



CANADIAN CENTRE ON DISABILITY STUDIES
2011-12 ANNUAL REPORT

CCDS Profile

About Us

The Canadian Centre on Disability Studies (CCDS) is a consumer-directed, university-affiliated centre dedicated to research, education and information dissemination on disability issues.

Mission Statement

Through our activities we promote full and equal participation of people with disabilities in all aspects of society – locally, nationally and globally.

CCDS is committed to partnering with other interested parties on initiatives of mutual concern and benefit. Our model is to seek partnerships with the disability community, the corporate sector, the academic world and governments.

Philosophy

The Canadian Centre on Disability Studies is guided by the philosophies of independent living and community living, emphasizing human rights, self-determination, interdependence, equality, a cross-disability focus, and full and valued participation of the community. Members of the disability community are key participants in directing CCDS policies and participating in CCDS' activities.

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Letter from the President

Dear Members,

The last year saw the CCDS continued its 16-year tradition of initiating and supporting positive and sustainable change in Canada and the world via disability related research, education and partnership building. As an organization, we have committed and diverse national Board and program committees, knowledgeable and capable staff, and growing number of supporters.

In the past year, CCDS focused on four areas:

- Governance
- Programming
- Administration
- Financial Stability

These areas were addressed during this last year as we continued the implementation of existing projects and initiatives, and as we were finalizing our new strategic plan for 2012-2017, which was approved by the CCDS Board of Directors in February 2012. The process of strategic plan development was inclusive, intense and exciting – providing an opportunity for the staff and the Board to have frank and in-depth discussions about current governance issues, financial situation, programmatic directions and structures, and role of the CCDS Board in ensuring sustainable growth of the CCDS and meeting its mandate.

CCDS staff ensured that our work is constructive and meaningful and is being lead by knowledge and perspectives of people with disabilities and the needs for systemic changes. Our staff also initiated a new outreach and communication strategy that provides

more opportunities for the Board members to be involved in knowledge mobilization via their own networks. It is also important to note that the Board of Directors is ready to play a stronger collaborative leadership role in the next phase of the CCDS growth and development.

I have learned that change is not always a bad thing, and that we must embrace the opportunities that come with change. The changes that are coming as part of our next phase will allow us to plan, react and deal with whatever may come next. There is a strong team of the core CCDS staff - Allen Mankewich, Denise Desmond, Youn-Young Park, Norm Magnusson and Olga Krassioukova-Enns. Eleanor Chornoboy and Iryna Khomenko continue to contribute to our international initiatives. Members of the Board have also seen significant and important renewal, with both some new blood and long-term stalwarts. Our strategic planning process has given us a new strategic plan, with a continuation of some previous directions, and the refinement of others.

I want to thank the people who have been so committed to CCDS over this last year. From the staff, to the Board members, to committee members, to members at the general meeting, and other people associated with CCDS, I have benefited from the sage counsel of many people, as has CCDS. I am exceptionally grateful for all of the assistance offered to me, and to CCDS. Continuing commitment from all of these groups will allow CCDS to not only survive, but thrive and innovate.

Respectfully Submitted,

Darcy L. MacPherson

President and Chair of the Board

Nominations Committee Report

Anne Kresta, Olga Krassioukova-Enns, and Darcy MacPherson formed the Nominations Committee, with staff support from Allen Mankewich to make recommendations to the Board regarding Board membership.

Four current Board members were eligible for re-election in 2011-12: Darcy MacPherson, Don Fuchs, Carmela Hutchison, and Ian Buck. They were re-elected to the Board, along with Alexis Davis of

Vancouver, John VanWalleghem of Winnipeg and Donna Thomson of Ottawa, who were nominated through the 2011 nomination process.

In 2011-12, we said farewell to Board members Bonnie Brayton and Robert Elliott.

Each of our past and present Board Members have shown a strong commitment to CCDS and disability issues, and CCDS thanks them for their service.



Letter from the Executive Director

2011-12 was the final year of the previous CCDS strategic plan, during which considerable contributions were made to building disability-related research and the inclusive policy development capacity of CCDS and its partners, as well as promoting Disability Studies knowledge in Canada and internationally.

