

The Canadian Association for Supported Employment

# Annual Report 2019-2020

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Pictured: Brody, MentorAbility

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The Canadian Association for Supported Employment  
Association canadienne de soutien à l'emploi



# Letter from Our Executive Director and Board President

Since its inception 25 years ago, the Canadian Association for Supported Employment has focused on networking, information sharing and collaboration. We recognize that building an inclusive Canadian workforce that benefits from the diverse abilities of all Canadians is a task that requires the contributions of many.

This past year, CASE has continued to serve our members as they facilitate employment inclusion in Canada. We have proudly launched MentorAbility Canada, a national initiative that provides an opportunity for education and awareness to be shared between employers and people experiencing a disability. CASE's Supported Employment Essentials training offers high quality, flexible training for supported employment professionals, and the opportunity to learn alongside colleagues from across the country. The 24th annual CASE conference in Montreal was our first bilingual conference, and marks another step towards our goal of supporting our members fully in both official languages. Our updated website includes a searchable directory of CASE members, and we are actively communicating with our members online. CASE continues to take an active role in conversations related to accessibility, inclusion, and the strength of diversity in Canada and around the world - sharing knowledge where we can and learning from others.

It goes without saying that CASE's success is the result of 25 years of passion, commitment, time and hard work invested by our volunteer board, members, staff, and allies. Together we are moving the needle on employment inclusion, and breaking down barriers to employment and career development.

This annual report is our opportunity to recognize all that has been accomplished this year, and to celebrate the impacts of our collective work. Thank you for your contributions – we can build a more diverse Canadian workforce, together.

Sincerely,



**Annette Borrows**

Board President



**Joanna Goode**

Executive Director

## MISSION

CASE equips supported employment service providers to increase employment inclusion for Canadians who experience disability.

## VISION

All Canadians who experience disability have equal opportunity to secure and sustain meaningful employment.

Being strategic about our work is essential to CASE's success. In June 2019, the CASE Board of Directors gathered to develop a strategic plan to guide our organization over the coming three years.

Our identified strategic goals will allow CASE to offer the following value to our members:

**1**

## Access to Information

Provide easy access to information that allows CASE members to do their jobs well, courtesy of learning from others' experiences.

**2**

## Targeted Networking Opportunities

Foster collaboration amongst CASE members in order to build the sustainability and effectiveness of their work, and increase membership engagement.

**3**

## Scaling of Promised Practices

Promote consistently high-quality work amongst CASE members at a national scale.

**4**

## Unified Voice to Decision Makers

Build CASE's capacity and recognition as the go-to source for supported employment expertise in Canada.

**5**

## Strong Governance and Management

Strengthen the governance capacity of CASE's Board of Directors and solidify the sustainability of operations.



# Celebrating 25 Years

## Board of Directors

CASE has a 25 year history of supporting employment inclusion for Canadians experiencing disability...all made possible through the hard work and dedication of volunteers. The CASE board spans the country, and collectively contribute more than 4000 hours / year to achieving our mission. To our 2019-2020 board members, thank you for all that you do to support employment inclusion.

President	Annette Borrows	Treasurer	Janice Ainsworth
Vice President	Joy McKinnon	Secretary	Shelley Andrews

Director	Devon Broome	Deb Hotchkiss	Jane Orrell
	Sonia Deraïche	Garth Johnson	Jennifer Powell
	René Ephestion	Michael MacDonald	Ernie Thiessen
	Maureen Haan	Jennifer Oliver	Jude Turner
			Tracy Williams



"Volunteering is the ultimate exercise in democracy. You vote in elections once a year, but when you volunteer, you vote every day about the kind of community you want to live in."  
- Unknown

## Staff

CASE's ability to serve our members day to day rests in the hands of our staff. It is their skill, energy and commitment to employment inclusion that is behind the many achievements CASE has seen this year. Thank you!

Reno Michel Hache, MentorAbility Canada Project Manager  
Scott Patterson, National Marketer  
Jeanette Paynter, Financial Controller  
Nicole MacDonald, Director of New Initiatives  
Belinda Deenik, National Trainer  
Jessica Yarwood, Social Media  
Joanna Goode, Executive Director



CASE's strength comes from our members – organizations, employers and individuals throughout Canada and beyond who are part of the united, national voice creating positive change in the workplace. CASE members access professional development opportunities, best practices in supported employment, innovative programs and initiatives, and lend their voice to a strong and growing national network. Please visit our [Member Directory](#) to see all of the dedicated and skilled people who lend their support to CASE. To become a CASE member, [visit our website](#).

