

**Meeting:** Open Meeting  
**Location:** Conference Room 3, Lethbridge Centre Mall  
**Date:** September 24, 2009  
**Recorder:** Leah Bruder

**In Attendance:**

**PDD Board:** Bob Bartlett; Fred Nowicki; Henry Heinen; Joy Lawson; Leo VandenHeuvel;  
Lorne Abells; Sandy Annis; Sandy Moritz; Tom Hopkins;

**PDD Staff:** Leigh Bremner; Wendy Coleman; Heather Ries; Tina Zimmer; Mike Durrant;

**Community Partners:** Sean Wennsmann, Chris Rowley, Ben Rowley, Gwen Rowley, Vernon Rowley, Dennis Sakatch, Dave Lawson, Ron Burr, Bill Blaire, Jeff Helm,

**Regrets:**

## 1. Call to Order

The Chair called the closed meeting to order at 9:43 am

**MOTION 09-35:** that the meeting move in-camera

**MSC: Tom Hopkins, Leo VandenHeuvel**

**MOTION 09-36:** that the meeting move out of in-camera

**MSC: Sandy Moritz, Henry Heinen**

The Chair called the open meeting to order at 1:11 pm

## 2. Welcome and Introductions

The Chair welcomed all of the community partners and guests and introductions were made. In the months ahead the PDD South Board meeting will be starting at 1 pm. The meetings are starting after lunch as a cost saving strategy.

## 3. Engaging our Community

At each meeting the Board has asked a question that is designed to help the Board understand what it means to be as independent as possible. This information will assist the Board in its visioning. The group participated in a facilitated process to gather information regarding “*What is the role of the agency in supporting individuals with developmental disabilities to become as independent as possible?*” The results will be compiled and shared once the entire process is completed.

## 4. What is happening outside the PDD Boardroom?

### 4.1. SRSAN Our History, Our Future

The SRSAN Teaching Community Committee (Ben Rowley, Dennis Sakatch, Jeff Helm) gave a presentation on SRSAN Called Our History, Our Future.

#### Who We Are:

The South Region Self Advocacy Network (SRSAN) is a group of people with and without disabilities who come together to discuss issues that affect us and to create positive change in our communities.

#### Our History

- SRSAN began its journey in 2001 with 38 people who had taken the leadership course by Leade3rship Today Society Alberta.

Legend: MSC = Motion, Seconded, Carried  
MOTION = Blue  
TASK = Red

- These 38 people met with the PDD Board and talked about future meetings. Everyone agreed that a regional group should continue to meet.
- The first official meeting was held on November 9, 2001. At this meeting, the people decided on a name for the group (SRSAN), how often to meet and where to meet.
- SRSAN meets five times in a year across the south region.
- SRSAN has 62 voting members and 20 supporting members
- SRSAN's information goes out to over 220 people in the south region.

### **SRSAN Mission**

"We teach people with disabilities to advocate on behalf of themselves and others. We are a united voice which promotes equality, opportunities and inclusion for us by educating the community about our dreams and what we can achieve."

### **SRSAN Vision**

- We can speak up and say what can happen as a strong united voice when we have all the information to make our choices
- We can share ideas and help people reach their own goals.
- There is fairness for all.
- We believe and take pride in ourselves. This helps us to reach our goals.
- We work together to educate our community and create awareness for a better future.

### **SRSAN Values**

- |                                                 |                                      |
|-------------------------------------------------|--------------------------------------|
| • Family and friends                            | • Speaking up for what is right      |
| • Advocacy                                      | • Believing in each other            |
| • Jobs and Volunteering                         | • Leadership                         |
| • Working Together                              | • Honesty                            |
| • Planning Ahead                                | • Passion                            |
| • Continuous Learning                           | • Courage                            |
| • Asking for help when you need it              | • Wisdom                             |
| • Caring, dignity and respect for everyone      | • Belonging                          |
| • Helping others achieve their dreams and goals | • Fairness                           |
| • Creating change                               | • Educating others through awareness |

### **2008 Retreat**

In 2008, SRSAN members gathered to have a 2 day retreat. It was an opportunity to review, refresh and renew SRSAN. We used graphic arts to record what we did. We will be having another retreat in 2010 to review our goals and make new ones.

### **Goals (2008-2010)**

#### Membership Committee

1. To double the membership in two (2) years by promoting SRSAN, their mission and vision, meeting five (5) times per year, invite community members, have community display boards, expand the website, establish a membership directory, and include other self-advocacy groups.