During the last year we continued our focus on the following initiatives and partnerships:

- Promotion of Disability Studies through:
 - The project “Disability, Diversity and Development” – Development and testing of a toolkit for teachers in Manitoba and Saskatchewan;
 - Organizing a Disability Studies directors’ panel at the CDSA conference. The panel discussed the impacts of five Disability Studies programs in postsecondary institutions across Canada;
 - The project “Inclusive Education for Children with Disabilities in Ukraine” – The interdisciplinary course “Disability and Society”, which the project developed, was approved and recommended by the Ministry of Education and Science of Ukraine for all post-secondary institutions in Ukraine;
 - Promotion of Disability Studies concepts in Ghana and Uganda through partnerships with local organizations and universities;
 - Ongoing participation in the Steering Committee of the Masters program in Disability Studies at the University of Manitoba and the Curriculum Committee at the University of Winnipeg.
- Research and policy development in the area of aging and disability:
 - Further development of the Livable and Inclusive Communities Model and development of a Discussion Guide designed to assist initiatives create a Livable and Inclusive Community;
 - Facilitating an ongoing dialogue on

- Visitability and its benefits;
- Building research capacity of disability and community organizations, and emerging researchers in the disability field:
 - Small Grants Program (in partnership with the Society for Manitobans with Disabilities);
 - Field placements and internship opportunities for graduate students from Ghana and Uganda in cooperation with the University of Manitoba;

During the last year, we completed our new 2012-2017 strategic plan with assistance from the staff, committees, and the Board of Directors, who shared their perspectives on CCDS and provided recommendations for its future. Internally, we reviewed governing and operational policies, capacity of the staff, and needs of the committees and Board. Externally, we looked at the current trends that influence sustainability, Disability Studies, disability research, and policy development.

In our new strategic plan for 2012-2017, we emphasize that CCDS is about positive change. Most importantly, CCDS is about change in people’s lives. Changes in attitude starts with gaining knowledge about disability and rights, understanding existing barriers to inclusion and full participation of people with disabilities, and collaboratively finding systemic solutions.

I am privileged to work with the dedicated team of the CCDS committees, the Board, projects’ participants and staff members. Last year we welcomed Karen Schwartz and Youn-Young Park as our senior researchers. We also said ‘good bye’ to Andrew Strutt. I thank our core staff – Allen Mankewich, Denise Desmond, Norm Magnusson, Iryna Khomenko and Eleanor Chornoboy for their commitment, knowledge and expertise.

We are looking forward to advancing disability knowledge and putting it into actions that will lead to more inclusive society.

Sincerely,

Olga Krassioukova-Enns
Executive Director

CCDS Program Committee Report

During the spring of 2012, three former standing committees, Research, Education and International, were re-constituted as a single Program Committee. Members of the three former standing committees and CCDS staff formed a working committee to recommend a revised working structure to the Board. Recognizing a single standing committee could streamline responsibility and decision-making and make fewer demands on staff, the working committee recommended the formation of a standing Program Committee and suggested terms of reference. From its terms of reference, the Program Committee purpose is: “to facilitate and oversee the development and implementation of the CCDS’

program within the organization’s overall mandate dedicated to research, education, and knowledge mobilization on disability issues at local, national and international levels.” The Committee functions are:

1. To review, recommend and monitor CCDS involvement and participation in program related activities, keeping in mind the organization’s philosophy and mission
2. To assist CCDS in making contacts and/or creating networks for the purpose of facilitating program related activities
3. To review and make recommendations to the Board with regard to CCDS research/

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CCDS Theme Area: Inclusive Education

There is growing interest in Ukraine with regards to disability issues and inclusive initiatives by government, community organizations, universities and other sectors. The most significant forces to this increasing interest in inclusion are: pressure to governments and communities by parents of children with disabilities; leadership and commitment by disability stakeholder groups; increasing expectations from the international community with regards to inclusion, especially related to the UN convention on the Rights of Persons with Disabilities; and ultimately, the recognition by the Ukrainian society of the importance of inclusion. We are proud that our project contributes to these forces and continues to be a catalyst for positive and systemic changes.

