



**INCLUSION
SASKATCHEWAN**

supporting individuals with intellectual disabilities



INCLUSION IMPACT SPRING 2023

READ ABOUT THE IMPACT OF INCLUSION SASKATCHEWAN
AND ITS MISSION TO SUPPORT PERSONS WITH
INTELLECTUAL DISABILITIES

SEE OUR IMPACT IN A WHOLE NEW WAY

At Inclusion Saskatchewan, we speak with people who entrust us with their story. At the heart of every storyteller is the desire to share their gifts where they will be valued. We all want to make an impact in the world.

Our Inclusion Magazine was a vehicle for some of these stories. But we want you to experience the impact of the power of inclusion in a different way with our new **Inclusion Impact Report**.

Inclusion is the power we all have to create a culture that embraces, respects, and values diversity. When we include people with intellectual disabilities, everyone can thrive. Inclusion is built by the choices and actions we take together, so everyone feels valued, supported, and included. Thank you for making that choice through your daily actions, and your support for the mission of Inclusion Saskatchewan!

In this report, you will see how your philanthropy makes inclusion possible. "Budgets are moral documents," is a quote that has been arguably attributed to Rev. Dr. Martin Luther King, Jr. Our Impact Report is our values document. In these pages, we will illustrate how your support moves inclusion forward. In each of three key impact areas, Supporting Individuals, Strengthening Families, and Changing Systems, you will see the impact in a whole new way.

In each issue of our report, you will hear first-hand from self-advocates about the power of inclusion. Also, we will shine a spotlight on one of our Inclusion Champions, who has made a long-term commitment or a bequest to Inclusion Saskatchewan. To learn more about various ways you can amplify your impact, please contact our Director of Community Development, **Connie Andersen**, at ConnieA@inclusionsk.com



Bluesette Campbell
President of INSK

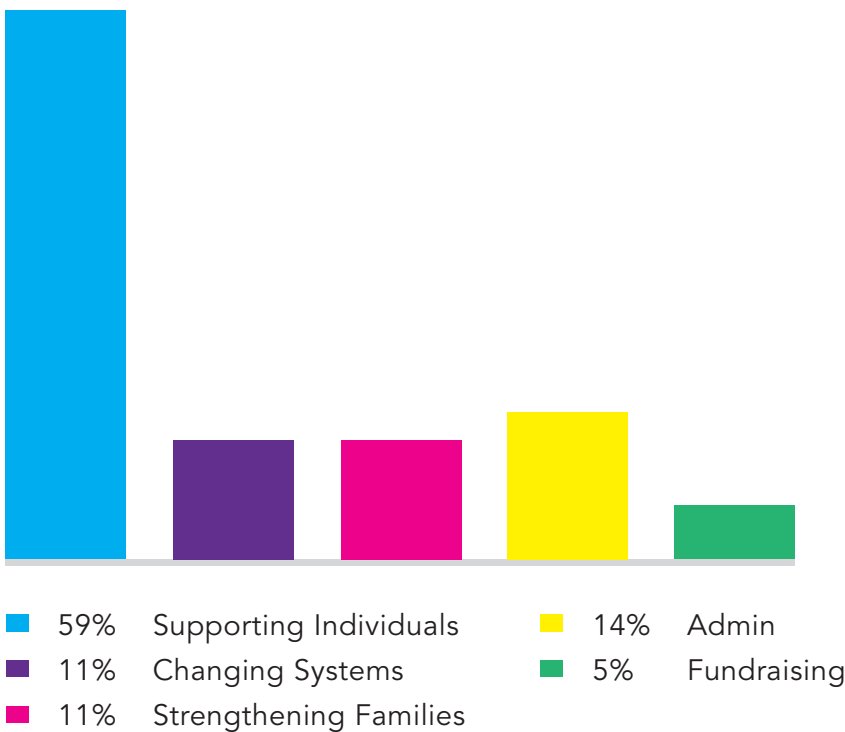


Kim Hague
Executive Director of INSK

\$2,404,547*

INCLUSION SASKATCHEWAN TOTAL EXPENDITURES

Impact Areas & Non-Program Expenditures**



2,594

PERSONS SUPPORTED BY INCLUSION SASKATCHEWAN



497

FAMILIES SUPPORTED BY THE FAMILY NETWORK



674

REQUESTS FOR SUPPORT & INFO

\$752,411

FUNDS RAISED***

411

INSK DONORS

121

INSK CHAMPIONS

*Inclusion Saskatchewan Expenditures as recorded in our audited financial statement, March 31, 2022.

