

ANNUAL REPORT 2020-2021



**A WORLD
WHERE
EVERYONE
BELONGS**

LETTER FROM THE LEADERSHIP



Dear friends,

It is the time to report on a year of activities, of life, in a few lines and a few pages.

As Chairs of the Boards of L'Arche Canada and the L'Arche Canada Foundation, and as National Executive Director, we can say that L'Arche, as an organization, and Canada, as a country, have both entered into an era of critical self-doubt.

Doubt

Self-doubt after unearthing the abuses of our founder. Self-doubt after discovering how conscious and unconscious racial bias affect our organization. Self-doubt after further recognizing how oppressive Canada has been to the First Nations.

Trust

We want to invite you to trust in this self-doubt. It calls us to change, calls us to reach out, calls us to listen better to the members of our communities, our friends, our partners, the different communities that make up our country, our world, ourselves.

Gratitude

You will find many compelling numbers in this year's report, but the number we are proudest of is the lowest number: zero. There have been zero COVID-related deaths in L'Arche Canada's communities since the beginning of the pandemic. This accomplishment is a testament to the tireless work and the endless care each member and friend of L'Arche has poured into our communities. We thank you for helping us to look out for one another, for keeping each other safe, and for continuing to build a more just, compassionate and vibrant world for all.

John Rietschlin
Board Chair of
L'Arche Canada

Louis Pilotte
National Executive
Director

Terry Downey
Board Chair of L'Arche
Canada Foundation

STORIES TO REMEMBER

COVID-19 severely limited everyone's access to their communities, so we responded by increasing our communities' access to us. Whether artists, teachers, leaders, employees, friends or family—people with intellectual disabilities have been constantly contributing to our pandemic-ridden world in hidden and not-so-hidden ways. Elevating their stories is our mission and privilege.

THE POWER OF SMALL GESTURES



If you google: "list of famous philanthropists with intellectual disabilities," you'll find lists of famous inventors, artists, athletes, and business owners, but no lists of people with intellectual disabilities who, themselves, are philanthropists. Well, we'd like to introduce Francis Therrien. (And for the record, he's just one of many Canadians with intellectual disabilities, making our world a better place through charitable and philanthropic work.)

On any given night, tens of thousands of adult Canadians with intellectual disabilities are asleep in their parents' homes. When their parents pass on, many are taken away from their homes and placed in institutional-like settings. L'Arche Canada is dedicated to ending this form of exclusion.

Watch Sarah's story [here](#).

"We didn't just want her to fit into our world; we wanted her to have her own..."



Fighting the Good Fight

John Sparks



Read John's full story [here](#).

A recent study showed that four-fifths of physicians believe people with disabilities have a lower quality of life. Yet most people with disabilities report having an excellent quality of life and don't view their lives as tragic. For over half a century, L'Arche has been dedicated to increasing quality of life—not only through reorganizing our societies but through overcoming medical biases and pushing the medical limits when it comes to longevity and quality-of-life. Meet John Sparks, a man who embodies this struggle.

UNITY

Uniting Smallness with Significance



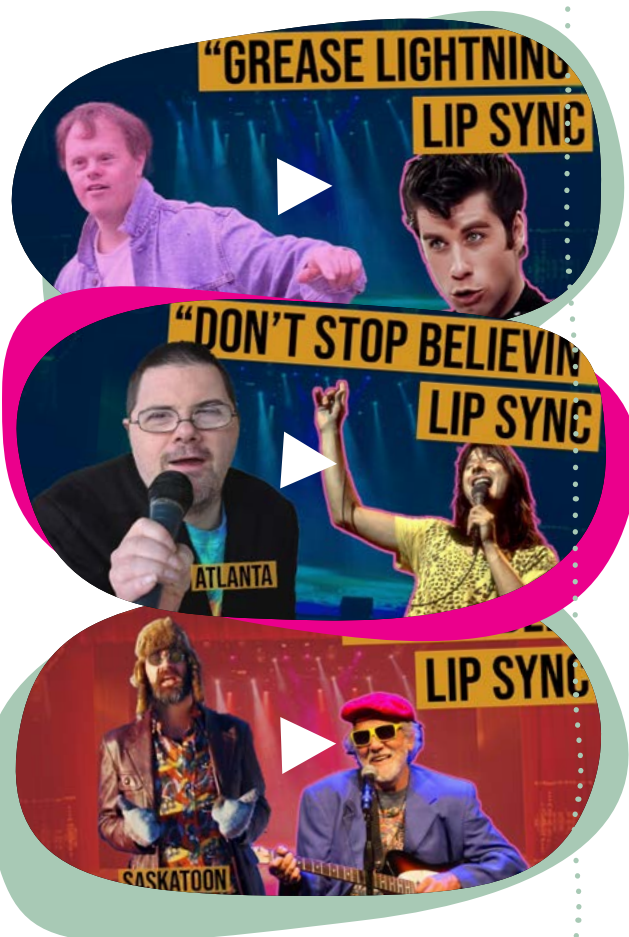
Watch Tiny Lights [here](#).
See infographic report [here](#).