In 2011-12 the project continued to focus on developing inclusive policies and programs and promoting inclusive education, with an emphasis on knowledge-based and participatory decision making process. Involving children with disabilities and their families in promoting inclusive education helps them exercise their rights and gain social and economic independence. During the fourth year, the project began to disseminate its developmental results into

new regions – Kharkiv, Lugansk, Dnipropetrovsk, Kirovograd and Vinnytsa. A significant achievement in year 4 was the transformation of project modules from the policy component into formal courses (pre-service education) at the Open International

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CCDS Featured Project

Title: Inclusive Education for Children with Disabilities in Ukraine

Project Team: Project Director- Olga Krassioukova-Enns, Project Coordinator- Andrew Strutt, Civil Society Coordinator (Canada)- Iryna Khomenko, Eleanor Chornoboy, Allen Mankewich

*Please see the project website for a list of other project partners

Funder: Canadian International Development Agency (CIDA)

Location: The project is being carried out in Ukraine in Lviv, Simferopol and Kyiv in partnership with Step by Step Foundation, National Assembly for Persons with Disability in Ukraine, and the Institute of Special Pedagogy.

Duration: April 1, 2008 to March 31, 2013

Website: <http://www.education-inclusive.com>

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University of Human Development “Ukraine” (University “Ukraine”). These modules are also now being used in other formal trainings for government representatives from various sectors and regions in Ukraine via National Academy of Public Administration (in-service education). The project’s core knowledge (i.e. social model of disability and inclusion) has been included in all project material, courses, teachings and trainings.

The project continued its focus in the following four areas: knowledge mobilization, policy development and practice, organizational development and partnership; and as whole has achieved a number of significant milestones:

- The establishment of policy frameworks in Ukraine which promote inclusive education in schools and communities in the two pilot regions and nationally;
- The establishment of pre and in-service models of professional education that

incorporates the fundamentals of social and human rights frameworks of disability, inclusion and inclusive education;

- The delivery of inclusive education programs for children and youth with disabilities in the two pilot regions and the introduction of inclusive education to new regions;
- The increased role and capacity of civil society organizations to support and advance the inclusive education in the two pilot regions and nationally; and
- The strengthened capacity of a core group of stakeholders to advance their networks and collaboratively develop and implement inclusive education policies and practices in Ukraine.

For further information, please contact Olga Krassiokova-Enns at: executivedirector@disabilitystudies.ca or (204) 287-8411

Outreach Activities

During the 2011-12 year, CCDS focused on enhancing its communications and outreach in a number of areas. CCDS kept our members and the public at large informed of activities through regular publication of our e-newsletter, the CCDS Communique.

In 2011-12, CCDS also published the Partnership for Research on Ugandan Women with Disabilities (PROUWD) - Phase II Research and Technical Report and the Disability, Development and Diversity Toolkit on the CCDS website.

CCDS published results from the Livable and Inclusive Communities Project in Abilities Magazine with the article “Livable and Inclusive Communities - Are We There Yet?”. The Project was also included in a collection of best practices on mainstreaming disability for the UN Secretariat on the Convention on the Rights of Persons with Disabilities.

Student outreach was one of the focuses for CCDS. To that end, CCDS participated in the 2011 Canadian Disability Studies Association Annual Conference

and coordinated a panel with directors of Disability Studies Programs in Canada.

Another student outreach activity was the participation in a student outreach program through Volunteer Manitoba at the University of Manitoba, University of Winnipeg, and Red River College, as well as the Social Justice Fair held at the University of Winnipeg.

In November 2011, CCDS, along with the Manitoba Disabilities Issues Office, coordinated the Manitoba Disability Research Forum for interested organizations and individuals to come together to discuss disability research in Manitoba.

CCDS also joined other disability organizations in Ottawa at End Exclusion 2011, marked the International Day of Persons with Disabilities with project partners in Kitchener-Waterloo, and joined Manitoba-based disability organizations for the Celebration of Manitoba’s Accomplishments on Access and Inclusion.

CCDS Theme Area: Disability Studies

As part of the Disability, Development and Diversity project, CCDS explored new ways of understanding disability to middle school educators and students (Grades 6-8). The material developed as part of this project help students understand disability as a political, social, and human rights issue, rather than a “problem” with the individual.

In this project, CCDS developed and piloted an Awareness Toolkit for Middle School Educators (Grades 6-8) that:

- Introduces new ways of understanding disability,
- Presents the lived experiences of disability,
- Highlights issues facing people with disabilities in Canada and internationally,
- Considers the role that language and media play in portraying disability and people with disabilities.

The Toolkit is composed of four modules. Each module provides objectives, links to the relevant curriculum in Manitoba and Saskatchewan, background information for teachers, classroom activities, and supporting resources. The Toolkit also contains additional teaching resources (i.e., a DVD and a resource list of books and films on disability).

