fridge for others, getting coats for others, or taking the initiative at cleanup time.

Sarah’s generous nature also regularly shines through. Every Friday she brings movies to share with the movie club members. A frequent traveller with her family, she also makes sure to bring back something special for everyone when she returns. When asked what she brings, Sarah enthusiastically stated “Candy!” with a grin and a chuckle, demonstrating one other thing she is noted for...a great sense of humour. Congratulations Sarah!

Part of the Corbrook community for 25 years - Mark Lee

As a young man, Mark Lee began his working life as a welder after training at George Brown College. Job stress soon began to take a toll on Mark, who lives with cerebral palsy, along with some hearing and speech challenges. Eventually the strain became too much, aggravating his health issues to the point where employment was no longer an option.

That’s when Mark and his family sought the support of Corbrook. The Lees describe looking for an environment that would give Mark some training and social interaction, and keep his mind and body active. “With Corbrook we found all of that and more,” says Mark’s dad Raynold.

Mark began to participate in the community activities that are now collectively known as REVEL. His family were pleased to see him interacting and learning with other people with many different abilities at what his father describes as “a good meeting place.”

25 years later Mark is still enjoying many benefits from the two days a week he attends REVEL. Described by his friends as likeable and good-natured, Mark particularly enjoys word puzzles and writing, which reinforce and build on the ways in which he is able to communicate.

“Mark’s time with Corbrook has meant a lot to our family,” says Raynold. “He is more motivated, his vocabulary has improved and he is better able to understand and express himself verbally. It’s been a great environment for him.”



A message from our President and Executive Director

These are exciting days for our organization. In 2010 we celebrated 60 years of helping people with varying levels of abilities to realize their personal goals and aspirations.

Transforming to position ourselves for success

After six decades, Corbrook remains a dynamic force for change in our sector. We are committed to strategic transformation that positions us for future success and we strive to offer an ever-broader spectrum of quality, outcomes-based services.

Person-Directed Planning was identified as one of our core services in 2009-2010, and last year we helped 13 people create and direct a personal plan for how they want to live their lives.

Further refining our Transition to Work service, we also introduced a progressive training model based on measurable outcomes, to give people the opportunity to learn a range of transferable job skills at their own pace. We similarly redesigned our literacy services so students can more easily assess and measure their progress.

We also established two \$1,000 scholarships for eligible students in the Developmental Service Worker and Social Service Worker programs respectively. These are investments we hope will motivate people to pursue education in the developmental services field, and are a way for Corbrook to give back to the community.

Building key partnerships

Our latest community partnership success is a collaboration with Centennial College to offer a one-year certificate program in modified food packaging and handling, to begin in September 2012.

In recognition of the concern families have about the continuum of services for their loved ones as they age, Corbrook joined the Respite Network – Toronto, and we plan to run day camps for youth ages 14-18 next summer.

We have also been working strategically with a number of agencies both inside and outside the developmental service sector to identify gaps in services and to create new services that go beyond the traditional models. We hope to implement these ideas with our partners in the new fiscal year.



Judy Cooper
President



Deepak Soni
Executive Director

Proactively pursuing financial sustainability

Financial sustainability remains a key priority, particularly in the current environment of fiscal restraint, where community service agencies are impacted by challenging funding formulas and static funding levels.

Thinking strategically about the scope of our services has helped to address these issues and enhanced, our financial position, while ensuring we are meeting people's needs and expectations.

We've put the pieces in place to establish a comprehensive fundraising and communications strategy to make the most of our limited resources. Through a greater focus on foundation endowments and more events, we have realized a significant gain in our net fundraising proceeds year over year: from \$6,423 in 2008-2009 and \$10,905 in 2009-2010, to \$22,410 in 2010-2011.

Last year we received two rounds of one-time funding and we thank the Ministry of Community and Social Services for this support. \$45,000 in minor capital infrastructure funding allowed us to upgrade the washrooms and make our Trethewey location more accessible. Another \$54,000 created nine new spaces to provide supports to people whose complex needs have resulted in their placement on an urgent needs wait list. Although these dollars do not increase our base funding, reallocating current resources enabled us to increase capacity, take some pressure off the system, and help more people get the support they need, faster.

Demonstrating our commitment to quality

Above all, Corbrook remains committed to providing high quality services and supports.

Last year we invested in professional development and training for staff, management and the Board in areas such as enhancing communication, understanding the roles and responsibilities of a service provider, and effective Person-Directed Planning.

In compliance with legislation, everyone in the organization participated in rights and abuse training, and we implemented policies on workplace harassment and violence.

CORBROOK COMBINED INCOME STATEMENT

YEAR ENDED MARCH 31, 2011

WORK CENTRES

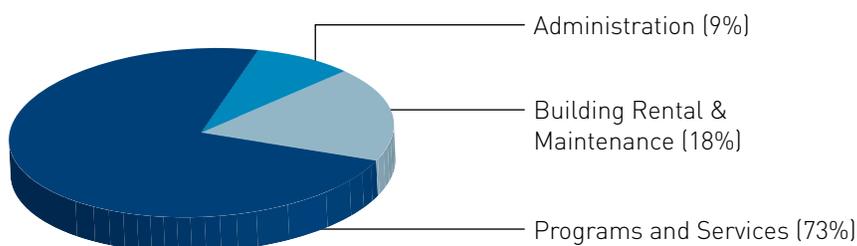
Income	2011	2010
Provincial Subsidy	\$1,173,128	\$1,082,495
Assessment Fees	31,240	8,800
Contract Sales	314,853	323,982
Property Tax Rebate	28,409	30,010
Sundry Revenue	41,914	7,220
Total Income	\$1,589,544	\$1,452,507
Expenditures		
Administrative	\$73,596	\$61,690
Occupancy	251,483	256,591
Program	1,168,885	1,038,646
Central Administration Costs	95,580	95,580
Total Expenditures	\$1,589,544	\$1,452,507
Excess of income over expenditures	\$0	\$0

