

**South Saskatchewan  
Independent Living Centre**

**Annual Report 2018-19**



**A NEW PERSPECTIVE ON DISABILITY**

Consumer-controlled, community-based, cross-disability  
agency, promoting integration and full participation

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Independent Living Centre Inc.

*Regina*

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## SSILC Chair's Message

I am extremely proud to share with you the success of SSILC over the past year! In addition to having the privilege of serving as SSILC's Chair of the Board of Directors at the local level, I also serve Independent Living Canada (ILC) in a 2nd-Vice-Chair capacity at the national level. In turn I am very honoured to share both SSILC's successes and also highlight how those achievements have assisted in supporting the Independent Living movement across Canada.

2018-19 was an incredible year of continued success for SSILC. The hard work and dedication of the staff and volunteers, in both the Regina and Moose Jaw offices, resulted in countless success stories for SSILC Consumers (a few of which are shared in this report). During the last year, IL Centres across Canada focused on the theme of Assistive Technology. SSILC embraced this theme with staff presenting information to IL Canada in June and sharing Consumer stories at the AGM in September. In addition, Consumers were invited to two sessions in November and December to share their stories and experiences in using assistive technologies.

During the past year, all programs delivered by SSILC exceeded funder expected targets and the partnerships

and relationships at all levels of government and funded programs were stabilized and/or enhanced.

This included launching a new Targeted Initiative for Older Workers program in our Moose Jaw office.

I would like to extend my sincere thanks to the Board of Directors that work tirelessly throughout the year to take on significant, major initiatives such continued development of SSILC's first-ever Vision, Mission and multi-year Strategic Plan and starting a major Policy Review Project—both critical pieces of work that will guide SSILC in the coming years to ensure the stabilization and growth it has realized in 2018-19 can continue into the future.

On behalf of the Board of Directors I want to acknowledge and thank each and every staff member, volunteer and all of our funding agencies for their support which allows SSILC to do incredible work and truly make a difference in lives and in our communities.

Mark Green, Chair  
SSILC Board of Directors



## Board of Directors for 2018-2019



*Mark Green, Chair*



*Yeorgo Traiforos,  
Vice-Chair*



*Ross McCreery, Secretary  
& IL Canada SK Rep*



*Kim Ives, Member*



*Kaylee Mitchell,  
Member*



*Paige Moreside,  
Member*



*Ken Taylor, Member*



*Calvin Williams, Member*

## SSILC Executive Director's Message

It is with great pleasure that I share with you the incredible work and accomplishments of SSILC over the past year—none of which would be possible without the dedication of an incredible staff team in both the Regina and Moose Jaw offices.

I joined SSILC as Executive Director in the spring of 2017 and little did I know what an amazing group of people I would have the privilege to work with and learn from! And little did I know the magnitude of accomplishments that would be realized in this following fiscal year. This report captures many examples and images of the life-changing support work SSILC provides as a proud centre within the Independent Living Canada (ILC) umbrella. The effort of staff and volunteers is paramount in making a difference in the lives of Consumers at the local level and in contributing to Independent Living movement across Canada.

At SSILC, we meet and support people with any disability, where they are today, to achieve their goals, with confidence, to assist them with realizing a better tomorrow. We support people with any disability to explore options, make choices, build relationships and take responsibility to achieve self-identified goals through our peer support model.

And, it truly is our staff that make all of this happen! Our staff are incredible—they embrace the strength of shared leadership, ILC's four core principles and values and they honour independence as it relates to the individual choice of our Consumers. As a team, staff demonstrate care, respect, compassion, outstanding professionalism and truly work in a harmonious way in all interactions, partnerships and relationships.

Together—staff, volunteers and the Board of Directors—we collectively strive to make a difference in peoples' lives and I believe the following report is a demonstration of the valuable outcomes of this level of dedication.

I sincerely thank each and every staff member, volunteer and the Board of Directors for supporting this organization and providing the opportunity to contribute to the important outcomes of SSILC—making a difference in our communities and in the lives of our most important stakeholder—our Consumers!

Shari Hildred, Executive Director



## Profile

Founded in 1991, the South Saskatchewan Independent Living Centre (SSILC) is a consumer controlled, community based, cross disability agency that promotes the full citizenship of people with disabilities in our community. SSILC is an accredited member of Independent Living Canada (formerly the Canadian Association of Independent Living Centres), the national umbrella organization for 25 disability resource centres across Canada.

The Independent Living (IL) philosophy is central to SSILC's work. The IL movement is based on the right of people to live with dignity in their chosen community, participate in all aspects of life, and to control and make decisions about their own lives. The consultation method used in every aspect of SSILC's programming is based on the IL philosophy, and implements an asset-based approach to developing both individual and community capacity.

SSILC offers support to individuals and their families through the resource centre located in offices in Regina and Moose Jaw.

## Organizational Structure

SSILC operates as a non-profit registered charitable organization under the governance of a volunteer Board of Directors, of whom at least 51% are persons with disabilities, in keeping with the IL philosophy. Directors are selected from the SSILC membership, and are voted in at the annual general meeting.

Day to day operations and management are the responsibility of the Executive Director, who provides leadership and direction for a staff of 20 people. Approximately 70% of the SSILC staff are persons with disabilities, who provide peer support based on their personal experiences in disability management in addition to their professional training and expertise. This team of passionate and dedicated employees shares an estimated 200 years' worth of experience with disability related issues, and share their knowledge and wisdom both internally and through participation in various community groups and committees.



*Staff Retreat November, 2018*

## Programs

SSILC programming includes the following:

**Entrepreneurs with Disabilities Program**, which supports persons with disabilities in every aspect of the development and operations of a small business. This program employs two staff and is funded by Western Diversification (federal).

**Employment Services Program and Employment Resources Program**, which offers individualized pre-employment supports to consumers, which include: Life Skills; Employment Skills training; Volunteer training; Literacy training; Basic Computer training; job coaching and support for accommodations and training; and, always, one-to-one counselling and support from SSILC facilitators. This program is funded by the Ministry of Immigration and Career Training and is delivered from our Regina Office.