To our existing CASE members, THANK YOU for all that you do to facilitate a more dynamic and diverse Canadian workforce!

## 1900 Contacts



We reach 1900 individuals with our monthly newsletter.



## 103 Members

We have 103 paid members with voting rights.



## 2100 Followers

We connect with 2100 individuals on social media.

## Our Initiatives: DEAM and WASE

### Disability Employment Awareness Month (DEAM)

Disability Employment Awareness Month (DEAM) is an annual awareness campaign that takes place each October. This year CASE, through our MentorAbility Canada Project, facilitated 53 DEAM events, including cash mobs, job fairs, press releases, and employer recognition events.



### World Association for Supported Employment (WASE)

CASE is a proud member of the World Association for Supported Employment (WASE), and volunteer as members of the WASE Board of Directors.



By working together with this international community to share ideas, best practices and learning opportunities, we facilitate employment inclusion not only in Canada, but around the world. CASE is excited to co-hosting the second WASE supported employment conference...stay tuned with CASE for more details!



## Supported Employment Essentials Training (SEE)

Supported Employment Essentials Training is an 8-week online course developed by CASE in partnership with the Mental Health Commission of Canada. The course allows those new to the field of supported employment, as well as seasoned practitioners, to build upon their skills and confidence while engaging with other professionals through livestream webinars, discussion forums, case studies and curated readings.

Each of the 8 modules is rooted in CASE's 9 Guiding Principles of Supported Employment. CASE is currently creating a second online training curriculum about Job Development, to be ready for launch in the fall of 2020.

### 90+ Participants



Since its pilot in the fall of 2019, over 90 participants have completed the course.

"I've realized much of what I was doing already was grounded in best practices. It was nice to see how that translates to different parts of the country."

Participant

## Wafer and Wiltshire Awards

Each year at the CASE Annual Supported Employment Conference, we celebrate an outstanding business and supported employment organization for their contributions to the promotion of increased labour market participation for Canadians living with disabilities. Award recipients are recognized as leaders and role models, and demonstrate excellence and ongoing commitment to reducing barriers to employment and building diverse workforces.

With sincere thanks to this year's award recipients Julian Annear and Thomas Annear of Morley Annear Ltd., and Gabriel Tremblay of Groupe TAQ.



2019 Wiltshire Award Winner: Groupe TAQ  
Gabriel Tremblay, Directeur Général



2019 Wafer Award Winner: Morley Annear Ltd  
Julian Annear, Diesel Mechanic  
Thomas Annear, Assistant Operational Manager

# Our Initiatives: CASE Conference

CASE 2019-2020 | 07

In June of 2019, in partnership with Sphere, CASE co-hosted our 24th annual supported employment conference **A Changing Society: Seizing Opportunities, Enhancing Possibilities**. The conference was a unique forum to exchange about the challenges and opportunities related to supported employment (from both human resources and employment support points of view), to examine current trends, to learn about specific disabilities and available accommodation methods, and to share creative ideas and best practices. This was the first ever fully bilingual CASE conference, and represented a milestone on our journey to serve our members from across the country in both official languages. The 2020 CASE conference is scheduled from September 29 – October 1, and marks another ‘first’ for CASE...register for this VIRTUAL event at: <https://caseconference.ca>

## Two Languages



Our 2019 conference was fully bilingual with all speaker sessions and material provided in both official Canadian languages - English and French!

**88%**  
of conference attendees rated the event as Very Good or Good

“Bravo, well done. I have come away from this conference with insights, knowledge, reminders, reinforcement for what we are doing right, strategies, ideas and resources.”

2019 Attendee

## 320 Delegates



The conference brought together 66 presenters and delegates from 11 provinces and territories.



# Our Initiatives: MentorAbility

CASE 2019-2020 | 08

MentorAbility is a national supported employment initiative that offers a unique mentoring experience in which job seekers with disabilities (Protégés) are matched with individual mentors (employers or business leaders) – to explore different career pathways and opportunities in their desired field of interest.