Every L'Arche home was in lockdown. All fundraisers were cancelled. Inter-regional travel was halted. So L'Arche Canada recreated the alchemy of togetherness through *Tiny Lights*. As L'Arche Canada's first national fundraiser and first crowd-sourced musical collaboration, *Tiny Lights* promoted the power of smallness--how our small actions, looked at as a whole, have great significance. Hundreds of people across Canada joined us in singing: "In a world we know is gonna be alright, if you try, and I try, and we try, we can light, each tiny light."

Uniting Joy with Generosity

In a year when most of us were focused on self-preservation, L'Arche communities shocked us by voting to have the first international fundraiser with shared revenue in L'Arche history! If you missed it, *Battle of the Fans* was an online musical competition created by L'Arche Canada and hosted by adults with disabilities. L'Arche lip syncers showcased their skills and battled teams from around the world as they vied for the world championship, spreading disability awareness, encouraging disability pride, and raising funds that were shared equally among all participating communities.

All 64 episodes are worth the watch, but here are some favorites:

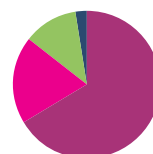




Battle of the Fans positioned people with disabilities as change-makers, built film-making confidence in communities, provided a fundraising vehicle and showed that L'Arche is a great place to be. Please tell me we're doing this again next year!

– Heather Coogan
Director of Communications
L'Arche International

See *Battle of the Fans* infographic report [here](#).



Uniting Self-Reflection with Action

At the heart of L'Arche is the conviction that diversity should enrich, not divide. In 2020, the global outcry against racially-motivated violence reminded us that if we are serious about building a more human society, then we need to re-assess and re-invest in anti-racist organizational change. As a first action, we hired an equity consultant. We are currently in the first of four phases of what we call the *Together We Are Better Mandate*. While acting with urgency, we

know that such organizational change will likely require five to ten years in order to ensure lasting change in L'Arche Canada's culture, policies, and practices.

Read our statement [here](#).

Here are the four phases we're undergoing to build diversity management skills and become a more inclusive organization:

1

Conduct a study to identify the real issues and needs, and make recommendations

2

Develop an action plan and choose the appropriate strategies

3

Implement the plan and train all leaders and community members

4

Evaluate the results and impacts, and make the required adjustments

IMPACT



ZERO

**people died of COVID
in L'Arche in Canada**

In our hearts, we hold the 4.55 million people worldwide whose lives have been lost to the coronavirus. As we grieve together, we look around our communities and feel grateful for the lowest and most important number in this report.

We're grateful to each of you for ensuring that no one lost their life to COVID-19 in L'Arche Canada despite the tragic fact that Canadians in congregate care accounted for more than 80% of all reported COVID-19 deaths during the first wave and 50% during the second wave.

Listen to the heartwarming recovery story of Tim Wright [here](#).





Inspiring Social Innovation

The Power of Disability Leadership

How many of us have served on boards with persons with intellectual disabilities? Worked alongside co-workers with intellectual disabilities? Bought something from a disability-owned business? By March 2023, we hope more of us will. There is a leadership crisis in the intellectual disability community, and it's time we laid the foundation for a new generation of leaders.

Leading Change is our virtual disability leadership institute that encourages individuals to play a more meaningful role in all the decision-making areas of their daily lives as well as shaping the public policies that affect them.