During the year of 2011-2012, the following project activities were carried out:

- Four Middle School teachers (one from Saskatchewan and three from Manitoba) piloted the Toolkit in their classes. The participant teachers evaluated the usefulness and user-friendliness of the Toolkit and the effects of its application on students’ attitudes towards disability through the piloting process.
- CCDS researchers refined the Toolkit based on the evaluation of the participant teachers.
- In addition to the four pilot schools in Manitoba and Saskatchewan, eight schools

CCDS Featured Project

Title: Disability, Development and Diversity: People with Disabilities in Canada and Around the World

Project Team: Janalee Morris-Wales, Youn-Young Park, Karen Schwartz, Olga Krassioukova-Enns, Allen Mankewich

Funder: Canadian International Development Agency (CIDA)

Location: The project is being carried out in partnership with two school divisions, one in Manitoba and the other in Saskatchewan. Several schools in Ukraine and one school in Kampala, Uganda.

Duration: October 22, 2010 to January 15, 2012

Website: <http://disabilitystudies.ca/ddd-home>

in Ukraine and one school in Uganda used the Toolkit for their students. No evaluative activities were conducted in these international schools.

- CCDS researchers disseminated the Toolkit in various ways:
 - o Giving presentations at the SAGE conference and SMYA conference in Manitoba and Saskatchewan respectively
 - o Updating the project website
 - o Distributing one copy of each toolkit to all school divisions in Manitoba and Saskatchewan
 - o Sharing the Toolkit with the Minister of Education in Ukraine by request

The Toolkit and accompanying resources have been very well received from the participant teachers, schools divisions in Manitoba and Saskatchewan, and international schools that have used the materials.

For more information about this project or the Toolkit, please visit: <http://disabilitystudies.ca/ddd-home/> or contact: Youn-Young Park, Ph.D. research3@disabilitystudies.ca or (204) 287-8411

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education partnership arrangements

4. To ensure the outcomes from CCDS-sponsored projects get disseminated
5. To establish and oversee the CCDS Small Grants Sub-Committee
6. To establish and oversee the CCDS Ethics Review Sub-Committee
7. To develop, revise and implement the research ethics review process
8. To establish or facilitate the establishment of project-specific CCDS Working Groups and/or Advisory Groups (with a purpose of initiative/proposal development and/or project implementation), where practical to do so
9. To report committee activities and plans at CCDS's annual general meeting

The interim Program Committee structure includes two Board members, Don Fuchs and John VanWalleghem, and members of the former standing

committees who wished to continue. By November 2012, the committee will make recommendations to the Board concerning:

- Amendments to its terms of reference, if needed,
- Membership, and
- A workplan that meets its mandate and addresses the programmatic issues within the CCDS Action Plan.

Since the existing CCDS projects have ended or are nearing their end point, the workplan priorities for 2012-13 will focus on developing new projects that meet CCDS's priorities and provide future direction for CCDS staff.

Submitted by John VanWalleghem
Board Member and Member of Interim Program Committee

CCDS Theme Area: Women and Gender Issues

In partnership with the National Union of Women with Disabilities of Uganda (NUWODU), CCDS implemented the project 'Partnership for Research on Ugandan Women with Disabilities'. The purpose of this project was to understand the lived experiences of women with disabilities in Uganda.

The National Union of Women with Disabilities of Uganda (NUWODU) is an indigenous umbrella organization comprised of national and district-based organizations of women with disabilities. Although NUWODU has strong national and regional connections with disability and women's groups, they lack the research capacity to conduct formal research projects to generate the data they require to justify their requests for supports and services, and to lobby the government to make positive change for women and girls with disabilities. Therefore, this project focused on building the capacity of NUWODU to research and influence on policy development and also strengthening the partnership

CCDS Featured Project

Title: Partnership for Research On Ugandan Women with Disabilities – Phase II

Project Team: Janalee Morris-Wales, Youn-Young Park, Karen Schwartz, Olga Krassioukova-Enns

Funder: International Development Research Centre (IDRC)

Location: Uganda, in partnership with the National Union of Women with Disabilities in Uganda

Duration: September 1, 2010 to August 31, 2011

Website: <http://disabilitystudies.ca/prouwd>

between NUWODU and CCDS, while examining the life of women with disabilities in Uganda.