[Learn more on our website.](#)



**100 Mentoring Matches**



**85 Communities across Canada**



**140 Workshops Delivered**



**7700 Stakeholders Engaged**

## Success Story: Keith and Chase

Keith, the owner of ADDvocacy, has always believed in the value of mentorship. MentorAbility was the perfect fit for him to provide support to Chase, a young man with ADHD who was looking for career and life guidance.

Through MentorAbility, Keith supported Chase in exploring his career direction. He provided Chase with valuable information and experience in facilitating workshops, public speaking and event planning.

Chase is now enrolled at Wilfrid Laurier University in Waterloo, Ontario for a Master of Arts in Community Psychology. His research will focus on social justice and equality for LGBTQIA+ individuals through community-based action research. Keith remains a mentor in Chase's academic journey as he pursues his ultimate goal of obtaining a PhD in psychology.

[Check out more MentorAbility success stories here!](#)

"The MentorAbility experience was incredibly useful. It helped me find clarity in my career path and propelled me into the next phase of my life."

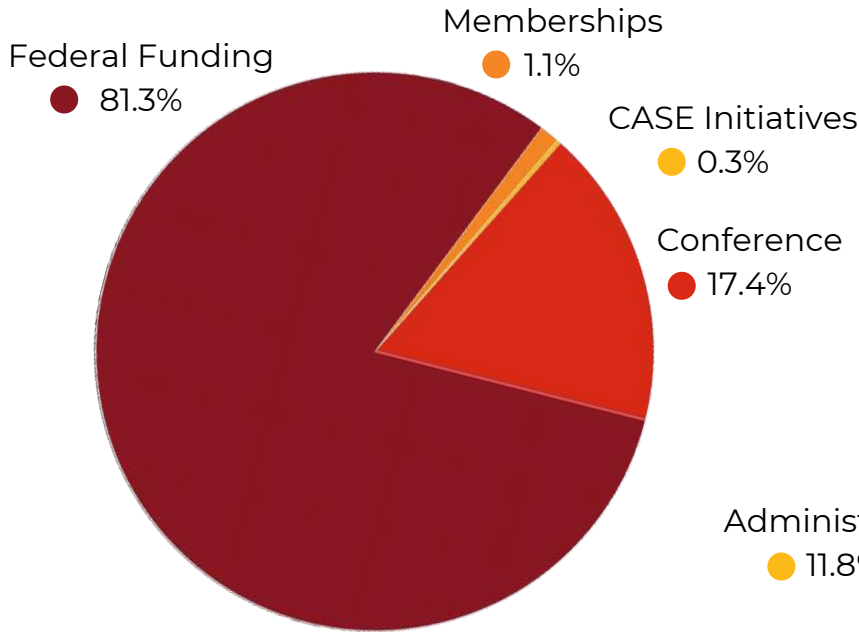
Chase



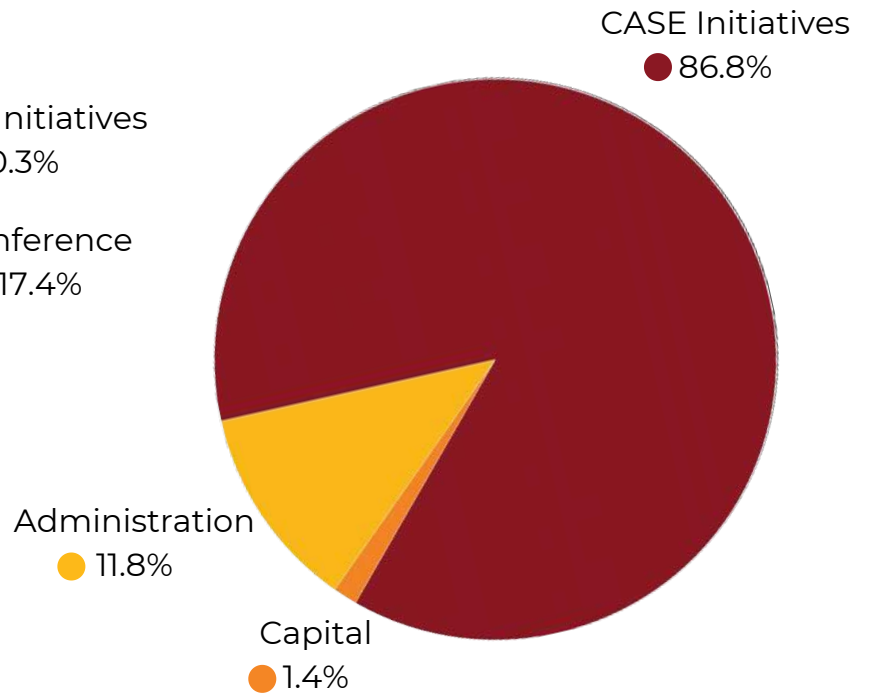
# Financials

## January - December 2019

### 2019 Revenue

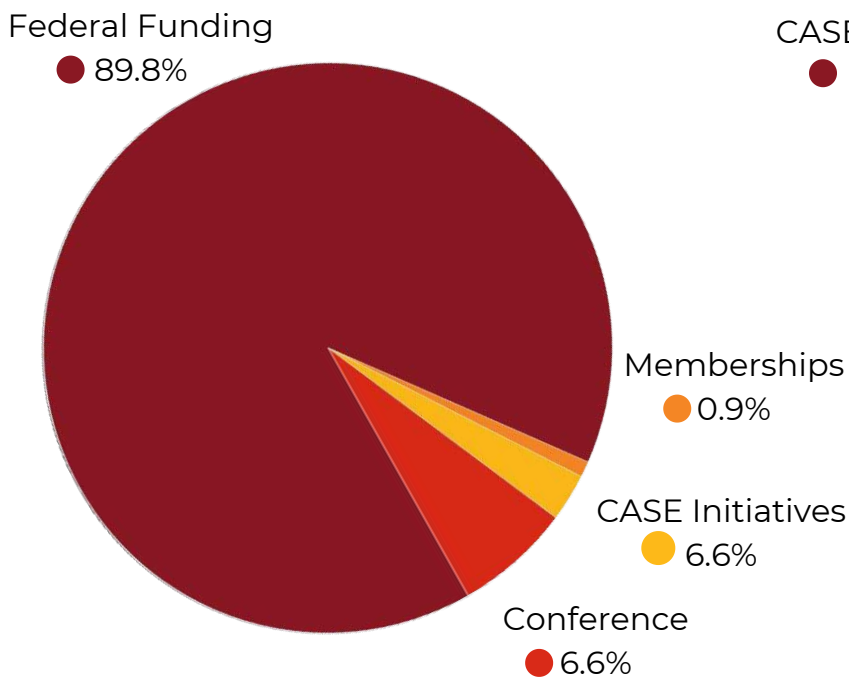


### 2019 Expenses

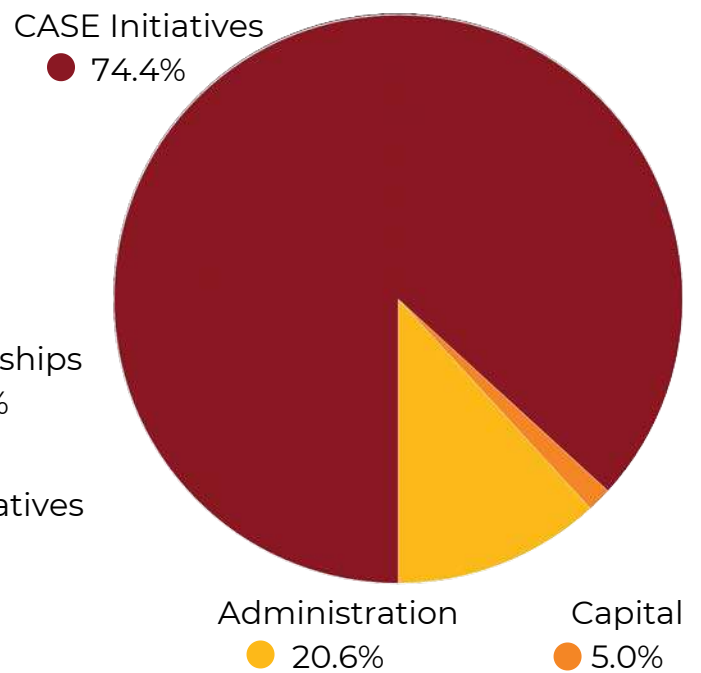


## January - March 2020

### 2020 Q1 Revenue



### 2020 Q1 Expenses



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