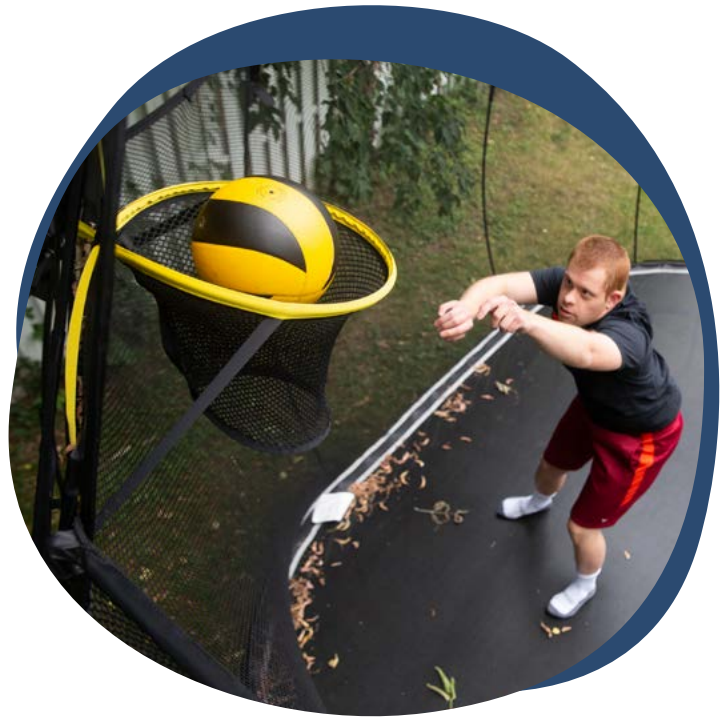
We all benefit when everyone can participate equally in our economy and society. By investing in projects such as *Leading Change*, the Government of Canada is supporting the leadership development of youth with disabilities, building for the future and helping to empower the community to effectively push for the elimination of long-standing barriers. Together, we create the change we want to see in our communities, for an accessible, equitable and inclusive Canada.

– Carla Qualtrough
Minister of Employment
Workforce Development and Disability
Inclusion

At Home In a Community Where I Belong

There are approximately 750 000 Canadians living with intellectual and developmental disabilities, but traditional approaches to providing them with housing are not working. That's why we decided to convene a diverse group of neighbours and partners, including persons with disabilities, to co-create new models of affordable, supported housing for persons with disabilities.

Read more [here](#).



At Home in A Community Where I Belong will be a catalyst for driving action and innovation in the affordable housing sector.

– Andrew Cowan
Senior Specialist,
Innovation and Research
CMHC Solutions Labs

Very empowering to be doing something to benefit the rest of the disability community.

– Shawna Morgan
L'Arche Saint John



Defining Personal Transformation

Over a period of fifty years, L'Arche has emerged as a unique "University of the Heart" with tens of thousands of alumni. But when COVID arrived, many international assistants were obligated to leave our communities while others remained suspended behind closed borders. Human Resources repurposed their unused travel budget and gathered crowd-sourced testimonials to create **Passion Meets Purpose** – a recruitment campaign aimed at ensuring that no communities were left assistant-less.

Thankfully, this record-breaking campaign more than doubled the usual amount of applicants during that period, and reached 685,000 people on social media.

See Passion Meets Purpose Case Study Report [here](#).



Why L'Arche? Hear what assistants said!

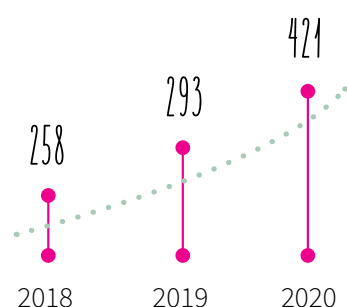


What's a Live-in assistant?



Did you know?

We've seen a 67% increase of domestic applications to be live-in assistants since 2018, and 2020 saw the most domestic applications on record. Given the border closures, we're grateful to see these numbers going up!



Leading Social Discourse on Intellectual Disability

From our policy work to our public service announcements, we took major steps in expanding our impact and creating thriving communities. In policy, our National Vice-Executive Director has served as one of three organizational leads on the Pan Canadian Disability Coalition. In the media, we entered the **Top 10** for largest social followings of Canadian non-profits dealing with disabilities, and the **#1** among Canadian non-profits addressing intellectual disability.

