

ANNUAL REPORT 2016-17



2016-17 BY THE NUMBERS

Extend-A-Family Waterloo Region was founded in 1981 by parents of children with developmental disabilities, as a way to build friendship and nurture community in Waterloo Region. As a local not-for-profit who serves nearly 2,000 adults and children with developmental and physical disabilities, EAFWR is committed to dignity, inclusion and belonging for all.



1,756
PEOPLE SERVED
IN 2016-17

52
PEOPLE SUPPORTED
THROUGH COMMUNITY
PARTICIPATION SUPPORTS

71
PEOPLE SERVED
AT SUMMER
PROGRAM

40
PEOPLE LIVING
WITH FAMILYHOME

117
PEOPLE RECEIVING
RESPITE SERVICES

1,319
CHILDREN SERVED THROUGH
SPECIAL SERVICES AT HOME

400
ADULTS SERVED
THROUGH PASSPORT

299
25% INCREASE
IN SSAH FAMILIES
SUPPORTED

598
PEOPLE RECEIVING 1 TO 1
INDIVIDUALIZED SUPPORT

36
YEARS IN
SERVICES



299

New families received funding from Special Services at Home.

150

Grade one students took part in I Choose Dignity in the Classroom.

YEAR IN REVIEW

It was an excellent year! Growth, evaluation and progress were all a part of the journey.

Special Services at Home (SSAH) and Passport, programs aimed at meeting people's individualized needs, received more Ministry funding, which allowed us to welcome 299 new SSAH families (see pg 7). Passport's funding increase also addressed the wait list (see pg 8).

Supported Independent Living (SIL), a program new to EAFWR, offers the possibility to embrace creative approaches used by our FamilyHome team (see pg 16). Through SIL, we are better able to serve those young adults teetering between wanting some support and asserting their independence.

Thanks to the Ontario Trillium Foundation, we hired a Newcomer Resource Coach. They focus on families who have a child with a disability, and are new to Canada. The aim of this initiative is to connect families with local services and work with them to build a sense of belonging in Canada.

Innovative work in four neighbourhoods (see pg 11) led to increased inclusion-creating opportunities, which showcased the ability of people with disabilities to contribute in meaningful ways. Also, through I Choose Dignity in the Classroom we were privileged to share the importance of everyone being included through experiential learning to 150 students (see pg 12).

Each possibility exists because of the generosity of people and organizations that believe this work matters. These gifts of time, money and resources pointed to real change, by generating more occasions for people to recognize they matter and are contributing members of their community. Sharing one's talents, skills and knowledge are critical to ensure dreams become reality. Thank you for believing in those visions of how life could be and should be.

With increasing pressures to do more with less, we are committed to high quality service and staying true to our values. We believe we are achieving this. The opportunity to support families through Independent Contractors will be offered in the coming year. EAFWR's role is to support and serve, to whatever degree a family requires and adding Independent Contractors provides increased flexibility.

Evaluation was a focus this year. For example, we spent much time with our Direct Support People getting clarity about their expectations of EAFWR and how to better support them in their important work. Next year, our evaluation efforts will shift to Communications, Respite, and I Choose Dignity, with an aim for improvement.

We were thrilled this year to offer a Living Wage to all our employees - a goal finally realized!

In addition to the areas of progress, concerns remain: how best to serve families and adults who are waiting for service,

and an infrastructure which is overburdened. While we are witnessing improvement, much still needs to be done. Gainful employment for people with disabilities is still not a reality. As well, true citizenship for all is at the core of what we do, and it is far from where it should be.

We are heartened by the growing number and quality of our partnerships with the universities and colleges, the school boards, The Working Centre, neighbourhood groups and community centres, local businesses, plus a myriad of others. Thank you for offering opportunities for real work and volunteering.

We are keenly aware there is much to be done. We are driven by our belief that a whole community includes all, and all must have real possibilities to partake in everything that our community has to offer.

Thank you to our hardworking Board of Directors, our committed staff, our generous funders and donors, and all who believe in and work hard to build a community where everyone belongs. We look forward to another exciting and excellent year. Thank you.