**Targeted Initiative for Older Workers Program**, which offers individualized pre-employment supports to consumers with focus on work/job readiness, skill development and enhancement, work/job search and work/job maintenance for people with barriers (and multiple barriers) to employment. Individuals accessing this service are older workers, defined as individuals aged 55–64. This program is funded by the Ministry of Immigration and Career Training and is delivered from our Moose Jaw office.

**Supported Independent Living Program (SILP)**, which provides one-to-one support for individuals to assist with all aspects of independent living. This program is funded by Community Living Division (CLD), Ministry of Social Services.

## Community Impact

Over the years, in addition to the development of in-house programming that supports individuals with disabilities to gain independence, SSILC has provided leadership in the development of many initiatives that have increased public awareness and understanding of disability issues, and led to increased inclusion of people with disabilities in every aspect of community life. As a result of these, and many other initiatives, SSILC is recognized as the leading provider of cross-disability expertise in Southern Saskatchewan, and one of the most active and dynamic Independent Living resource centres in Canada.

Each year in June, SSILC celebrates Independent Living Across Canada date and in 2018 hosted a community gathering featuring guest speakers aligned with IL Canada's theme "Assistive Technologies", followed by an afternoon of refreshments and networking. Annually, SSILC hosts a celebration of the United Nation's International Day of Persons with Disabilities on December 3rd. In 2018 this event was focused on the UN's theme of "Empowering persons with disabilities and ensuring



inclusiveness and equality". The event hosted two guest speakers, provided a complimentary lunch and an incredible afternoon of networking.

These events continue to increase public awareness and strengthen SSILC's role as a leader in community development.

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## Success Stories

### Tom - Entrepreneurs with Disabilities Success Story

We are assisting an entrepreneur, who is legally blind and has faced so many obstacles while trying to move forward and write and then publish his book.



### Entrepreneurs with Disabilities Program

We accessed a tutor to assist him with the technical devices he was having issues with and that tutor connected him to an author by the name of "Tom". Tom is also legally blind and has authored six books and in fact has one of those books for sale on Amazon. Tom is also a business owner and is married with four small children.

Tom travels a lot and was in Florida the day we contacted him, however we called him from the SSILC office and had him on speaker phone while our consumer was able to ask as many questions as he wished. Also, Tom was incredibly encouraging, with remarks like "Never give up" "If you

need to take a break, take a break but get back to writing the next day". He is willing to talk with our consumer again if required, as he wishes our consumer to be successful.

We also learned about the technology Tom used to write his book. He simply used his iPhone and sent it directly to his publisher.

Our entrepreneur now has a totally appropriate and knowledgeable mentor.

We have also found other community resources that will be helpful and lower the cost when the time comes to publish his book.

It's important to mention that we work "WITH" the consumer to identify the accommodation and then "ASSIST" them to move forward at their own pace, we never "DO" it for them and this way they will become independent and confident in themselves, which are traits they will require as independent business owners.

## Success Stories

### Cathleen - Entrepreneurs with Disabilities Success Story

Cathleen is a Paramedic who experiences PTSD.

Cathleen was very anxious and timid when she walked through the doors of SSILC for her first appointment with us, however she soon felt comfortable. The first time she accessed our services she came without her service dog, as she was not sure what SSILC's policy was on allowing service animals, WHAT!! I soon assured her not to ever come to SSILC again without her service dog! Cathleen communicated that she had so many issues with her service dog that she had become cautious. She also was very emotional when explaining that this service dog had saved her life.

Cathleen is a highly educated person, with incredible leadership skills, however the PTSD she experiences has altered every aspect of her life.

She had tried applying for jobs but was often turned away once they

found out she had a service dog that would need to accompany her. She grew weary of debating with people about where she could take her service dog, so she decided that she needed to take action and advocate for persons with service animals who experienced psychological and physiological disabilities and also educate the public on service animals. Her first business idea, "Tails of Strength" was born as a non-profit business.



*Cathleen and Lyra presented her story at SSILC Staff Retreat, Nov. 1/18*

Cathleen came to us looking for assistance with self-promotion and, sourcing and securing funding and a volunteer base.

We have worked with Cathleen to assist her with her marketing, community resources and professionals, and we accessed our business micro grant to purchase social media training for her.

We continue to encourage Cathleen in all her endeavors as she continues to market both her businesses and grow her volunteer network.

We have communicated to Cathleen that our door is open for her and Lyra, if she requires further support or even to drop in and say Hi.

## Success Stories

### Daly Close - Employment Success Story

Daly and I completed intake. Daly maintained ongoing development of his action plan; assessing strengths and experience, barriers to employment, and impact of disability as it relates to employment. Daly set employment goals. His two primary goals were to work on interview skills and find work. Daly identified that his ideal job would be in the security field; and that a good first step for him would be to become a Security Guard.

Daly maintained a focused job search and followed through on action plan steps even when medications were posing a health problem for him. To meet one of his action plan goals, we worked intensively on interview skills with a focus on behavioural questions. Daly identified that it is not just a matter of what he is saying when he answers interview questions, but also how he is saying it. To address this, he worked on interview questions with focus on tone and body language. Daly worked on how to demonstrate more energy/ assertiveness in interviews to show what he would actually be like on the job (as opposed to in an interview situation). Daly did mock interviews with my co-worker and myself, receiving excellent feedback. Daly has an acute level of attention to detail, honesty, and accuracy when answering interview questions. We researched interview questions and

answers for janitor, delivery driver, and shelf stocker; which are jobs that he identified he would do as he worked toward his employment goal in security.

Daly demonstrated knowledge in how to keep a job including understanding employer expectations; and demonstrated ability to accept feedback.