**Number of people impacted by Inclusion Saskatchewan's work from April 1, 2022 to March 13, 2023.

***Funds raised by Inclusion Saskatchewan from April 1, 2022 to March 13, 2023.

SUPPORTING INDIVIDUALS



📷 The Communakit team and Inclusion Biggar hard at work.

INCLUSION BIGGAR

In December 2021, we got a message from Connie Romaniuk, a speech-language pathologist in Edmonton: “Do you have anyone at Inclusion Saskatchewan who can do woodworking?” Connie is the CEO of Communakit (communakit.com), an Alberta business that creates and sells speech-language learning kits for children.

Just a few months earlier, we had provided a grant to Inclusion Biggar to purchase a computer numerical control (CNC) router and set up a manufacturing operation. Andrew Bennett, the President of Inclusion Biggar and the President of Arka Engineering, had a vision for inclusion in his community: “We wanted to create a sustainable inclusive workplace paying real

wages with product sales covering all of our operating expenses.”

Communakit wanted a local supplier of hand-crafted items that children would enjoy using while learning language skills. Inclusion Biggar needed a customer to provide steady employment for people with disabilities. On May 31, 2022, Communakit ordered over \$25,000 worth of products. According to Andrew, this was “both exciting and terrifying at the same time.”

Inclusion Biggar’s team includes four part-time employees who experience intellectual disabilities, two supervisors, and four volunteer Arka engineers who take turns helping with the technical setup

of the router. This team works six days a week producing customized tiny buildings, furniture, and fun shapes.

Connie loves sourcing her products from an inclusive employer: “Being a part of something that brings meaning and purpose to others and improves our product feels too good to be true!”

Most importantly, the employees love their work. Dalton, on the Inclusion Biggar team says, “I like that we are making things to help kids learn. I could have used these as a child. These pieces are made by my hands and go into the hands of kids to help them learn. We get to show that people with disabilities can do good jobs if we get a chance.”


\$1,430,199

Invested in **Supporting Individuals**. This includes our Inclusion Team and Employment & Transitions Team (2021-2022).

EMPLOYMENT

INSK supported **857 people** with disabilities who needed help navigating systems or accessing resources -- **183 people** with employment & transition support.



 Bjorn on the family acreage.

ISOLATION TO INCLUSION: INSK CAFE

Over the last three years, the demand for support has increased dramatically. INSK supported 23% more navigational meetings and grew our Family Network by 11%. People with disabilities and their families were more isolated, including Bjorn and his family.

Bjorn is an outdoorsman who loves to ride his horse on the family acreage in eastern rural Saskatchewan. During the pandemic, Bjorn's plans for independent living and employment opportunities were put on hold. This was intensely isolating for Bjorn, and also hard on his family.

As Bjorn's dad, Don, says of his own sense of isolation, "When you spend too much time in your own head it's easy to

get frustrated. Simple, normal things like spilled milk, flat tire, 7-hour wait at the emergency room, can just feel like too much." Many families share this experience.

To help those feeling isolated during the pandemic, our Family Network Coordinator created a virtual get-together called "The INSK Café." More than 100 coffee breaks later, the Café now has a core group that has built trust, compassion, and respect, making sure everyone feels welcomed and heard.

Don finds the INSK Café sessions essential to mental well-being: "Whatever has happened in my week, I can stop in there for some me time, a deeper conversation,

a place to laugh or cry, maybe vent. I can bring my whole self. When I feel heard, my son gets a better day," Don says.

These natural, unstructured conversations organically focus on caregiver mental wellness, isolation, and support gaps. New members receive care packages containing items to support them in self-care. As Don says, "Reaching out to INSK made a big difference for us."

The Café is just one of the Family Network virtual wellness programs we offered last year. Others include virtual Educational Workshops, virtual craft nights, spring break family fun packages, and our hybrid Inclusion Conference.

\$262,704

Invested in **Strengthening Families**. This includes our Family Network, Inclusion Conference, and Branch Support (2021-2022).