#### Teaching Community Committee

2. To reach out to and teach the community about self-advocacy by having self-advocates speak at agencies, schools, colleges, universities and government groups.

#### Developing Workshops Committee

3. Self-advocates will develop and present a workshop for staff on the importance of self-advocacy and how to support it.

#### Social Events Committee

4. To plan open social events which raise community awareness on self advocacy and have fun doing it.

### **History of people with disabilities**

- Families were told to place their children/adults with disabilities into large institutions. Sometimes there was no family contact, sterilization, abuse, neglect and not rights.
- Segregation from community and education. The only option was a specialized school such as Dorothy Gooder.
- Some families fought to keep their kids a home, sometimes hidden away.

### **Self-Advocacy – where it all started**

- Self-Advocacy is the ability to bring change to your life by making you own life decisions. It is a sense of pride and confidence in ones self.
- People found strength within themselves to speak up on their rights as a human being.
- People left the institutions and began connecting with other people with similar stories. Groups such as People First Canada started and expanded into other provinces.

### **Self-Advocacy in Alberta**

- **Making change** through the many self-advocacy groups which have all been working to create change in their communities, depending on what issues are effecting them at the time.
- **Creating inclusion** by advocating for good quality support, support each other, meetings, Walk and Roll and other events, International Day of Persons with Disabilities (IDPD), invite politicians to our events and meetings, etc.
- **Connect us** with others through meetings, networking, send out reps to share information, participate across Alberta, write letters, etc.
- **Engages community** through events, IPDP, info kiosks, community awareness

### **The importance of self-advocacy**

- **Civil rights movement** – marginalized groups, that want to take up one's rightful place in society, the struggles of all groups who need to or have claimed their rights (African Americans, aboriginals, women)
- **Institutions** – we have an appreciation of where we have been and do not want to repeat history. Not making the same mistakes, struggles within, looking honestly at our past and honouring those who lived their lives in institutions.
- **Advocating** – to the government for rights and services for people with disabilities.
- **Opening everyone's mind and eyes** – to see the value in ALL people – equal rights, equal citizenship, see the value so ALL people have inclusion.

### **Equal Rights – Equal Citizenship**

- Canadian Charter of Rights
- United Nations (UN) Convention on the rights of people with disabilities
  - Canada's commitment
  - Canada's ratification

### **Our Future...**

- We see a future where people with disabilities are equal citizens with equal opportunity and rights
- We see a future of inclusion
- We see a future of supporting and working with other groups to keep the focus on PEOPLE < ABILITIES & CONTRIBUTIONS.

### **Inspirational Quote**

"Be the change you want to see in the world" ~Gandhi"

The Teaching Community Committee thanked everyone for the opportunity to give their presentation and stated the goal of the presentation was to honour the history of persons with developmental disabilities and recognizing the desired future.

Comments: really appreciated the positive perspective of the presentation. SRSAN was congratulated on the self advocacy walk and roll for fun awareness event that started at City Hall and went to Galt Gardens. It received positive coverage from the media.

Question: When you go out to the community and give your presentation – what are you asking of the community?

Response: The goal is to create awareness.

The Chair congratulated SRSAN on all that they are doing to promote themselves as valuable members of the community and thanked the Teaching Community Committee for their presentation.

**5. Review and Approval of Agenda**

**MOTION 09-37:** that the agenda of September 24, 2009 be approved  
 MSC Bob Bartlett, Tom Hopkins

**6. Review and Approval of the Minutes of June 25, 2009**

**MOTION 09-38:** that the minutes of June 25, 2009 be approved  
 MSC Fred Nowicki, Sandy Moritz

**7. What is PDD doing in the South Region and across the Province?**

**7.1. Chairperson’s Report:**

Meetings will be starting at 1 pm. The Ministry has asked Boards to be much more diligent in our discretionary spending. Lunch is one of the cut backs including in discretionary funding. The Board is going to submit Board expenses to the Audit Committee for review to see where other savings can be found.