Daly completed CPR training on the 5th and 6th of June and WHMIS on June 12th. Daly completed the Security Guard Training through the Commissionaires on September 18th, 2018. Upon completion of training, Daly gave SSILC staff very helpful feedback on what people who are taking the training should be aware of in the future. We have used that information with recent referrals to the training. The Commissionaires indicated that they would call him when a night shift came available. When he did not hear from them, Daly followed up with the Commissionaires. They said he could come back to them once he got new glasses. The lack of appropriate glasses was a barrier to employment with the Commissionaires.

Daly was employed by Jes's Cleaning on December 21, 2018 in a part-time capacity. When I checked in with Daly at the three-month employment mark, he was still working.

Lori Sutherland, Employment  
Facilitator, ES Program

## Success Stories

### Donna Gerwautz - Employment Success Story

I was out of work for two years. I came to SSILC because I wanted to more on the job search stuff. I learned how to use internet job sites and how to apply for jobs. You helped me with my resume.

What I learned from coming to SSILC is learning about stress and how to deal with it. I am more confident in myself than I have ever been.

I did practice interview questions and mock interview to prepare for my interview. I was not even nervous at my job interview. You taught me the right things. I introduced myself and shook her hand. I told her about my past experience and I told her how that experience will be helpful for this dishwasher job. I was practicing the interview skills at home.

On September 28th, 2018 I interviewed for a dishwasher position

at the Hungarian Cultural & Social Club. After the interview I was offered the part time dishwasher position, which I accepted. I had my first shift on September 28th from 10:30am – 1:00pm.

I have been at the Hungarian Club for 6 months. It is hard work but I am happy to have the job. I am now looking for full time employment because the job is only one shift a week and I am coming to SSILC to get help with that. I am taking the Job Finding Club. It is really good, a lot of information. I give it a 10 out of 10.



*Donna coloured the map showing IL Centres across Canada.*

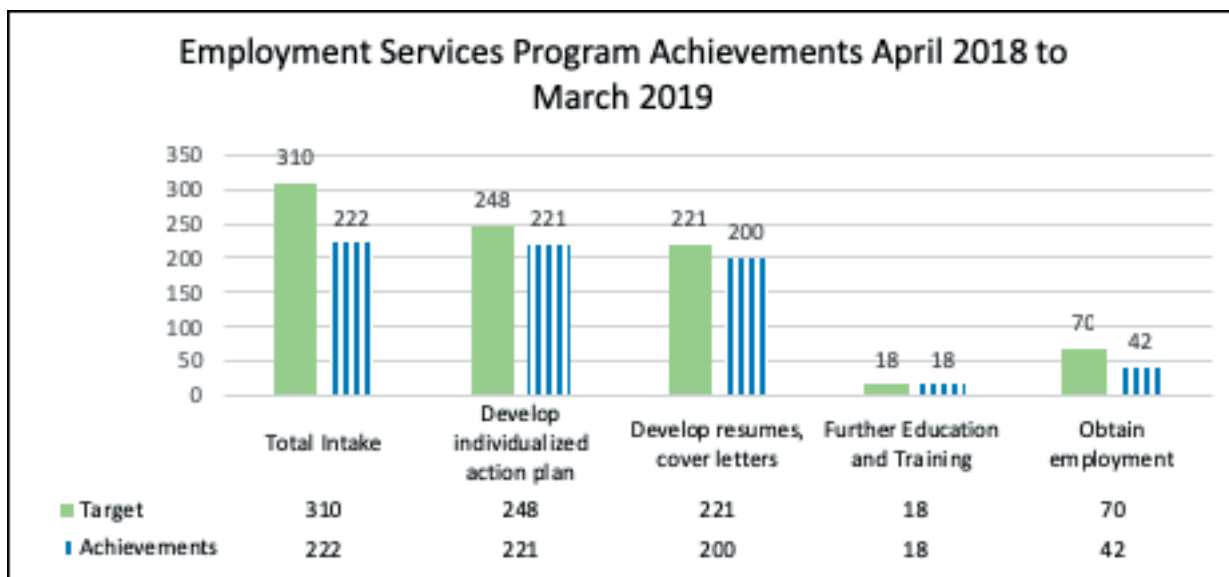
#### *Facilitator Comments:*

In addition to the success that Donna shared she also created an updated resume and developed the ability to update it in the future. She increased her ability to look for and apply for jobs online through application process

and email. Donna completed the SSILC Effective Communication in Customer Service class in September 2018.

Donna Gerwautz, Consumer of Employment Services Program

## Employment Services (ES) Program – Regina



## Employment Resources Program (ERP) – Regina

### ES and ERP Program Achievements April 2018 to March 2019

|   |                                    | Target | Achievements | %      |
|---|------------------------------------|--------|--------------|--------|
| 1 | Total Intake                       | 310    | 222          | 71.61  |
| 2 | Develop individualized action plan | 248    | 221          | 89.11  |
| 3 | Develop resumes, cover letters     | 221    | 200          | 90.50  |
| 4 | Further Education & Training       | 18     | 18           | 100.00 |
| 5 | Obtain employment                  | 70     | 42           | 60.00  |

## SILP Program

### Calvin Williams - Employment Success Story

My name is Calvin Williams and this is my journey.

I started with SSILC in 2008 and I have been through ups and downs with them, but it has been great. I am one of the participants who have been in the program for the longest. I have gone through many managers and support workers while being a consumer at SSILC. The most exciting part about being a consumer at SSILC is that I get to be myself and that I get to mingle with my support workers. When I am not at SSILC I work at Wal-Mart and I am coming up to 10 years of working at Wal-Mart.

What I like about the SILP program is that it is focused on my needs, my wants, and where I want to go with my life. I also like that it is different from other programs I have been in. This program stands out because the clients get to decide what they want to do.

I am also on many boards such as Inclusion Regina, People First, the SSILC Board, the Transportation for all Committee, and I am an advocate for people in wheelchairs.

My mission in life is to never stop dreaming and always believe in myself. My first missions are to have



### Supported Independent Living Program

my own YouTube channel where I will make uplifting and positive videos, and to write a book about my life story and what I have accomplished.