FAMILY NETWORK

There are **1,737 members**, from **497 families** and **114 communities**, in the INSK Family Network. In 2022, INSK hosted over 50 INSK Café sessions to support the well-being of parents who are caregivers.



MAKING SASKATOON ACCESSIBLE

In February of 2022, Inclusion Saskatchewan sent a letter to the members of the City of Saskatoon Standing Policy Committee on Transportation as well as the Accessibility Advisory Committee. In the letter, we outlined our concerns about the barriers those with intellectual and physical disabilities face when trying to access the downtown Saskatoon area.

Specifically, we focused on issues surrounding accessible parking, including the amount of accessible parking stalls located within the downtown area and the effectiveness of the Accessible Parking Permit program. We recommended that the City of Saskatoon administration perform an accessibility audit which would review the

City's current accessibility standards in comparison with larger and more innovative centres. The letter was supported by Christian Horizons, Elmwood Residences, OUTSaskatoon, People First of Saskatchewan, SARC (Saskatchewan Association of Rehabilitation Centres), Spinal Cord Injury Saskatchewan, Saskatchewan Alternative Initiatives, and Saskatoon Sexual Health.

Shortly thereafter, our letter was discussed by the Standing Policy Committee on Transportation and they resolved to explore and investigate our concerns through a Scope of Work report. We attended a few consultations with the City's Community Standards, Community Services Division and after almost nine

months, the Scope of Work report was presented to the Committee for review on December 5th, 2022. Fortunately, the Committee agreed to move ahead with the creating a full report with recommendations tabled for a meeting in Q4 of 2023.

We are excited about the progress we've made and the openness of the City of Saskatoon's Committees and administration. We hope that, through this process, we can help improve the accessibility of Saskatoon and other communities around the province. Stay tuned for more news about this initiative by subscribing to our monthly e-newsletter and following us on Facebook.

\$254,493

Invested in **Changing Systems**.

This includes systemic work on housing, health, income, education, and the North (2021-2022).

SAID FUNDING

Because of INSK's leadership, **about 20,000 adults** with disabilities receive a monthly Saskatchewan Assured Income for Disability (SAID) income payment.



📷 Andrew Campbell in his new home.

LIVING THE DREAM ANDREW CAMPBELL

Becoming an adult and leaving the family home is an important milestone for everyone. For young adults who experience disabilities, this can take some careful planning. For the best launch into adult life, everyone should find a home and supports that are the best fit, with choice and control over their home environment. We recommend that people start planning for that transition early.

Working with family and a circle of friends and supporters, people can map out their hopes and dreams, and plan for their best life. Andrew Campbell knew what he wanted, and we are honoured to support his choices. Here is a story that Andrew wrote and presented at our annual Inclusion Breakfast fundraiser in October of 2022.

I am a self-advocate and I live with autism and DiGeorge Syndrome. I grew up in Meadow Lake, Saskatchewan on a cattle ranch in the middle of nowhere! I am 20-years-old and for the past five years, I have been planning to move to Saskatoon

and become a sports broadcaster. That is my #1 dream! I am happy to announce that I have been successfully living on my own for 7 months.

Living in the city is a lot of fun. There is a lot more to see and do here. For example, if you park your car and then you can't find it, on the bright side, you can walk around and see the city. I know that from personal experience, by the way. There are more entertainment options here and more arenas to watch hockey. Driving in the city is a bit confusing. I am definitely learning how to use Google Maps much better.

With the help of Inclusion Saskatchewan, I live in an inclusive affordable apartment building run by Real Life Rentals, which is in a new development called Aspen Heights near Feheregyhazi Boulevard. The best part about living in my own place is that I get to do WHATEVER I want. I come and go as I please. I have all the space that I need. I have a good friend that lives about 5 minutes away, and also my support worker.

I am applying to the Western Academy of Broadcasting College. Sheila from Inclusion Saskatchewan is helping me to find a good-paying job somewhere until I make it as a hockey broadcaster. My favorite subject in high school was accounting – I got a 96% in that class.

I am spending a lot of time at the Saskatoon Blades games. Becoming a hockey announcer is my dream. I understand the game well. As a result of that, it is very easy for me to do, and I really enjoy it.

Inclusion Saskatchewan has made life affordable for me. I have a circle of support around me. They are helping me find a job right away. I have my own apartment and drive my own car in the city that I want to live in. With support from Inclusion Saskatchewan, I am making my own choices and living the dream!