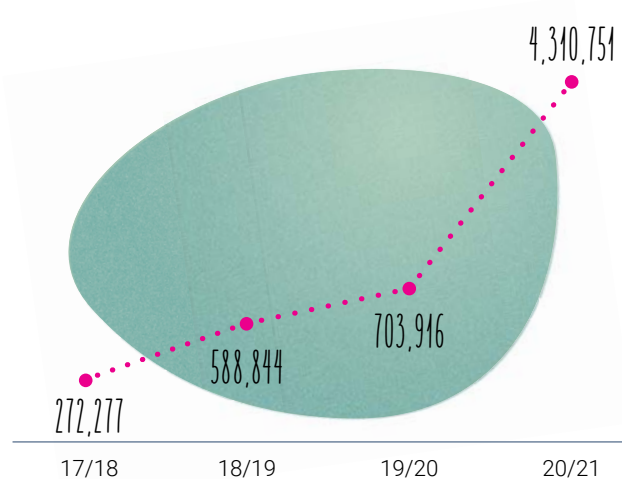
In Policy

L'Arche Canada is an active member in three of the most significant disability initiatives in Canada today: the Pan Canadian Disability Coalition (a "big tent" coalition of over 150 disability organizations), Disability Without Poverty (a coalition finding solutions for the 1,364,000 Canadians with disabilities living in poverty), and the disability-rights partnership that has made a request of the Inter-American Commission on Human Rights to hold a hearing about Medical Assistance in Dying legislation in Canada. Together, we're working to create a Canada that protects just and equal access to rights, freedoms, and quality of life for all persons with disabilities.



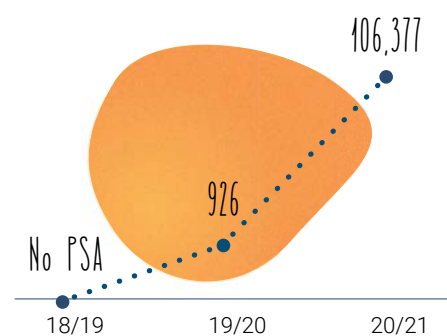
On the Web

People reached through social media:



On TV

This year, our National PSA has aired a confirmed **106,377** times across a variety of TV stations and networks. This represents a value of **\$1.44 million** in donated air time.



RENEWAL

At L'Arche, we seek to turn the pyramid of success into a circle of belonging – not just for the members of our movement, but for those who belong to our wider communities.

Reasserting our global commitment

In the world we imagine, no one does it alone. Domestically and internationally, we work to renew our communities suffering from discrimination, isolation, and scarcity. In L'Arche it's an "all hands on deck" approach.

HAITI | \$273,500

L'Arche Haiti remains one of our most vulnerable communities, susceptible to natural disasters and environmental risks as well as limited access to safe water and sanitation. This year, L'Arche Canada supported L'Arche Haiti in providing safe environments and dignified living conditions for Haitians with intellectual disabilities.

And while close to half of Haiti's population faces hunger, with your help, L'Arche Haiti filled the plates and provided balanced nutrition to Haitians with intellectual disabilities in their neighborhood each day.



BETHLEHEM | \$30,900

There are an estimated 130,000 people with disabilities living in Palestine with about 85% of them unemployed. This year, L'Arche Canada supported L'Arche Bethlehem in creating a "L'Arche Hotel," a guest house where persons with intellectual disabilities are trained to run and maintain the residence. It not only provides a wonderful form of outreach and employment, but it creates a new source of income for L'Arche Bethlehem.



Did you know?

That 99.68% of people living with disabilities live outside Canada's borders, but that doesn't mean they're outside our thoughts!



INDIA | \$124,410

This year, L'Arche Canada backed L'Arche India's work in 5 locations across the country, helping L'Arche India to combat stigma through family outreach and inclusive leadership initiatives, to combat food insecurity through the construction of a kitchen in Nandi Bazaar, and to ensure safety and comfort by fixing the roof and drainage system of a home in Asansol.

Click [here](#) to see L'Arche India in action.

EGYPT | \$137,500

Egyptian society at large still considers having a child with a disability something to be terribly ashamed of. This means that many families try to hide their children from public view. This leaves families, especially mothers, feeling very alone and isolated and creates situations of extreme suffering for children with intellectual disabilities. With L'Arche Canada's support, L'Arche Egypt created an alliance of five local NGOs to respond to the intense distress of children with disabilities and their families. The project, which combined education and health care, while building a sense of belonging for the children and their families, has made a significant difference to the lives of 1,400 hundred people.

Click [here](#) to see L'Arche Egypt in action.



Did you know?

Of the poorest 20% of Egyptians, about 18% have disabilities.



Before I heard of L'Arche we had no hopes that Judy would ever be able to talk. When I brought her (to the programme) she wasn't speaking at all she wasn't even calling me 'mama'.

L'Arche Canada sent a cumulative total of \$78,400 of support to Cote d'Ivoire and Uganda to help L'Arche Cote d'Ivoire expand its occupational therapy program and L'Arche Uganda renovate a building.