Through my journey, I have met many people along the way who keep encouraging me to be the best me that I can be. My

inspiration comes from those who encourage me to be the best version of myself. One of the most influential and inspirational people I have met is Alex at SSILC. I first met Alex in October and she has impacted my life in many ways. She has helped me see things I was unable to see before. She is very special to me. She is very positive and always has a smile on her face which helps put a smile on mine. It is always a pleasure being around her. She has changed my life in many ways and has helped me learn not to worry as much as I had worried before. She has made my life so positive and has made me believe I can do anything. I am no longer afraid to ask for help because of the lessons Alex has taught me. My goal is to positively impact the lives of others just like Alex has positively impacted mine.

I have a passion for music and in the future I would really like to have my own studio and have my business as a DJ take off. SSILC has provided me a place to relax and forget all of my other worries and focus on different aspects of my life.

## Targeted Initiative for Older Worker Program – Moose Jaw

### S.C. Success Story – TIOW

S.C. was a consumer in the first session of the brand new program to SSILC – TIOW. SC had one job her entire life and when it closed she was unsure what to do next. She was having difficulty finding employment and wanted to join this program to identify new skills. She attended the classroom training portion faithfully, never missing a day. She interacted with the other participants and staff in a positive manner. She was eager to learn and participated in all activities. During the work placement search she went out to many different places, but ended up at a place she was really hoping to be in—Paws N Play Grooming and Boutique.



She absolutely loves animals and has a couple dogs and cats of her own. She was so thrilled to complete her placement there. As the weeks went on and SSILC asked her how she was doing she just kept expressing her joy from working there. At the end of the 4 weeks she informed SSILC that she was offered a part-time position working in the mornings! This was exactly what she was hoping to get.

In her evaluation she noted one of the things she enjoyed most of the program was learning about her transferable skills. At the start she wasn't sure what she was able to do since having only one position her whole life. But she came out of the program, not only with a dream job,

but also with the knowledge of transferable skills and the confidence that she can do other jobs.



*Wanda Jonas, ES Facilitator, working with consumers on a new workshop entitled "Get Ready, Get Set, Let's Go." This workshop includes topics such as essential skills, self-esteem, commitment preparedness and job market searches. During the workshop, the new group and Wanda celebrated a consumer birthday!*

## SSILC Community Christmas Party

The SSILC Consumer Community Christmas Party celebrated on the International Day of Persons with Disabilities, December 3, 2018.



*Paint Night Fun, December 21, 2018*



# Community Impact and Engagement – Partnerships and Events

## Independent Living Canada 2018 Annual General Meeting–Ottawa

In September 2018, two SSILC employees represented the Centre at the IL Canada Annual General Meeting held in Ottawa, Ontario. The theme for 2018 was Strength in IL. Jeannette McConnell and Nancy Myslick did an incredible job of sharing SSILC’s accomplishments during the roundtable meetings. They shared examples of how SSILC demonstrated meaningful success stories and measurable outcomes as related to the AGM theme during the past year.



EDP Staff Nancy & Brenda at Women Entrepreneurs of SK with rural EDP coordinator Jessica Sandal (Saskatoon)

## CNIB Tradeshow



On October 5, 2018 Brenda Ell and Nancy Myslick attended the annual CNIB Tradeshow, located at the Ramada

Hotel in Regina. This was a wonderful opportunity for the Entrepreneurs with Disabilities Program (EDP) to highlight the services SSILC provides to Consumers and to share handout information for those potentially interested in EDP.



## Barrier Free Saskatchewan

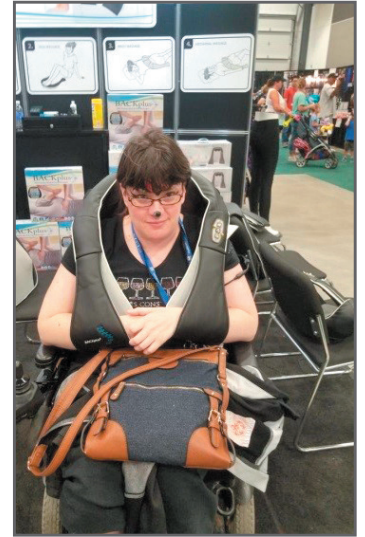
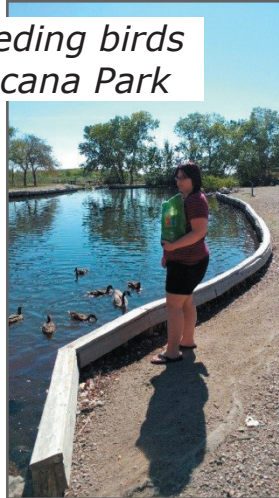
On February 15, 2019 SSILC hosted the Barrier Free Saskatchewan meeting at the SSILC office. Chelsea Wisser, ED from North Saskatchewan Independent Living Centre (NSILC) in Saskatoon travelled to Regina long with the Barrier Free SK Group and SSILC hosted this meeting and lunch. Michael Huck, one of the funding members of SSILC, was in attendance along with two of SSILC’s Board members, Ross McCreery and Ken Taylor.

