Mission Statement:
To support the independence, abilities, and aspirations of individuals living with a disability.

Vision Statement:
All people are valued, empowered to realize their potential, have access to opportunities, and enjoy meaningful relationships.

Values Statements:

Integrity and Respect - We maintain the highest standards of professional behavior in our commitment to the people we support and all our other stakeholders. We strive to be open, honest, transparent, timely, accurate, respectful, authentic, and accountable in all we do. We treat all people with dignity and value their needs, aspirations, and abilities.

Equality - We believe that human rights and freedoms are everyone’s birthright. We believe in the right of inclusion, including community integration for everyone, allowing them to participate in all areas of society.

Empowerment - We actively encourage individuals to take charge for managing their responsibilities and future. We promote independence as a principle of well-being, fostering personal choice(s) and individuality, and contributing to enriching people’s lives.

Collaboration and Teamwork - We emphasize teamwork and collaboration, working together and synergistically with our stakeholders, developing and sharing expertise, to achieve goals and build mutual success. Our staff are the active participants and contributors to achieving all our values, and are recognized for their critical role in helping us accomplish mission, vision, and goals.

Continuous Improvement and Learning - We regularly challenge the status quo to help secure improvements in all aspects of our organization, promoting excellence and innovation to bring unique and fresh approaches to both problems and opportunities.

Safety - We provide a safe environment for working, learning, and participating in recreation and leisure activities.
Strategic Priorities and Objectives:

Empowered Development
- Respectfully enhance, follow-through, and adjust, individual person-centered and person-directed plans that encourage and incorporate more life skills and independence development.
- Develop and deliver a more formal training plan, customized to individual staff’s needs, that is timely, relevant, effective, and related to their job responsibilities.
- Support families to facilitate get-togethers that help advance their interest in discussing and networking on IDD-relevant topics.
- Assist families in sourcing and receiving education and other training pertinent to supporting persons living with IDD.

Community Development
- Broaden and offer opportunities for community integration that invites greater community involvement.
- Provide support to individuals to self-advocate for greater community inclusion.
- Promote the capabilities of the individuals we support within their community of their choice.

Innovation & Sustainability
- Explore sourcing other revenue stream opportunities as other sources of funding.
- Explore with School Divisions the potential to introduce a program(s) that would assist high school students and support networks with the preparation to transition to adult services.
- Find alternate location(s) to deliver services more effectively.
- Explore potential opportunities to partner with Indigenous and other communities needing our services.

Staff Recruitment & Retention
- Assess a better method of recruiting effectively for quality people, including exploring alternate offerings of flexible work arrangements.
- Explore the feasibility of establishing a “casual pool” of staff that can substitute for staff on training and other leaves.
- Develop and promote a wellness initiative for staff delivered through training workshops and other person-centered modes.
- Implement a formalized performance evaluation and recognition practice.
BOARD OF DIRECTORS

Chair          Rob Olson
Vice-Chair     Shirley Grierson
Secretary      Margaret J. Fair
Treasurer      Trevor Paradoski
Director       Adele Domenco
Director       Al Moon
Director       Rudy Danzinger
Director       Jennifer Formaniuk
Director       Scott Ash
MESSAGE FROM THE PRESIDENT AND CEO

ImagineAbility is pleased to share its 2019-20 Annual Report with you. It was a busy and productive year of growth and development.

ImagineAbility was accepted to participate in a joint Department of Families (Community Living Disability Services) Abilities Manitoba pilot project. This pilot will evaluate a quality of life measurement tool called Personal Outcome Measures (POM). Participation in this project provides many benefits to ImagineAbility such as increased understanding of our service’s impact on people served. It also provides training and mentorship for our staff in POM and access to valid and reliable data with which to make decisions to improve the quality of services on an individual and organizational basis.

ImagineAbility completed a 3 year Strategic Plan. After extensive stakeholder engagement which included people we support, staff, families, funders and other agencies and community partners, the board and management team identified strategic priorities, objectives and action items that aligned with the agency’s new Mission, Vision and Values. This information is included in the first pages of this Annual Report.

As an agency we saw increases in our grant funding and in numbers of participants in all program areas. Growth is only one measure. The impact of the services provided has been demonstrated through impact stories and our continued evaluation of key indicators through United Way.

Over the past year we have benefited from some new business opportunities. We also achieved increases in revenues with our existing business partners. Our continued partnership with Canadian Manufacturers and Exporters (CME) and our relationships within the larger business community affords continued opportunities to break down perceptions and barriers and highlight people’s strengths, skills and abilities.

Many ImagineAbility people and staff participated in the 2019 Disability Matters Vote campaign. This non-partisan, pan disability public awareness campaign focused on issues surrounding the lives of people living with disabilities and their supporters.

In mid-March 2020, the COVID-19 pandemic hit Winnipeg. On March 17th following Public Health directives ImagineAbility suspended its services. Through hard work, cooperation and coordination with residential agencies and families, we were able to re-deploy ImagineAbility’s Direct Support Professionals throughout the sector. Although it was and continues to be a difficult and unprecedented time, it has also been a time of incredible creativity, communication and solidarity. We continue to be committed to providing quality services to the people we support and will continue to evolve our support services in a safe and innovative manner.