In 2011, CCDS provided training to six women with disabilities in Uganda as researchers. They were taught interviewing techniques and basic qualitative analysis. Each woman went into the field and interviewed ten participants about their experiences living with a disability. The research teams in both countries analyzed the data and discovered six issues, identified as key themes, which significantly

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impact the experiences of women with disabilities in Uganda: 1) inconsistent implementation of policies and programs; 2) financial instability and poverty; 3) lack of accessibility; 4) lack of educational opportunities; 5) family instability; and 6) negative social attitudes about disability.

Through this project the research teams in Canada and Uganda have an increased understanding of developing and using new and innovative research methodologies for qualitative data collection. All of the researchers associated with the project have a deeper knowledge of the issues facing women and girls with disabilities in Uganda and the needs that must be met in order for these people to achieve a better life. The Canadian and Ugandan teams



"I am happy that I participated in this research. When I first set out, I did not believe that I could ask people questions and get answers from them. Then it happened, like magic! They were answering and sharing their problems with me. Now, I get many people from the community who come to speak with me concerning their problems! And I realise that I have to think of ways of encouraging them or tell them about their rights! And it seems to make some difference in their lives. Before this process, I could never have done this!"

- Project Participant

are also better able to collaborate and carry out research with each other as well as with new and emerging partners and stakeholders. In particular, the collection and analysis of qualitative data on the experiences of women and girls with disabilities in Uganda has enabled NUWODU to develop a better agenda for action and advocacy. With a clearer picture on what the lives of women with disabilities look like, the organization now has the ability to create programs, training and other services to address the issues and concerns that arose during the data collection and analysis.

For further information about the project and/or findings, please visit <http://disabilitystudies.ca/prouwd/> or contact:

Youn-Young Park, Ph.D.
research3@disabilitystudies.ca or (204) 287-8411

Since 2001, CCDS, with the support of the Society for Manitobans with Disabilities, has awarded grants to facilitate the involvement of new researchers and assist community-based disability research initiatives in Canada.

Two CCDS Small Grants, funded by Society for Manitobans with Disabilities and CCDS, are awarded annually by the CCDS Small Grants Sub-committee.

The following proposals were approved in 2011-12 *Women's Stories: Aging, disability and homelessness* from Principal Investigator Nancy Viva Davis Halifax, and *Creating a Culturally Inclusive Home* from

Principal Investigator Brenda Rossow-Kimball.

CCDS thanks the SMD Foundation for their support of the CCDS Small Grants Program.

During the 2011-12 fiscal year, two small grants were also completed: *The Youth Activist Forum: Exploring Disability Activism and Identities* by Christine Kelly, and *International comparisons of body mass index among Special Olympics athletes* by Meghann Lloyd and Vivienne Temple, funded by the SMD Foundation Small Grant.

CCDS Theme Area: Aging with Disabilities

The project 'Livable and Inclusive Communities for Seniors with Disabilities and All Citizens' was conducted from January 2010 to August 2011. This national project was intended to address common interests and needs between people aging and people with disabilities by promoting livable and inclusive communities for all members.

In this project, CCDS and community participants developed the Livable and Inclusive Community (LIC) Concept Model and Discussion Guide. The Model and Discussion Guide are designed to help policy developers, project/program planners, and community members plan new initiatives, with the ultimate goal of creating communities that are both livable and inclusive. The community participants were from eight communities (i.e., Calgary, Kitchener, Port Moody, Rossburn, Selkirk, Vancouver, Waterloo, Winnipeg) across four regions of Canada – Alberta, British Columbia, Manitoba and Ontario. During 2011 and 2012, 10 working groups of the community participants piloted the Model and Discussion Guide with their own initiatives. Then, CCDS refined and finalized the Model and Discussion Guide based on their feedback.

The Livable and Inclusive Model and Discussion Guide are distinct in several ways from existing planning tools or resources. Although there are numerous planning resources designed for

CCDS Featured Project

Title: Livable and Inclusive Communities for Seniors with Disabilities and All Citizens: Model and Tools for Actions

Project Team: Karen Schwartz, Youn-Young Park, Olga Krassioukova-Enns, Allen Mankewich

Funder Office for Disability Issues (ODI)

Location: Four regions across Canada: Alberta, British Columbia, Manitoba, and Ontario.