## SSILC Consumers Out & About



*SILP visit to the Legislative Building in March 2018*

*Tori feeding birds at Wascana Park*



*Leslie at Camp Easter Seal*

*In Feb 2019, SILP held person-centred planning meetings for one participant which involved the participant and a core group of people who know and care about the participant and are committed to supporting her in creating quality of life goals.*



## SSILC - Our Strength - Our People

Shari Hildred, Executive Director

Jeannette McConnell, Finance/HR  
Coordinator

Brenda Ell, Manager, Entrepreneurs with  
Disabilities Program (EDP)

Nancy Myslick, Business Advisor, EDP  
(currently on leave)

Masudul Khan, Manager, Employment  
Services (ES) & Employment Resources  
(ERP)

Holly Donohoe, Coordinator, ERP

Fern Reich, Employment Facilitator, ES

Lori Sutherland, Employment Facilitator,  
ES

Ginny Nelson, Employment Facilitator, ES

Meghan Hildred, Employment Facilitator,  
ES

Terry Hart, Employment Facilitator, ES  
(currently on leave)

Shannon Wilson, Employment Facilitator,  
ES

Alex Mohrbutter, Manager, Supported  
Independent Living Program (SILP)

Ellen Matharu, Support Worker, SILP

Jennifer Thomas, Support Worker, SILP

Genevieve Robinson, Support Worker,  
SILP

Keely Rousseau, Support Worker, SILP  
(casual)

Kristen Hudy, Support Worker, SILP  
(casual)



*Binu Moothomveed, former Network  
Administrator and Masudul Khan,  
Manager ES & ERP*

Alicia Beattie, Manager, Targeted  
Initiative for Older Workers (TIOW)  
Moose Jaw

Randi Halchyshak, Employment  
Facilitator, Moose Jaw

Wanda Jonas, Employment Facilitator,  
Moose Jaw (casual)

Uy Do, Network Administrator

Jan Morier, Communication Consultant

Joanne Grant, Finance Control Manager

Paige Howard, Receptionist (volunteer)

Terri Lynn Morgan, Receptionist  
(volunteer)



# SSILC Extends a Thank You!



**Canada**

*Voir au-delà du handicap  
Promoting a new perspective on disability*



Western Economic  
Diversification Canada

Diversification de l'économie  
de l'Ouest Canada

**Canada**



City of Regina



SOUTH SASKATCHEWAN INDEPENDENT LIVING CENTRE INC.  
FINANCIAL STATEMENTS  
MARCH 31, 2019

MARCIA HERBACK & ASSOCIATES  
*Chartered Professional Accountants*  
*Professional Corporation*

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**INDEPENDENT AUDITOR'S REPORT**

To the Members of  
South Saskatchewan Independent Living Centre Inc.

**Opinion**

I have audited the accompanying financial statements of South Saskatchewan Independent Living Centre Inc., which comprise the statements of financial position as at March 31, 2019 and the statements of operations, net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information.

In my opinion, the financial statements present fairly, in all material respects, the financial position of South Saskatchewan Independent Living Centre Inc. as at March 31, 2019 and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

**Basis for Opinion**

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the Entity in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled our other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

**Responsibilities of Management and Those Charged with Governance for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

**Auditor's Responsibilities for the Audit of the Financial Statements**

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.

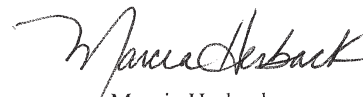
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Regina, Saskatchewan  
June 19, 2019



Marcia Herback  
CPA, CA

**SOUTH SASKATCHEWAN INDEPENDENT LIVING CENTRE INC.**  
**STATEMENT OF FINANCIAL POSITION**  
**AS AT MARCH 31, 2019**  
**(with comparative figures for 2018)**

|                                | <b>2019</b>        |                  |                      | <b>2018</b>       |                   |
|--------------------------------|--------------------|------------------|----------------------|-------------------|-------------------|
| <b>ASSETS</b>                  | Operating<br>Fund  | Capital<br>Fund  | Entrepreneur<br>Fund | Total             | Total             |
| <b>Current assets</b>          |                    |                  |                      |                   |                   |
| Cash                           | \$ 213,138         | \$ -             | \$ 7,596             | \$ 220,734        | \$ 124,600        |
| Accounts receivable            | 6,141              | -                | -                    | 6,141             | 3,686             |
| Loan fund receivable           | -                  | -                | -                    | -                 | 783               |
| Prepaid expenses               | 5,728              | -                | -                    | 5,728             | 6,181             |
| Conexus Credit Union Shares    | <u>4,243</u>       | <u>-</u>         | <u>-</u>             | <u>4,243</u>      | <u>4,027</u>      |
|                                | 229,250            | -                | 7,596                | 236,846           | 139,277           |
| <b>Capital assets (Note 4)</b> | <u>-</u>           | <u>15,911</u>    | <u>-</u>             | <u>15,911</u>     | <u>18,792</u>     |
|                                | <u>\$ 229,250</u>  | <u>\$ 15,911</u> | <u>\$ 7,596</u>      | <u>\$ 252,757</u> | <u>\$ 158,069</u> |
|                                | <b>LIABILITIES</b> |                  |                      |                   |                   |
| <b>Current liabilities</b>     |                    |                  |                      |                   |                   |
| Accounts payable               | \$ 26,165          | \$ -             | \$ -                 | \$ 26,165         | \$ 14,336         |
| Government remittances payable | 14,980             | -                | -                    | 14,980            | 14,886            |
| Deferred revenue (Note 5)      | 84,276             | -                | -                    | 84,276            | 29,464            |
| Loan fund payable              | <u>-</u>           | <u>-</u>         | <u>7,596</u>         | <u>7,596</u>      | <u>7,588</u>      |
|                                | 125,421            | -                | 7,596                | 133,017           | 66,274            |
| <b>Long-term liabilities</b>   |                    |                  |                      |                   |                   |
| Long-term debt (Note 6)        | <u>59,670</u>      | <u>-</u>         | <u>-</u>             | <u>59,670</u>     | <u>59,670</u>     |
|                                | <u>185,091</u>     | <u>-</u>         | <u>7,596</u>         | <u>192,687</u>    | <u>125,944</u>    |
|                                | <b>NET ASSETS</b>  |                  |                      |                   |                   |
| Restricted Capital fund        | -                  | 15,911           | -                    | 15,911            | 18,792            |
| Operating fund                 | <u>44,159</u>      | <u>-</u>         | <u>-</u>             | <u>44,159</u>     | <u>13,333</u>     |
|                                | <u>44,159</u>      | <u>15,911</u>    | <u>-</u>             | <u>60,070</u>     | <u>32,125</u>     |
|                                | <u>\$ 229,250</u>  | <u>\$ 15,911</u> | <u>\$ 7,596</u>      | <u>\$ 252,757</u> | <u>\$ 158,069</u> |