Maria de Boer
Executive Director

Kevin Mendoza
Chairperson, Board of Directors



598

PEOPLE RECEIVING 1 TO 1
INDIVIDUALIZED SUPPORT

327

DIRECT SUPPORT PEOPLE CURRENTLY
EMPLOYED BY EXTEND-A-FAMILY
WATERLOO REGION

99

NEW DIRECT SUPPORT
PEOPLE HIRED IN 2016-17

400

ADULTS SERVED THROUGH PASSPORT

INDIVIDUALIZED SUPPORT

With programs that are individualized to children, adults and community participation, each person is supported based on their needs, goals and dreams. Extend-A-Family Waterloo Region uses an individualized approach in all the work that we do, including in programs like Special Services at Home, Passport and Working Adults Learning Empowering Skills.

Special Services At Home

I first met Angela's family two years ago. The hope was that we could continue to assist them with administering their Special Services At Home funding.

Special Services At Home funding benefits each family in a unique way. Whether its respite or camps, exploring social programs or ways to keep active, each person uses their SSAH funding in a way that enhances their life.

In Angela's case, her funding was being used to help cover the cost of her swimming registration. Not only was this a way for Angela to stay active, it was also an opportunity for her to increase her self-confidence and work towards her goals.

I had no idea where this would lead.

Angela's mom emailed, letting us know that she had done so well in her provincial competition. So well, in fact, that she would be participating in the Olympic Trials as a Para Swimmer.

I knew that Angela had been dedicated to swimming, and was excited to read about her successes in the pool and how that had helped in other areas of her life. Excited to send along updates about their adventure at the Olympic Trials, Angela and her mom proudly wrote about Angela placing first in her classification, and receiving a gold medal for her 200 Freestyle. Her mom said:

“ I CAN'T EXPRESS HOW THANKFUL I AM FOR YOUR SUPPORT. ANGELA CONTINUES TO WORK HARD IN AND OUT OF THE POOL. YOUR AGENCY HAS GIVEN ANGELA THE OPPORTUNITY TO FOLLOW HER DREAMS AND BELIEVE IN HERSELF. ”

It is truly remarkable to be invited into such amazing moments, through the support we offer in administering Special Services At Home funding. Angela continues to use her funding to cover the costs of her swimming and I cannot wait to see where her dreams and accomplishments lead her next.

Passport

Sometimes when change happens, it can offer an incredible opportunity.

For more than three decades, Dean has been connected to Extend-A-Family Waterloo Region. In that time, we have had the tremendous opportunity to connect, get to know and grow with his family.



Unfortunately, a little over a year ago, his mother passed away. With his sister at his side, there was change in the air for Dean.

Knowing he had interests and goals he wanted to pursue, Dean asked us to match him with a new Direct Support Person. Cue up Rob, an empowering individual who immediately recognized that Dean was looking for *one of the guys* to mentor and help him with his dreams. The two of them set to work on different tasks that ensured Dean would continue to live independently in his own home. Things like leaving messages, how to ask for assistance, and problem solving skills were opportunities for Dean to shine. Rob also encouraged Dean to try new activities, and to his surprise, Dean was discovering things that he truly liked.

This past Christmas, Dean invited all of his family, friends and supports to dinner at a local restaurant. After dinner, he invited everyone back to his home for a concert. Dean had been working with his music teacher for several months, and was excited to perform two songs to the people he cared about. We were invited, experiencing Dean's moving and amazing rendition of *Me and Julio Down at the School Yard*.

Seeing Dean flourish, with Rob and his sister alongside him, has been a humbling experience. It reminds us that our work, even if decades in the making, is always changing. Opportunity can happen at any time.

Working Adults Learning Empowering Skills (WALES) Group

At 22 years-old, Christine and her family found themselves with a problem – a problem that is unfortunately all too common. Christine had finished secondary school life-skills and had nowhere to go afterwards. Here was this bright, enthusiastic young woman, being held back from contributing to her community because of barriers placed on her by a label of disability. Did she quit? No way!

Christine first met the WALES Group at a fundraising walk in the summer of 2010, where she began talking to them. She wanted to know what WALES was about. When she found out, she talked to her family and her DSO worker and said, “I want to go there.”

By September of 2010, Christine had joined with a vengeance. She showed and told us who she was and how she might enjoy and feel belonging in her community. Jumping into volunteer, recreation and employment activities, Christine gleefully made connections and helped others. Of course, there was a lot of trial and error, but Christine persisted, always up for a new challenge and learning (and knowing) WALES would always be there to support her as much as she needed.