Left to right: Andrew Campbell, Bart Hunter, Birch Campbell.

BART & CINDY HUNTER

Bart & Cindy Hunter are people who actively seek to include others and make a lasting difference through their community involvement. They have also recently joined Inclusion Saskatchewan's Legacy Society with a Gift in Will designation.

While having family roots in Saskatchewan, the Hunters grew up in Edmonton. Cindy's family had farmed in Saskatchewan but became successful hotel entrepreneurs in Ontario before settling in Edmonton. Bart's father, Bill Hunter, is well known for his efforts to create the Edmonton Oilers and his attempt to bring a major league hockey team to Saskatoon.

The Hunters are involved in various charities. Through Bart's involvement on the Board of the Saskatoon Community Foundation, they started The Bart & Cindy Hunter Fund, which allows the Hunters to focus their philanthropic efforts primarily on organizations that make a difference in the lives of children and youth.

Q: How did you get involved with Inclusion Saskatchewan?

A: Well, you asked me to attend the 2019 Inclusion Breakfast, and I thought, how can a continental Breakfast raise money? No eggs, no bacon? Both Cindy and I have been involved in many galas over the years, and I was curious about the format itself. I knew that Inclusion Saskatchewan did great work with people who have disabilities. I was completely surprised by the amazing event, and most of all, impressed by the stories of the people themselves.

Q: I am glad you thought the stories are substantial. Tell me about a story closest to your heart, that has inspired your philanthropy.

A: So many great stories! Inclusion Saskatchewan really changes lives. You introduced us to Andrew, who's a young man with a hockey dream. I know what that means because I used to play hockey. He wants to become a hockey broadcaster, and with a little mentoring, a little inclusion, that can happen. I am so glad to help in any way that I can. I was happy to

introduce Andrew to the Saskatoon Blades who will be including Andrew and mentoring him on his journey.

Q: We are grateful that you've become an Inclusion Champion, helping to include young people like Andrew, and donating to Inclusion Saskatchewan ever since. Why did you decide to make a Gift in Will to Inclusion Saskatchewan?

A: Cindy and I have been fortunate in our lifetime. We believe in giving back now and in a way that will outlive us. We made plans to revise our Wills, and naturally wanted to include Inclusion Saskatchewan and our community in those plans. Saskatchewan matters to us. Inclusion matters. People with unique abilities like Andrew matter. We want to see him thrive and if we can contribute in some small way toward his success, if we can include others, we want to do that. Our hope is that others will be inspired to do the same, to make a gift in their Will to Inclusion Saskatchewan.

FRIENDS < \$999

A

Shade & Emmanuel Adeagbo
Dawna & Don Abrahamson
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Ron & Carmen Basingthwaite
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Margot De la Gorgendiere
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Michael Dietrich
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Rory Duncan
Lara Dutton

F

Tom Flath
Murray Fulton

G

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Melvin Gerspacher
Dr. Steven & Leila Goluboff

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Alaina & Jeff Harrison

Brooklyn Hodson
Paige Hodson
Deb Hogg
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Carin Holroyd & Ken Coates
Rylund Hunter

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Inland Steel

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Chad & Erin Kuffert
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Glenda & Dave McGillivray
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Greg Meister
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Kelley Moore & Lenore Swystun

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Brodie Zuk

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Bart & Cindy Hunter Family Foundation

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V

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W

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Y

Deborah Young

INSPIRING CHANGE

\$5,000 - \$9,999

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Conexus Credit Union
Alice Grace Golf Tournament
Dakota Dunes Community Development Corporation
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CREATING OPPORTUNITY

\$10,000+

Cameco Fund for Mental Health
Community Initiatives Fund
Drs. Ronan & Susan Conlon
MNP
Murray & Audrey Neufeld Charitable Foundation
Saskatchewan Parks & Recreation Association
Saskatoon Community Foundation
TD Bank Group
United Way Saskatoon & Area

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COVER PHOTO

Andrew Campbell poses in his new home.

EVERYTHING'S COMING UP YELLOW!



**Community
Living**

DONATE AT ONE OF OUR YELLOW BINS
OR SCHEDULE A PICKUP AT
THEYELLOWBIN.COM

ALL DONATIONS SUPPORT PEOPLE WITH INTELLECTUAL DISABILITIES