See accompanying notes

Approved on Behalf of the Board

 Director

 Director

**SOUTH SASKATCHEWAN INDEPENDENT LIVING CENTRE INC.**  
**STATEMENT OF OPERATIONS**  
**FOR THE YEAR ENDED MARCH 31, 2019**  
**(with comparative figures for 2018)**

|  | 2019             | 2018             |
|--|------------------|------------------|
| <b>REVENUE</b>   |                  |                  |
| Grants   |                  |                  |
| Independent Living Canada                                  | \$ 46,106        | \$ 44,215        |
| City of Regina   | 11,200           | 4,892            |
| Projects (Schedule 1)                                      | 1,028,759        | 986,140          |
| Other (Schedule 2)   | <u>13,833</u>    | <u>14,135</u>    |
|  | <u>1,099,898</u> | <u>1,049,382</u> |
| <b>EXPENDITURES</b>  |                  |                  |
| Accounting and legal                                       | 7,251            | 5,100            |
| Advertising and promotion                                  | 4,138            | 3,571            |
| Amortization   | 7,879            | 7,676            |
| Client training  | 517              | 1,262            |
| Contract Staffing  | 76,105           | 52,703           |
| Disability consumer accommodation                          | 404              | 1,569            |
| Disability staff accommodation                             | 623              | 761              |
| Disability staff parking                                   | 5,580            | 5,465            |
| EDP micro grants   | 2,108            | 5,663            |
| Equipment lease  | 15,125           | 15,337           |
| Fund development   | -                | 600              |
| Graduation activities                                      | -                | 25               |
| Grant return   | 2,517            | -                |
| Insurance  | 3,013            | 3,723            |
| Interest and bank charges                                  | 884              | 775              |
| Job accommodations   | -                | 413              |
| Meetings   | 700              | 1,093            |
| Memberships and dues                                       | 618              | 1,725            |
| Miscellaneous  | 655              | 228              |
| Office supplies  | 19,282           | 18,660           |
| Participant support fund                                   | 9,365            | 5,589            |
| Peer support activities                                    | -                | 673              |
| Postage and courier  | 255              | 558              |
| Printing and photocopying                                  | 6,025            | 2,593            |
| Program supplies   | 832              | 776              |
| Rent   | 102,724          | 105,248          |
| Repairs and maintenance                                    | 6,102            | 6,150            |
| Resource materials   | 1,387            | 1,410            |
| Salaries and benefits                                      | 717,093          | 729,327          |
| Technical support  | 8,253            | 9,694            |
| Telephone and Internet                                     | 15,007           | 15,297           |
| Training   | 14,548           | 12,498           |
| Training allowance - Targeted Initiative for Older Workers | 37,411           | -                |
| Travel and accommodation                                   | <u>5,552</u>     | <u>5,382</u>     |
|  | <u>1,071,953</u> | <u>1,021,544</u> |
| <b>SURPLUS (DEFICIT) FOR THE YEAR</b>                      | <u>\$ 27,945</u> | <u>\$ 27,838</u> |

See accompanying notes

SOUTH SASKATCHEWAN INDEPENDENT LIVING CENTRE INC.  
STATEMENT OF CHANGES IN NET ASSETS  
AS AT MARCH 31, 2019  
(with comparative figures for 2018)

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|  | Operating<br>Fund | Restricted<br>Capital<br>Fund | Total<br><u>2019</u> | Total<br><u>2018</u> |
|--|-------------------|-------------------------------|----------------------|----------------------|
| Surplus (deficit), beginning of the year | \$ 13,333         | 18,792                        | \$ 32,125            | \$ 4,287             |
| Surplus (deficit) for the year           | 27,945            | -                             | 27,945               | 27,838               |
| Acquisition of capital assets            | (4,998)           | 4,998                         | -                    | -                    |
| Amortization                             | <u>7,879</u>      | <u>(7,879)</u>                | <u>-</u>             | <u>-</u>             |
| Surplus (deficit), end of the year       | <u>\$ 44,159</u>  | <u>15,911</u>                 | <u>\$ 60,070</u>     | <u>\$ 32,125</u>     |

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See accompanying notes

-5-  
**SOUTH SASKATCHEWAN INDEPENDENT LIVING CENTRE INC.**  
**STATEMENT OF CASH FLOW**  
**FOR THE YEAR ENDED MARCH 31, 2019**  
**(with comparative figures for 2018)**

|   | 2019              | 2018              |
|---|-------------------|-------------------|
| <b>Operating activities</b>                               |                   |                   |
| Surplus (deficit) for the year - operations               | \$ 27,945         | \$ 27,838         |
| Items not involving an outlay (receipt) of cash           |                   |                   |
| Amortization  | <u>7,879</u>      | <u>7,676</u>      |
|   | 35,824            | 35,514            |
| Net change in non-cash operating working capital balances |                   |                   |
| Accounts receivable                                       | (2,455)           | 4,975             |
| Loan fund receivable                                      | 783               | 2,202             |
| Prepaid expenses  | 453               | 5,625             |
| Conexus Credit Union Shares                               | (216)             | (239)             |
| Accounts payable  | 11,829            | (27,691)          |
| Government remittances payable                            | 94                | 908               |
| Deferred revenue  | 54,812            | (134,154)         |
| Loan fund payable   | <u>8</u>          | <u>(510)</u>      |
| Cash provided by (used in) operating activities           | <u>101,132</u>    | <u>(113,370)</u>  |
| <b>Investing activities</b>                               |                   |                   |
| Additions to capital assets                               | <u>(4,998)</u>    | <u>(10,125)</u>   |
| Cash used in investing activities                         | <u>(4,998)</u>    | <u>(10,125)</u>   |
| <b>Financing activities</b>                               |                   |                   |
| <b>Increase (decrease) in cash</b>                        | 96,134            | (123,495)         |
| <b>Cash position, beginning of year</b>                   | <u>124,600</u>    | <u>248,095</u>    |
| <b>Cash position, end of year</b>                         | <u>\$ 220,734</u> | <u>\$ 124,600</u> |

See accompanying notes

**SOUTH SASKATCHEWAN INDEPENDENT LIVING CENTRE INC.  
NOTES TO THE FINANCIAL STATEMENTS  
MARCH 31, 2019**

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**1. Description of Organization and Incorporation Status**

The purpose of South Saskatchewan Independent Living Centre Inc. is to promote and enable the progressive process, whereby citizens with disabilities achieve their desired individual lifestyle by taking responsibility for the development and management of personal and community resources.