Seven years later, through her involvement with WALES, Christine has had many different experiences with her community. Despite tears and failures, she has developed places

of work and recreation, where she contributes and belongs – places where she is missed when she does not show-up.

No longer stuck at home, Christine touches base with WALES to help keep her busy schedule organized. A frequent flyer at a knitting group, she volunteers at a local school and with a community arts group. She has built a strong group of social connections that meet regularly at coffee shops and the library, and support each other. Christine continues to lean back on WALES as she continues the search for the ever elusive paid position that suits her talents.

Exactly the hope of the WALES group, Christine is working to accomplish the goals each member wishes to achieve. She has accomplished much and wants for more – a life in her community where she is received, treated with dignity, and knows she belongs.

WALES Group members experienced:

6000

Volunteer hours contributed to the community.

And were hired for:

1017

Hours and 30 minutes of paid employment.



WORK IN THE COMMUNITY

Extend-A-Family Waterloo Region collaborates with community partners, neighbourhoods and organizations to build lasting change. With belonging and inclusion at the heart of everything we do, community work is vital to nurturing a Waterloo Region where everyone belongs.



Community Development

Bringing people together and building a community that is supportive of all of its citizens is at the core of community development. Whether it's engaging in a gathering, an event or bringing a group of people together that ordinarily wouldn't connect, we want to find a way to impact those involved, creating some form of lasting change.

Lasting change – no small feat, and often immeasurable and difficult to see. Our approach is to engage people with our work, in ways that levels the playing field. Putting the people we serve, people with disabilities, as the planners and organizers. Sponsors are encouraged to come out and participate. Participants become the evaluators. Our hope is that the people involved will see themselves standing alongside others, discovering that respect and esteem flows between them, from organizer to participant. The playing field is equal.

So brings us to a single afternoon: our community dodgeball tournament, a single event in a series of more than fifteen

gatherings we host each year. Neighbours throwing a soft(ish) ball at one another and sharing pizza together following the game play. A simple afternoon that is filled with fun and comradery, organized by the very people we serve. However, eight months later, when a community association connects with Extend-A-Family Waterloo Region wanting to know how our tournament went, and whether we wanted to share our learnings and ideas, we are presented with an opportunity.

This is the shining moment when we redirect questions from the community association to the committee that built the event and brought it to fruition; people who are served by Extend-A-Family Waterloo Region. It is that committee that now collaborates with the community association. While the initial tournament was an ordinary recreational sporting event, what resulted was the positioning of a person, who normally might not be thought of or recognized as a contributing member, as a skilled and knowledge person with much to contribute. What resulted is a citizen assuming their rightful place.



i choose dign!ty

Imagine this. Melissa, one of the I Choose Dignity in the Classroom facilitators, is supporting a grade one student with an exercise about uniqueness and individuality. The student, caught in the moment, studies Melissa's face before plainly stating, "you are smart, Melissa".

This moment hardly seems out of the ordinary. A compliment paid with sincerity and kindness is an everyday occurrence for most. So much so, that we often don't recognize the compliment, or even shrug it off.



Except this is a profound moment for Melissa. People often make assumptions about her because it is visibly apparent she has some sort of disability.

Melissa, who is funny, bright, motivated, a musician and a sports enthusiast. Melissa who uses a wheelchair. She is so much more than the chair she sits in, yet she shares with the students that many people often see the electric chair she uses, and sometimes never see much beyond it. People rarely ask her all those small talk sorts of questions you or I might get. Where are you from? What do you do? Do you have kids? Questions often relate, in some way, to her chair.

Advocating to the grades one we were working with, Melissa encouraged that asking questions can be good. She helped them begin to understand what good questions sounded and felt like. The way we say the words we speak has a big impact. Our questions often help paint a picture of the story we are interested in pursuing in our heads. It is with this backdrop that the young child who looks deeply at Melissa, and sees her, said how much they valued her. For Melissa, it is apparent that this isn't an ordinary exchange.

I Choose Dignity in the Classroom is quickly impacting the students who engage with the curriculum, as well as the schools in which it is being taught. The structure of the program, as well as the content, are painting a new kind of normal.



394

PEOPLE RECEIVED TRAINING
FROM EAFWR IN 2016-17

224

PEOPLE EXPERIENCED THE INCLUSION
WORKSHOP, DEVELOPED AND
FACILITATED WITH A SELF-ADVOCATE

91

PEOPLE EARNED THEIR
EMERGENCY FIRST AID/CPR
LEVEL C



SERVING YOU BETTER

Extend-A-Family Waterloo Region is continually looking at how we do our work, and how we can make it better. Whether it's through infrastructure upgrades, better training and development, or other ventures, our values and quality of service are at the heart of everything we do.