| Committee Appointments:                       | Committee Chair  | Committee Member(s)           |
|-----------------------------------------------|------------------|-------------------------------|
| Audit Committee                               | Leo VandenHeuvel | Tom Hopkins, Fred Nowicki     |
| Communications Committee                      | Tom Hopkins      | Bob Bartlett                  |
| East Liaison & Community Engagement Committee | Sandy Moritz     | n/a                           |
| Executive Committee                           | Lorne Abells     | Tom Hopkins, Leo VandenHeuvel |
| West Liaison & Community Engagement Committee | Bob Bartlett     | n/a                           |
| Board Evaluation Committee                    | Sandra Moritz    | Henry Heinen                  |
| CEO Evaluation Committee                      | Joy Lawson       | Henry Heinen                  |
| Policy & Procedure Review Committee           | Fred Nowicki     | Leo VandenHeuvel              |
| Awards Committee                              | Joy Lawson       | Sandy Annis                   |
| Governance Council                            | Lorne Abells     | Henry Heinen                  |
| SADAT                                         | Lorne Abells     | Henry Heinen                  |
| Family Voices (West)                          | Sandy Annis      | n/a                           |
| SRSAN                                         | Joy Lawson       | n/a                           |
| Task Force on Engagement                      | Tom Hopkins      | Sandy Annis                   |

**MOTION 09-39:** that the committee appointments be ratified as presented.  
 MSC Leo VandenHeuvel, Bob Bartlett

**TASK:** Committee Chairs are required to review the terms of reference to see if any changes are necessary and to ensure the terms of reference include the proper reporting requirements as per the PDD South Governance Policies and Guidelines. The new Committee Chairs are encouraged to call upon the former committee Chair, Lorne and/or Leigh for assistance. The revised Terms of Reference are to

**be submitted to Leah by October 19<sup>th</sup>. Lorne will review the revised documents prior to sharing them with the Board for ratification on October 22<sup>nd</sup>.**

**ACTION: Committee Chairs**

Sandy Moritz was official designate at the Core AGM in Medicine and will be attending the REDI AGM on behalf of the Board.

## **7.2. CEO Report:**

The Awards Committee (formerly the Sharon Rowntree Awards Committee) has changed as a result of the provincial direction to align all regional awards with the Provincial PDD Community Leadership Awards. The Awards Committee is now tasked with overseeing the regional Individual Leadership Award, Community Citizenship Award, and Family Leadership Award. PDD Staff will oversee the Community Disability Service Sector Leadership Award. As a result of this realignment regional recipients are automatically nominated for the associated provincial award.

The Annual Report for 2008-09 will be released shortly. The report will be available on the PDD South website. If you want a copy of the report please let Leah know and we will get a copy to you.

Pandemic Planning – PDD South has a Business Continuity plan in place to ensure essential services are provided in the event of a Pandemic. PDD South is working with agencies and Families to ensure they have plans in place. There will be meeting with agencies at the forefront of this initiative and public health to ensure PDD South as a region is prepared in the event of a pandemic.

The Achieving Better Outcomes Projects are complete and a summary report has been released. The response has been favourable. If you would like a copy of the report please let Leigh or Leah know.

### **Staff Retention & Recruitment Funding**

The Minister has asked that PDD Regions release \$14.4 million of the original \$24.4 million. The remaining \$10 million will be retained by the Ministry until later in the year when they reassess the economic situation. The funds will be one time and is not to be used as a wage increase.

## **7.3. Committee Updates:**

### East Liaison & Community Engagement Committee

The Chair of the East Liaison & Community Engagement Committee presented a revised membership for ratification by the Board. Following a discussion of the proposed changes Lorne requested that the Chairs of the East and West Liaison Committees review the proposed changes and made recommendations for ratification at the October meeting.

### West Liaison & Community Engagement Committee

The West Liaison Committee met and identified the following three activities for Board Approval:

1. The Board sends a letter to the editor of the Lethbridge Herald acknowledging the efforts of the City of Lethbridge to be as inclusive as possible with the City Circles Initiative.
2. The PDD South Board invites the Region 1 CFSA Board to a joint meeting to connect and discuss common issues.
3. The PDD South Board send a letter to Chamber of Commerce to request an opportunity to speak at a lunch and learn and that PDD submit an article for publication in the Chamber newsletter prior to the lunch and learn to garner interest in the session.

**MOTION 09-40: that the Board ratifies the West Liaison Committee recommendations as identified.**

**MSC Henry Heinen, Sandy Annis**

The West Liaison Committee is also looking to collaborate with Volunteer Lethbridge on a joint volunteer recognition event.

#### Executive Committee

The Executive Committee met throughout the summer and discussed Board to Board relationships, budget discussions and the communication strategy.