The organization is incorporated under the Non-Profit Corporations Act of Saskatchewan and under the current provisions of the Income Tax Act the Corporation is exempt from income tax.

**2. Summary of significant accounting policies**

These financial statements are presented in accordance with Canadian accounting standards for not-for-profit organizations. The more significant accounting policies are as follows:

(a) Fund Accounting

South Saskatchewan Independent Living Centre Inc. follows the restricted fund method of accounting for contributions.

(b) Capital assets

Capital assets are recorded at cost and amortization is provided for utilizing the diminishing balance method over the estimated useful life of the asset, which for equipment and furnishings is 30% and computer equipment is 45%.

(c) Revenue recognition

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred or restrictions are met. Unspent amounts are included in deferred revenue. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

(d) Financial instruments

The South Saskatchewan Independent Living Centre Inc. initially measures its financial assets and financial liabilities at fair value. It subsequently measures all its financial assets and financial liabilities at amortized cost.

Financial assets subsequently measured at amortized cost include cash and accounts receivable. Financial liabilities subsequently measured at amortized cost include accounts payable.

(e) Management estimates

The preparation of the financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amount of revenues and expenditures during the reporting period. By their nature, these estimates are subject to measurement uncertainty and the effect on the financial statements of changes in such estimates in future periods could be significant.

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**SOUTH SASKATCHEWAN INDEPENDENT LIVING CENTRE INC.  
NOTES TO THE FINANCIAL STATEMENTS  
MARCH 31, 2019**

**3. Line of credit**

A line of credit exists with Conexus Credit Union with an authorized credit limit of \$40,000. The credit line was not utilized at March 31, 2019 (2018 - NIL). The line of credit bears interest at prime plus 3% per year and is secured by a general security agreement.

**4. Capital assets**

|                           | <u>Cost</u> | <u>Accumulated<br/>Amortization</u> | <u>2019<br/>Net Book<br/>Value</u> | <u>2018<br/>Net Book<br/>Value</u> |
|---------------------------|-------------|-------------------------------------|------------------------------------|------------------------------------|
| Equipment and furnishings | \$ 98,268   | \$ 90,181                           | \$ 8,087                           | \$ 11,202                          |
| Computer equipment        | 77,605      | 69,781                              | 7,824                              | 7,590                              |
|                           | \$ 175,873  | \$ 159,962                          | \$ 15,911                          | \$ 18,792                          |

**5. Deferred revenue**

Funding received relating to specific projects have been deferred and will be recognized as revenue in the year the related project or event occurs.

|  | <u>2019</u> | <u>2018</u> |
|--|-------------|-------------|
| Saskatchewan Ministry of the Economy - Workforce Development - Regina  | \$ 32,340   | \$ 8,959    |
| Saskatchewan Ministry of the Economy - Workforce Development - Moose Jaw                                     | -           | 32          |
| Ministry of Social Services - Community Living Service Delivery  | 7,051       | 4,893       |
| Saskatchewan Ministry of the Economy - Employment Resources Project  | 9,519       | 1,849       |
| Saskatchewan Ministry of Immigration and Career Training - Targeted Initiative for Older Workers - Moose Jaw | 26,221      |             |
| Western Economic Diversification - Entrepreneurs with Disabilities Program                                   | 4,657       | 5,125       |
| Administration   | -           | 1,402       |
| Community Initiatives Fund   | -           | 1,483       |
| Farm Credit Canada   | 4,488       | 5,721       |
|  | \$ 84,276   | \$ 29,464   |

**6. Long-term debt**

Long-term debt consists of the following:

|                    | <u>2019</u> | <u>2018</u> |
|--------------------|-------------|-------------|
| CMHC - PDF advance | \$ 59,670   | \$ 59,670   |

The Canada Mortgage and Housing Corporation has no repayment terms and does not accrue interest.

**SOUTH SASKATCHEWAN INDEPENDENT LIVING CENTRE INC.  
NOTES TO THE FINANCIAL STATEMENTS  
MARCH 31, 2019**

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**7. Lease commitments**

A lease agreement exists with Parkview Developments Inc. for the premises at 2220 Albert Street, Regina, Saskatchewan. A five year term commenced October 1, 2015 requiring monthly payments of \$6,474 for the period of October 1, 2015 to September 30, 2017. This increases to \$6,844 for the period of October 1, 2017 to September 30, 2019 and to \$7,215 for the period of October 1, 2019 to September 30, 2020.

A lease agreement exists with Michael and Dylan Barker for the main floor premises at 610 Main Street North, Moose Jaw, Saskatchewan. A 12 month term began on January 1, 2019 requiring monthly payments of \$1,450 plus GST. South Saskatchewan Independent Living Centre Inc. has the option to renew the lease for an additional 12 months requiring monthly payments of \$1,500 plus GST.

A lease agreement exists with De Lage Landen Financial Services Canada Inc. for multifunction printers in Regina and Moose Jaw. A 66 month term commenced June 2014 requiring a base quarterly rent of \$4,223 plus GST and PST.