Training

With any team, it is always important to have people with complementary strengths, experiences and qualifications. Building a team of workshop trainers is no exception.

In October of 2016, we interviewed and hired Tristan for a workshop that needed to be redeveloped and carried out. When we asked Tristan where he found the posting and what drew him to the role, he said,

“AFTER MANY YEARS OF LOOKING AT JOB POSTINGS AND FINDING NOTHING, IT WAS INCREDIBLE TO SEE SOMETHING THAT SAYS ‘I CHOOSE YOU’.”

He went on to explain that the job description was the first he'd seen that was looking for a person who has a disability and that didn't seem like a pity job. Tristan believes that he acts as a bridge for people who come to learn because he can relate personally to the information he teaches.

Recently someone asked the question, “isn't it tokenistic to hire a person with a disability to be a trainer?” The underlying question: are we hiring this person to make ourselves feel good about being inclusive?

The answer is no – hiring someone with a disability to be a trainer at EAFWR is not tokenistic. If you come across a job posting for EAFWR trainers, you will read: lived experience with a disability is an asset. Why? Because in a team of trainers who are teaching about inclusion, providing quality support, or abuse prevention and awareness, it is critical to hear the voice of someone who knows from experience. It is not tokenistic because without this perspective and lived experience, the learning is simply not as meaningful. It is not tokenistic because this person is not hired to fill a position, this person is hired to build it from the ground up. Effective disability training cannot exist without the contributions of a person who has a disability.

Lived experience with a disability is an asset. It's also empowering.

LIVING IN THE COMMUNITY

Something we hear time and again is that the people we support want to live and feel connected to their community. Some will live with family and seek short breaks while others want an opportunity to live more independently. Programs like FamilyHome and Respite offer the creativity and flexibility to do just this.



FamilyHome

We often see success as forward movement or accomplishing a goal. However, when that is our primary definition we miss the opportunity to meet someone where they're at and listen to what they want for their life.

Matt is a person who grew up with many mobility aids. He spent his childhood using leg braces, crutches and wheelchairs to get around. Early on, Matt decided he wanted to walk on his own without the need of these aids. He accomplished that goal, and for over 20 years has lived life with his family and friends, holding paid employment, volunteering and exercising in the community.

This past year, Matt recognized that he has become more unsteady in his balance. He began to talk to the people in his life about the idea of getting a walker.

During some initial conversations, he was asked if he really needed a walker and if he wanted to use an aid that he previously worked so hard to not need anymore.

While mobility aids allow people opportunities to experience and enjoy a full life, would this be a step backwards in Matt's story?

Matt's answer was "No!"

He persisted and advocated for himself. He boldly stated this was what he needed and asked for help to make this happen. As much as we want to say that this success was in part due to the fact that he lives in FamilyHome, which provides him a living environment and relationships with a young family who encourage him to advocate for himself, this is not the claim to the success of this story. Matt is his own success.

He stands up for himself, asks for help and reminds those around him that he is a person who can make his own choices. Matt does not think he should ask for permission to make choices. He believes he has the right to make choices in his life. And so, Matt is sporting a brand new walker all around town and is proud to show off his Hot Wheels to anyone who asks.

Using a walker is not a step backwards. It's a step forward in true citizenship. Matt spoke up for what he wanted and followed through on something that helps him enjoy a full life.

Short Breaks (Respite)

"Lost time is never found again" –Benjamin Franklin

With all due respect to Mr. Franklin, with the assistance of Extend-A-Family Waterloo Region's Respite program, lost time can potentially be found again. The respite program at EAFWR is unique and with the funding available, we as service providers are able to ask the individuals and families we serve what they need, rather than telling them what they can have.

Asking the people we support what they need and being able to offer that individualized, catered support to them has allowed for hours, days and even weeks to be found again.

This past year, I was sitting with a family and listening to their story about how they were about to celebrate their 25th wedding anniversary. Mom and Dad both wished that they could go somewhere to make marking this milestone that much more special. The only issue was that they were very uncomfortable leaving their daughter with a service provider for an entire week, so decided to stay home instead. After asking about supports that they have in their circle, we were able to establish a plan with some respite funding where another of their daughters could come home for the week, stay with her sister, and the parents were able to celebrate their anniversary with a trip south.