I am grateful and would like to thank the people we serve, their families, our management team and our Direct Support Professionals, our Board of Directors, volunteers, donors and funders for the role all of you play in ImagineAbility’s past, present and future.

We are all in this together.

Audra Penner
COMMUNITY PARTNERS, PLACEMENTS AND EMPLOYMENT

- Cindy Klassen Personal Fitness and Swimming
- Valour Community Centre
- Royal Winnipeg Ballet
- Adaptive Fitness
- Winnipeg Jets Open Practice
- Heights Archery
- BearPaw Healing and Teaching
- Outdoor Sport Programming
- Penner Auto Body
- Richard Kings Community Centre
- Accessit Corp
- Old Spaghetti Factory
- Closet Chick
- Meals On Wheels
- Highland Sport Fishing
- Oakview Care Home
- Dream Factory
- Winnipeg Blue Bomber Fan Ambassador Program
- Seven Oaks Daycare
- The Wrench
- Thrift Shop
- Brett Young Seeds
- Mooshiro
- Home Run Sports
- Main Street Project
- Giant Tiger
- Sports Manitoba
- Darcy’s Arc
- Sobeys Birdshill
- Sobeys Unicity
- Enabling Access
- Special Olympics
- Seven Oaks Hospital
- Manitoba Hydro
- Children’s Museum
- Sam’s Place
- Holy Family
- North End Women’s Centre
- Croc A Doodle
- NWCC
- Youth For Christ
BUSINESS PARTNERS

A. Adams Supply
Amsted Rail Canada
Boeing Canada
Bristol Aerospace
Brock White Canada
Cascades (formerly Norampac)
Coghlan’s Ltd.
Dixon Group Bayco
Endries International
Kitchen Craft
NeoSource
Opportunity Partners Ltd.
Smith & Doyle
Vita Health
Western Canada Concrete Solutions
PARTNERS IN COLLABORATION

MEEPA - Manitoba Employment Equity Practitioners Association

Abilities Manitoba

Inclusion Winnipeg

Manitoba Supported Employment Network

Canadian Community Economic Development Network

Canadian Manufacturers and Exporters

Winnipeg Chamber of Commerce

Alliance of Direct Support Professionals of Manitoba

Winnipeg School Division

Pembina Trails School Division

Division Scolaire Franco-Manitobaine

River East Transcona School Division
ImagineAbility provided 12 volunteers for the Abilities Manitoba Golf tournament. As always this is a terrific opportunity to break down barriers and perceptions and is also a lot of fun. Dollars raised through the tournament go towards funding a variety of Abilities Manitoba initiatives such as the Disability Matters Vote campaign.

ImagineAbility’s participants were active and engaged in the Disability Matters Vote launch, roadside rallies & all political party Leader’s Debate during Manitoba’s 2019 Provincial Election season.

The past year was an exceptional one for the Community Services program based out of our William Location. Typically, the program welcomes one student each year. This year the program had 6 high school student trials and transitions and 5 joined our services upon graduation.

Support Services and Community Based Services based out of our Madison location also welcomed 8 graduates.

Three Red River College, Disability and Community Support students who did their practicums with ImagineAbility also interviewed and were hired as ImagineAbility Direct Support Professionals upon completion of their diplomas.

The number of people we support that accessed Community Based Services increased from 87 in 2018-19 to 130 participants in 2019-20.

ImagineAbility offered over 45 different Education and Training opportunities to its staff.

For the third year in a row, ImagineAbility hosted an event put on by the Winnipeg Police Service training academy on the topic of Autism Spectrum Disorder. We are thrilled to have the opportunity to influence the beliefs, perceptions and skills of future Winnipeg Police officers.

Eight years ago, People First of Manitoba, a self advocacy group run by people living with intellectual disabilities formed a chapter out of our 500 Madison Street location. This group continues to be vocal, involved and empowered. Over the years, several of its members have been elected to the People First of Manitoba Chapter Executive board.

Tyson L. is a hip-hop artist and who recently recorded his first song as well as filming a companion music video. Known as “Young Poet” his first offering is “Wayward Son” The song is about the trials and tribulations he has personally experienced.

Jordan P. received support to study for and receive his Manitoba Driver Learner’s Permit.

Jared K. celebrated 20 years of employment with Sobeys.

Caitlin B. returned to her position as Administrative Assistant with the Special Olympics Manitoba office located at The Canada Games Sport for Life Centre.

Reetu C. secured paid employment at Enabling Access, a physiotherapy firm in Winnipeg.

Miranda K. completed the first year of her Fine Arts Diploma, at University of Manitoba Fine Arts Program, similar to the Fine Arts Degree she started the previous year, with the main difference being the opportunities she will have available to her upon completion.
Inclusion is an opportunity to come together rather than drift apart.