**8. Financial instruments**

South Saskatchewan Independent Living Centre Inc. is exposed to various risks through its financial instruments. The following analysis provides a measure of the South Saskatchewan Independent Living Centre Inc.'s exposure and concentrations at March 31, 2019:

Credit risk

Credit risk arises from the potential that a party may default on their financial obligations, or if there is a concentration of financial obligations which have similar economic characteristics that could be similarly affected by changes in economic conditions, such that the Organization could incur a financial loss. The Organization is exposed to credit risk with respect to cash and accounts receivable. The Organization manages its credit risk by placing cash with major financial institutions. Credit risk for accounts receivable is managed by the credit quality and diverse debtor base and creating an allowance for bad debts where applicable. There has been no change from credit risk exposure from 2018.

Liquidity risk

Liquidity risk is the risk that the Organization may not be able to meet a demand for cash or fund its obligations as they come due or not being able to liquidate assets in a timely manner at a reasonable price. The Organization is exposed to liquidity risk with respect to its accounts payable but manages its liquidity risk by holding assets that can be readily converted into cash. There has been no change from liquidity risk exposure from 2018.

Interest rate risk

Interest rate risk is a type of market risk that refers to the risk that the fair value of financial instruments or future cash flows associated with the instruments will fluctuate due to changes in market interest rates. The Organization is exposed to interest rate risk with respect to its cash its effect on interest income. Fluctuations in interest rates do not have a significant effect on cash due to the fact that interest income is not a major percentage of total revenue. There has been no change from interest risk exposure from 2018.

**9. Comparative figures**

Certain comparative figures have been reclassified to conform to the current year's presentation.

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**SOUTH SASKATCHEWAN INDEPENDENT LIVING CENTRE INC.**  
**SCHEDULES TO FINANCIAL STATEMENTS**  
**AS AT MARCH 31, 2019**  
**(with comparative figures for 2018)**

|   | 2019                | 2018              |
|---|---------------------|-------------------|
| <b>PROJECTS</b>   |                     |                   |
|   | <b>Schedule 1</b>   |                   |
| Neil Squire   | \$ 11,715           | \$ -              |
| Public Education  | 100                 | -                 |
| Saskatchewan Ministry of the Economy -<br>Education and Training                                    | 3,217               | -                 |
| Saskatchewan Ministry of the Economy - Workforce Development - Moose Jaw                            | 116,584             | 167,702           |
| Saskatchewan Ministry of the Economy - Workforce Development - Regina                               | 486,045             | 479,463           |
| Saskatchewan Ministry of the Economy - Employment resources   | 63,259              | 67,136            |
| Saskatchewan Ministry of Immigration and Career Training - Targeted<br>Initiative for Older Workers | 77,639              | -                 |
| Saskatchewan Ministry of Social Services - Community Living Service<br>Delivery                     | 125,719             | 120,575           |
| Western Economic Diversification - Entrepreneurs with Disabilities Program                          | <u>144,481</u>      | <u>151,264</u>    |
|   | <u>\$ 1,028,759</u> | <u>\$ 986,140</u> |
| <b>OTHER</b>  |                     |                   |
|   | <b>Schedule 2</b>   |                   |
| Donations   | \$ 350              | \$ 200            |
| Interest income   | 58                  | 58                |
| Memberships   | 14                  | 58                |
| Office rental   | 10,205              | 9,750             |
| Other   | 1,973               | 1,049             |
| Farm Credit Canada  | <u>1,233</u>        | <u>3,020</u>      |
|   | <u>\$ 13,833</u>    | <u>\$ 14,135</u>  |

**SOUTH SASKATCHEWAN INDEPENDENT LIVING CENTRE INC.**  
**SCHEDULE TO THE FINANCIAL STATEMENTS**  
**MINISTRY OF SOCIAL SERVICES**  
**FOR THE YEAR ENDED MARCH 31, 2019**

|   | 2019              | 2018           |
|---|-------------------|----------------|
| <b>LEADERSHIP</b>                               | <b>Schedule 3</b> |                |
| <b>Revenue</b>                                  |                   |                |
| Ministry of Social Services (Leadership)        | \$ 27,304         | \$ 24,403      |
| Add deferred revenue prior year                 | 2,286             | 5,682          |
| Repayment of deferred revenue                   | (2,287)           | (5,682)        |
| Less deferred revenue current year              | <u>(2,809)</u>    | <u>(2,286)</u> |
|   | <u>24,494</u>     | <u>22,117</u>  |
| <b>Expenditures</b>                             |                   |                |
| Insurance                                       | 160               | 243            |
| Office  | 336               | 296            |
| Printing  | 118               | -              |
| Salaries and benefits                           | 23,162            | 20,957         |
| Telephone                                       | 670               | 621            |
| Travel  | 48                | -              |
|   | <u>24,494</u>     | <u>22,117</u>  |
|   | <u>\$ -</u>       | <u>\$ -</u>    |
| <b>SUPPORTIVE LIVING</b>                        | <b>Schedule 4</b> |                |
| <b>Revenue</b>                                  |                   |                |
| Ministry of Social Services (Supportive Living) | \$ 105,468        | \$ 101,067     |
| Add deferred revenue prior year                 | 2,606             | 15,052         |
| Repayment of deferred revenue                   | (2,607)           | (15,055)       |
| Less deferred revenue current year              | <u>(4,242)</u>    | <u>(2,606)</u> |
|   | <u>101,225</u>    | <u>98,458</u>  |
| <b>Expenditures</b>                             |                   |                |
| Insurance                                       | 287               | 431            |
| Office supplies                                 | 372               | 646            |
| Peer support activities                         | 878               | 582            |
| Printing  | 336               | -              |
| Professional fees                               | 332               | 332            |
| Program supplies                                | 832               | 905            |
| Rent  | 5,362             | 5,430          |
| Salaries and benefits                           | 89,361            | 85,748         |
| Telephone                                       | 670               | 621            |
| Training  | 521               | 856            |
| Travel and accommodation                        | 2,274             | 2,907          |
|   | <u>101,225</u>    | <u>98,458</u>  |
|   | <u>\$ -</u>       | <u>\$ -</u>    |







Annual Report 2018-2019