#### Audit Committee

The Audit Committee met and reviewed a number of items including reviewing board expenses, budget and business continuity planning. The Audit Committee also reviewed PDD South's Risk Policies as it is an item of discuss at the Audit meeting at the Governance Forum.

#### Task Force on Engagement

Traditionally the Board does their business planning at a 2 day retreat. However, in an effort to reduce costs the Board will be doing business planning sessions prior to the regular board meeting. Tom Hopkins will lead the process rather than contracting with an outside consultant.

#### Communications Committee

In March of 2009 the PDD South Board engaged a consultant to develop a Strategic Communication Plan. Due to contract compliance issues the contract has been terminated. Under the guidance of the new Chair the committee will review the materials and project to date and determine next steps.

#### **7.4. Business Plan Progress Report**

The PDD South Business Plan was approved in June. At the October meeting a detailed report of the status of the business plan initiatives will be presented.

#### **7.5. Finance Report:**

The results presented are as of the end of August. PDD South is forecasting a balanced budget and working diligently to achieve it. PDD South Administration has reduced/minimized discretionary spending and is looking for other savings.

##### Caseload

- 22 new individuals
- 7 from children services
- 12 self referral
- 3 from other regions
- 11 individuals no longer require services.
- In August PDD South took on an additional 9 new individuals and is anticipating at least 8 more before the end of December.

The annualized cost for the remainder of the year for the new individuals is approximately \$600,000. PDD South forecasted a growth of 2% and have already achieved and surpassed that growth rate.

#### **7.6. Board Member Reports**

Fred Nowicki: Really appreciate the opportunity to be a Board member and look forward to working with the Board and all of the stakeholders.

Sandy Annis: Is looking forward to working with Family voices and the Awards committee.

Leo VandenHeuvel: Has been busy with the Executive Committee and the Communications Committee. Leo expressed his compliments to Leigh and her staff for all of the support throughout the summer.

Sandy Moritz: Along with Leigh met with service providers throughout the eastern part of the region. Sandy also chaired the East Liaison Meeting and attended the CORE AGM and will be attending the REDI AGM.

**TASK: coordinate an agency tour in the western part of the region for board members.**

**ACTION: Leigh/Leah**

Bob Bartlett: Attended the West Liaison & Community Engagement committee as an observer. There is a significant learning curve for any new board member and Bob has been focusing on learning more about the sector. Participated in the new board orientation and thanked the committee for doing a tremendous job.

Joy Lawson: Is thrilled about the committee appointments.

Tom Hopkins: enjoyed facilitating the New Board orientation. The Task Force on Engagement is working on capturing information on the independence facilitation and survey to be used in Business Planning.

Henry Heinen: Attended the SRSAN Meeting on September 9, 2009 and facilitated a discussion with SRSAN on the 5 independence questions. Henry also informed PDD that Sandy Layton will be an Olympic Torch bearer. Henry attended the LFS AGM and they have a new Executive Director.

Lorne Abells: Leigh and Lorne gave a presentation on the role of PDD South Board at the SASH AGM. The next presentation is schedule with New Beginnings.

## 8. What are our Partners doing?

### 8.1. Family Voices

The new family voices rep has been hired for the western region and we will be inviting them to the next board meeting.

### 8.2. Lethbridge Association for Community Living

James and Jonathan Chang and his parents participated in an assessment of accessibility in City parks. The GALA and Family Conference are on October 16<sup>th</sup> and 17<sup>th</sup> respectively.

### 8.3. South Region Self Advocacy Network (SRSAN)

SRSAN met on September 9<sup>th</sup> and participated in a facilitated process on what it means to be as independence as possible. The Community Living Awareness Gala is scheduled for evening of October 16<sup>th</sup> with the Self Advocate conference that day. The next SRSAN meeting is scheduled for November 4<sup>th</sup> at the Lethbridge Legion.

## 9. What is happening in our communities? (Upcoming Events)

Joy will attend SRSAN conference and Gala. Fred plans on attending the Family Conference, Henry will attend if an alternate is needed.

## 10. Next Board Meeting:

October 22, 2009 in Lethbridge

**MOTION: Meeting was adjourned at 3:34 pm.**

**MC Leo VandenHeuvel**

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Date of Approval

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Lorne Abells, Board Chair

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Leah Bruder, Recorder

Legend: MSC = Motion, Seconded, Carried  
MOTION = Blue  
TASK = Red