WHILE MANY OF US MIGHT TAKE A TRIP SOUTH FOR GRANTED, THIS WAS THE FIRST TRIP THAT THIS COUPLE WAS ABLE TO TAKE TOGETHER IN OVER 15 YEARS. I WOULD ARGUE WITH MR. FRANKLIN THAT SOME OF THAT LOST TIME, FROM THE PAST SEVERAL YEARS, WAS INDEED FOUND LAST WINTER.



\$96,374

RECEIVED FROM ONTARIO TRILLIUM FOUNDATION, KITCHENER
WATERLOO COMMUNITY FOUNDATION, CAMBRIDGE AND NORTH
DUMFRIES COMMUNITY FOUNDATION AND CANADA SUMMER JOBS

\$32,828

GIFTED BY INDIVIDUAL DONORS

\$9,390

RAISED AT FUNDRAISING EVENTS

\$2,716

RECEIVED IN GIFTS AND
IN-KIND SERVICES

FUNDING FOR BELONGING

It takes a community of dreamers, funders, and supporters to do the work we do. Here are some of the ways Extend-A-Family Waterloo Region receives their funds.

Fundraising

Years ago, I received a call from a family wanting to speak about possibly donating. Receiving a call like this was a new experience for me. Usually it is reversed – I would reach out and ask for a gift.

When we met, this unassuming gentleman shared that he had left a message at another organization previously. However, his call was not returned. Lesson one – return calls because you never know why someone is calling.

He asked about my dreams for EAFWR. Not being asked this question before, I responded carefully. Although my mind was spinning with ideas and visions, hoping for this moment, I stumbled and stayed cautious. Worried about appearing greedy, I dared not dream too big. I took the safe route and requested a small donation. He graciously agreed and left.

Upset that I might have missed a truly meaningful opportunity, I called him and asked for a redo of the *dreams conversation*. This time, I was prepared. Again, his response was positive. Lesson two – positive responses create possibilities.

This year, through much hard work, the project that began from the dreams conversation was able to proceed without their support.

This presented another opportunity for a dreams conversation. We shared with them our work with grade one students – lessons about respect, kindness and the gifts that everyone contributes. We spoke about our dream to expand these teachings throughout Waterloo Region, asking if this was something they would support. Thankfully, they agreed.

Their support allowed us to expand to six classrooms and pay self-advocates to come and speak about dignity, belonging and community. It is through the kindness of donors that EAFWR can push boundaries, be creative and embark on game changing ventures.

Thank you to our funders who allow dreams to become reality. Every gift given is important, and contributes to dreaming big and being brave enough to say those dreams out loud.

Donor, Sponsors and Supporters List:

Thank you for your generous gift this past year. You're helping build a community where everyone belongs.

\$1000 +

All-Brite Glass and Tint
Armitage Technology Group Inc.
Canada Summer Jobs
Echosims
Faisal Susiwala
Federation of Students -
University of Waterloo
GOOGLE
Jonathan Kliegman
Kitchener Waterloo Civitans
Kool FM
May Court Club of Kitchener-
Waterloo
Ontario Trillium Foundation
Run Waterloo & Your
Neighbourhood Credit Union
Sorbara Law
The Kitchener and Waterloo
Community Foundation

Becky Klokoff
Blair Road Neighbourhood
Association
Cameron Dearlove
CUPE 1512
Dale and Regina Weber
Denis Chan
Joe & Laura Krizmanic
Juanne Clarke
Keith & Helen Heimpel
Kitchener-Waterloo Association
for Community Living
Leslie and Bernie Hermesen
Lynda Hammond
Manulife Financial
Maria de Boer
Myroslaw Tataryn & Maria
Truchan-Tataryn
Sheila Hanon
Stephen Ohi
Tepperman's Furniture

The Cambridge and North
Dumfries Community
Foundation
The McTavish Family

The Water Elphs
Toyota Motor Manufacturing
Corporation
Wentworth Financial
Younhee Ma

\$20-\$99

Ana Da Silveira
Ann & Bob Fielding
Ashley Edwards
Ben & Deb Nederpelt
Edna Rhoda
Elise LePage
Erma Beaton
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Jim Long
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Karolyn Heubner
Kate and Dave Beaton
Katie Parkes
Kelly MacMillan

Kerry Cressman
KW High Hopes
Lynne Thomson-Haven
Maureen O'Neal
Maynard Rollins
Mirela Toholj
Nigisti Tsegay
Prima Care Community Family
Health Team
Richard Douglas
Ross Woolner
Sharon McMorran
Shirley Dunford
Sonja Cosic
Susan Dobbie
United Way of Kitchener-
Waterloo
United Way of Toronto and
York Region
William Steckley

VISIT US ONLINE AT
EAFWR.ON.CA
FOR WAYS TO GIVE!