Duration: January, 2010 to March, 2012

Website: <http://disabilitystudies.ca/licproject/>

community development, few are available that help to create inclusive projects or programs that benefit or include a wide range of community members, including vulnerable and marginalized groups. This Discussion Guide specifically focuses on increasing and/or ensuring the inclusiveness of an initiative. It contains questions and issues that must be considered in order to ensure initiatives contribute to livable and inclusive communities. In addition, this tool can be used for different types of initiatives, such as projects, programs, or policies, as well as for various stakeholders, such as community groups, planning bodies, governments, or all of these groups together.

For more information about this project, and the Livable and Inclusive Model and Discussion Guide, please visit: <http://disabilitystudies.ca/licproject/> or contact:

Youn-Young Park, Ph.D.

research3@disabilitystudies.ca or (204) 287-8411

Auditor's Report

To the Members of Canadian Centre on Disability Studies Incorporated

We have audited the accompanying financial statements of Canadian Centre on Disability Studies Incorporated, which comprise the statement of financial position as at March 31, 2012, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Canadian Centre on Disability Studies Incorporated as at March 31, 2012, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Winnipeg, Manitoba
July 19, 2012

Frostiak & Leslie
Chartered Accountants Inc.

Statement of Financial Position - March 31, 2012

ASSETS	2012	2011
CURRENT		
Cash	\$ 415,554	\$ 308,280
Accounts receivable	3,461	1,401
Due from Endowment Fund (Note 5)	207,563	233,146
Prepaid expenses	7,088	7,088
	\$ 633,666	\$ 549,915
	1,585,902	1,585,902
ENDOWMENT FUND INVESTMENTS (Note 5)	35,671	34,576
SCHOLARSHIP FUND - CASH	\$ 2,255,239	\$ 2,170,393
LIABILITIES	\$ 95,473	\$ 118,654
CURRENT		
Accounts payable and accrued liabilities	203,970	108,174
Deferred revenue	299,443	226,828
	334,223	323,087
NET ASSETS (Page 4)	1,585,902	1,585,902
General fund	35,671	34,576
Endowment fund (note 3)		
Scholarship fund (note 3)	\$ 1,955,796	\$ 1,943,565
	\$ 2,255,239	\$ 2,170,393

Statement of Operations - Year Ending March 31, 2012

	2012	2011
FUNDED PROJECT REVENUES	\$ 1,164,751	\$ 1,367,191
(Note 6)		
FUNDED PROJECT EXPENSES		
Direct expenses	991,883	1,200,779
Administrative expenses	172,868	166,412
	1,164,751	1,367,191
	-	-
OTHER REVENUES		
Donations and memberships	1,014	911
Interest	2,440	229
Other	21,008	21,687
	24,462	22,827
EXPENSES		
Bank Charges	2,223	2,630
Communications	5,006	64,294
Office and sundry	13,255	31,324
Professional fees	6,759	7,789
Rent	62,025	56,447
Travel	618	6,326
Wages and Benefits	72,534	2,136
Expenses allocated to funded projects	(172,868)	(144,748)
	\$ (10,448)	\$ (183)
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	\$ 34,910	\$ 23,010

A complete version of the Audited Statements by Frostiak & Leslie Chartered Accountants Inc. is available from CCDS.

CCDS Board of Directors - 2011-12

Executive:

President: Darcy MacPherson Winnipeg, MB	1st Vice President: Don Fuchs Winnipeg, MB	Secretary: Anne Kresta Winnipeg, MB
Treasurer: Pat Scott Winnipeg, MB	Member at Large: Heidi Janz Edmonton, AB	Member at Large: Ian Buck Vancouver, BC

Board:

Bonnie Brayton Montreal, QC	Christine Kelly Ottawa, ON	Alexis Davis Vancouver, BC
John VanWallegem Winnipeg, MB	Kristen Klassen Winnipeg, MB	Donna Thomson Ottawa, ON
Carmela Hutchison Irricana, AB	Dale Stevenson Ottawa, ON	

CCDS Staff - 2011-12

Olga Krassioukova-Enns
Executive Director

Allen Mankewich
Communications Coordinator/
Policy Analyst

Andrew Strutt
International Project Coordinator

Iryna Khomenko
International Project Coordinator

Karen Schwartz
Senior Researcher

Youn-Young Park
Senior Researcher

Eleanor Chornoboy
Policy Analyst

Norm Magnusson
Accountant

Denise Desmond
Administrative Assistant