Redefining inclusive environments

Inclusion looks like accessible structures, thoughtfully designed built environments, and creative communication tools. It sounds like music festivals and film festivals featuring people with intellectual disabilities on stage, on screen, and in the seats. It feels like breaking down government documents into easy reads so people with disabilities better know their civil rights.

Human Rights Training

Have you ever read a UN document from front to back? Most people haven't. That's why L'Arche Canada's human rights training distills the most important take-aways from the UN Convention on the Rights of Persons with Disabilities and helps L'Arche members apply them to their daily lives.



I learned how to say NO!

– Anonymous Trainee



I wish I had known these things before...this is very important.

– Anonymous Trainee



Some of these rights, I never knew I had.

– Anonymous Trainee



In the last year, L'Arche Canada facilitated 20 Hours of human rights training reaching 200 trainees.



The Free to Be Campaign

L'Arche Canada partnered with gold-certified singer-songwriter Jordan Hart (Alberta) and Academy-award-winning animation studio Tonic DNA (Quebec) to create *Freebird*, the coming-of-age story of a boy with Down Syndrome.

After launching *Freebird*, the animated short garnered 26 national and international awards winning Best Canadian Short at the Toronto Independent Film Festival of Cift, Best Film on Disability at the 2021 Cannes World Film Festival, and Best Foreign Script at the New York Script Awards. Most recently, it has been officially selected to compete for an Oscar qualification and Canadian Screen Award.



Watch the trailer [here](#).

Watch the short film [here](#).

Password: freetobe

Freebird premiered on World Down Syndrome Day at our Free to Be Music Festival. If you missed it...feel free to check out the full livestream [here](#), watch Harry Mack freestyle rap for L'Arche [here](#), or watch Genie Deez live loop for us [here](#).



I've won Emmy's and Oscars, but this is way more important. I have never felt so emotional about anything I've ever had the privilege of working on.

– Joe Bluhm
Director, *Freebird*

To tell you the truth, I haven't seen anyone with Down syndrome in an animation until now. This animation, this year.

– Nicholas Herd
Creative Director, *Freebird*



Here's what some viewers had to say after watching *Freebird*:



Bawling. My baby is 6 months old and to hear a different narrative around Down Syndrome being shared is simply the best thing in my life right now.



Love love love this. I haven't cried this hard in a long time. I had to go wake up my son with Down Syndrome and tell him he's perfect.



I'm the mother of a 20-year-old with Down syndrome. You've put all my feelings into a video. I keep playing this over and over..



This short film is the most beautiful thing I have ever watched about Down syndrome. I have a 21-month-old with DS.

These are just 4 of over 5,000 responses we received after releasing *Freebird*.

Retooling professionals in the midst of crisis

Renewal is about sustaining and increasing the well-being of our communities. Since COVID hit, L'Arche Canada has been bridging our geographical distances by turning to collaborative technology and internal communication initiatives.

Human Resource Information System

Over the past ten years, we've seen a lot of growth. The Federation of L'Arche Canada went from 1,179 employed members in 2010 (part-time and full-time combined) to 1,516 employed members in 2020. We're thrilled about this 29% increase, but processing these additional 337 members falls on the shoulders of our assistant coordinators and human resource professionals who are more bogged down by administrative tasks than ever. To help them carry this administrative weight and to free up their schedules to be more about people than paper, more about culture than spreadsheets, we've teamed up with UKG to establish a Human Resource Information System for all interested communities. We're confident that this will help us focus on what we're here to do: build a better L'Arche experience for all.

Healing Circles

Processing pain and grief in community can be an important step to healing both personally and collectively. As we've continued to process the revelations concerning Jean Vanier, 25 Circle Keepers across Canada facilitated healing circles, fostering opportunities to witness to one another in whatever emotions and reactions are present.



L'Arche Scoop & Open Door Meetings

Strengthening connections and building engagement are vital for our internal culture and our ability to impact Canadian society as an organization. Through open Zoom forums with our members and The L'Arche Scoop monthly e-news, we nurtured relationships and continued to develop a listening culture of collaboration. In these difficult times, reducing the knowledge gap in our internal communications helped to create a sense of camaraderie and alignment.



The testimony expressed through one another's emotions obliged each of us to acknowledge a radical shake up: radical, because it goes to the roots of one's journey, choice, commitment, call to be in L'Arche ... even to the roots of belief ... to the roots of trust.