Audited Financial Statement

\$1,717,897 TOTAL ASSETS
\$10,294,658 TOTAL REVENUES
\$1,090,075 TOTAL LIABILITIES
\$10,226,957 TOTAL EXPENSES

REVENUE	2017		2016	
Province Of Ontario	\$7,107,339	69%	\$6,735,698	70%
Central West Region Passport Agency	\$2,052,401	20%	\$1,845,527	19%
Program Billing	\$425,347	4%	\$386,491	4%
Other Funding	\$149,906	2%	\$22,492	0%
Donations And Fundraising	\$113,987	1%	\$126,378	1%
Community Care Access Centre	\$131,844	1%	\$152,705	2%
United Way	\$13,800	0%	\$13,812	0%
Investment Income	\$11,344	0%	\$10,884	0%
Government Of Canada	\$21,949	0%	\$9,834	0%
Other Partners	\$266,741	3%	\$373,155	4%
	\$10,294,658	100%	\$9,676,976	100%

EXPENSES	2017		2016	
Salaries, Wages And Benefits	\$4,058,997	40%	\$3,943,579	41%
Direct Families And Program Expenses	\$5,313,973	52%	\$4,705,915	49%
Consulting And Professional Fees	\$136,173	1%	\$166,484	2%
Occupancy Costs	\$122,745	1%	\$124,192	1%
Office	\$135,610	1%	\$118,749	1%
Staff Training And Travel	\$71,395	1%	\$85,431	1%
Indirect Families And Program Expenses	\$80,650	1%	\$77,937	1%
Computer Related Expenses	\$14,870	0%	\$25,260	0%
Amortization	\$16,575	0%	\$24,915	0%
Fundraising Expenses	\$2,869	0%	\$2,432	0%
Other	\$6,359	0%	\$4,357	0%
Other Partners' Expenses	\$266,741	3%	\$373,155	4%
	\$10,226,957	100%	\$9,652,406	100%
Excess Of Revenue Over Expenses:	\$67,701		\$24,570	

COMMUNITY. DIGNITY. BELONGING

A new chapter

It has been my great honour to serve everyone connected to Extend-A-Family Waterloo Region for more than three decades. In September, I will graduate to a new stage in my life.

Through my work with EAFWR, I am grateful to have been afforded so many opportunities including; meeting and being taught by the wonderful people we serve, partnering with other organizations and people to create exciting entrepreneurial



possibilities, leading and being lead, exploring new ideas and journeys together with the creative, committed, hardworking and amazing staff at EAFWR, learning through courses, workshops, and meetings with others in various fields, working and dreaming alongside funders, guiding and be guided by invaluable Board members, and being grounded in our values of belonging, dignity and community.

For all that, I am so thankful.

These are exciting times for EAFWR. With new leadership comes new possibilities. There are journeys down roadways not previously explored, connections waiting to be made, old relationships to be deepened and new ones to be created. With new leadership comes different ideas, innovative approaches and fresh visions.

What I believe will stay constant is EAFWR's commitment to those we serve and the values that make us an exceptional organization and community member.

All the best as you venture forward into an exciting next chapter.

With appreciation,

Maria de Boer

Maria de Boer

LIVE FULLY IN A COMMUNITY WHERE EVERYONE BELONGS.

Extend-A-Family Waterloo Region was founded in 1981 by parents of children with developmental disabilities, as a way to build friendship and nurture community in Waterloo Region. As a local not-for-profit who serves nearly 2,000 adults and children with developmental and physical disabilities, EAFWR is committed to dignity, inclusion and belonging for all.

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Community. Dignity. Belonging.

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📌 Extend-A-Family Waterloo Region

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This annual report is produced by Extend-A-Family Waterloo Region.
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