O.D.S.P. & OTHER EMPLOYMENT SERVICES*

Income		
Performance Based Income	\$197,036	\$268,781
Exceptional Work Related Disability Support	2,860	3,399
Transitional Funding/Special Project /Innovative Projects	127,203	61,000
Miscellaneous/Offsetting Income	62,751	30,063
Total Income	\$389,850	\$363,243
Calculated Expenditures		
Performance Based Salaries and Related Costs	\$100,647	\$124,452
On-going, Transitional and One-time Expenditures		
Administrative	2,540	2,540
Occupancy	112,518	101,788
Program Development	170,134	97,099
Total Expenditures	\$385,839	\$325,879
Excess (deficiency) of income over expenditures	\$4,011	\$37,364

*Note: O.D.S.P. results include Toronto & Central East Region

Corbrook's Expenditures



Staff, management and our Board collaborated to revise our Mission, to make it more inclusive and avoid defining people by their "disabilities." We feel the new Mission is much more reflective of Corbrook's mandate to serve people with all levels of abilities.

Finally, we developed clearly defined Service Values and Principles, which act as constant reminders of who we serve, and why we are here.

Looking forward to continued success

Corbrook staff, management and Board have worked collaboratively over the past year on an increasing number of initiatives and events, which has made us a stronger and more cohesive organization. Given the major changes impacting our sector, we are fortunate to have an engaged and responsive volunteer Board, whose timely guidance and support has helped us to be proactive and nimble. We appreciate our Board members for being so giving of their time and energy.

Our heartfelt thanks as well to our staff and management. The success we've achieved together is a testament to your hard work, commitment and passion for helping people to live the life they want to live, and live it well.

It's extremely gratifying to be part of an organization that has helped so many people achieve their own personal victories over the past 60 years. We look forward to more of the same in the next 60.


Judy Cooper, President


Deepak Soni, Executive Director

Our Mission

To develop and provide opportunities for meaningful work and personal development for persons with varying levels of abilities.

Our Vision

Awakening Abilities

Thank you to our donors and sponsors

We would like to thank the following organizations and individuals who made especially generous donations – in cash or kind – over the past year:

Individuals and organizations

Beaver Bible Class
Shirley Clark
Leora Clifford
Patricia Dundas
Karen Greenhalgh
Ice Sports York
Helen Koturbash
Raynold C. Lee
Peter Lindsay
MDP Marketing Systems Inc
o/a The Professional Manager
Sandra McDonald
Eleanor McKittrick
Robert Paterson
Lori Van Santen
Susanna M. Smith
Snell SPL Packing Solutions
F. Irene Whitney
Marlene Wolfer

Foundations

BMO Employee Charitable Foundation
CHUM Charitable Foundation
The Marion Ethel &
Frederick John Kamm Foundation

Golf tournament sponsors

Cascades
Centura
Crestcom
Empire Trading
Hertz
Scotiabank
SunLife Financial
Value Village
The Williamson Group

Thank you to our business partners

We would like to thank the following organizations for choosing Corbrook to fill their packaging and assembly business needs over the past year:

Acme Agriculture Food Ltd.
Avizzio
Blouseworks by Venture
111 Industries Inc.
Brandventure
Bank of Montreal
Cascades Enviropac - Toronto
Centura Floor and Wall Fashions
Debco Bag Distributor
Dom Sports
Elte Carpet
Empire Trading
Fenwick
Henrys Camera
I - Com (Division of Epsilon Targeting)
Index Gift Imports
Kluane's
Life Cycle Books
Mardalvi Int.
M&M Twins Ltd.
Nextxt Linea
Northcott Silk
On3Promotional Products (Jockey)
Pitch In Canada
Process Products Ltd.
P.W. Leopard
RGE Solution
Rose E. Dee
SDI Supplies
SKF
Salga Associates
Shafer Haggart
Spectrum Supply Chain Solutions
Secure Product Management
Supremex Ltd.
Staples Advantage
Toronto and Region
Conservation Authority
Tradewinds International
Wiggles
Xerox
Universal Plush

Thank you to our employers

We would like to thank the following organizations for choosing over the past fiscal year to hire people through Corbrook:

Bass Pro Shops
Bank of Montreal (BMO)
Canlan Ice Sports Corporation
Cedarbrae Golf and Country Club
Centura
Chuck E. Cheese's
Community Living Toronto
COTA Health
Designer Depot
IKON Office Solutions
IQOR Canada Ltd.
Loblaws
Marek Hospitality Inc
McDonald's Restaurants of Canada
No Frills (Ross)
ODSP-Employment Supports
Professional Warehouse
Demonstrator (PWD)
Real Canadian Superstore
Rona Home and Garden
Service Canada
Swiss Chalet Rotisserie & Grill
The Bay
Tim Hortons
Value Village
Zellers