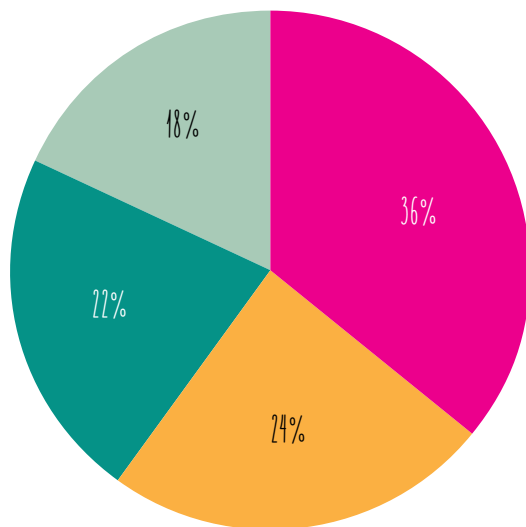
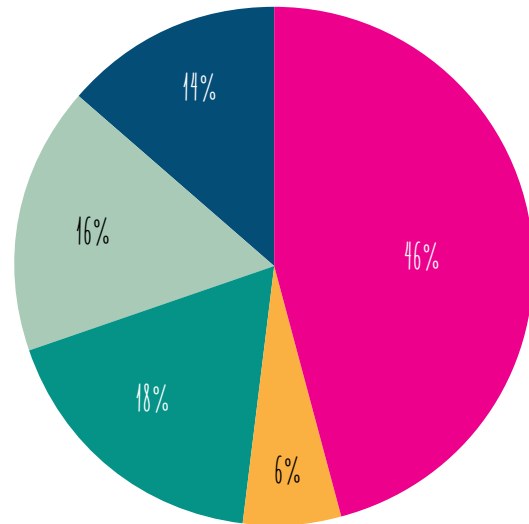
– Robert Larouche
Long-time member of L'Arche

FINANCIALS

Revenue: consolidated results L'Arche Canada and L'Arche Canada Foundation

Consolidated Revenues

- Fundraising
- Government grants
- CEWS
- Communities (dues and events)
- Investment income



Consolidated Expenses

- Support to community
- Mission and public engagement
- International development
- Governance and administration

What does the current financial position* of L'Arche at the national level look like?

*Combined results represent 7% of all revenues from L'Arche entities in Canada

Total revenues	5 438 400
Total expenses	4 433 400
Surplus (deficit)**	1 005 000

** Majority of which comes from investments results

Click [here](#) for the full financial report.

PRESIDENTS CIRCLE OF DONORS

2020-2021

Leaders \$100,000+

Anonymous Estate
Estate of Robert Vanderham
Mabel Marshall

Benefactors \$25,000+

Arrell Family Foundation
Estate of Nellie Evelene Roszel
Estate of Wilfred I. Vella
Succession Jeannette Berard Leblanc

Supporters \$5,000+

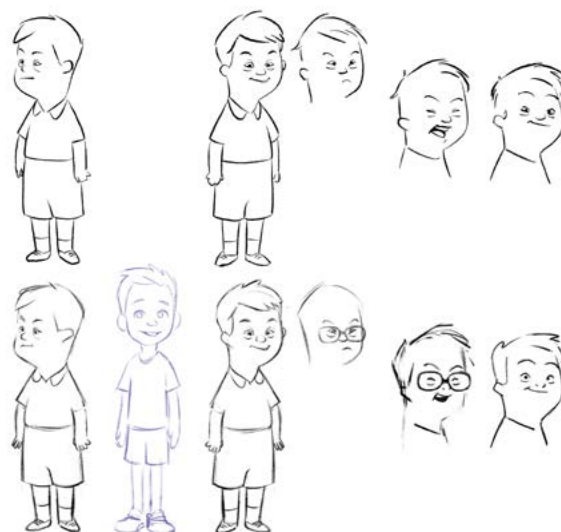
3 Anonymous
Estate of Frances Mary Grell
Roland & Marie Bertin
Elisabeth Langenbach Foundation
Estate of Andree Yvonne Martinson
OMI Lacombe Canada Inc.
Benjamin Palathinkal
Succession Yolande Laurencelle
Nutrien Inc.
Geoff & Catherine McCulloch
Love & Light Mercy Fund
Lynn Eakin
Succession de l'abbé Joseph Boies
The Joan and Clifford Hatch Foundation
William Barnett

Partners \$50,000+

152245 Canada Inc.
BMO Financial Group
Sisters of St. Joseph, Toronto
The Molson Foundation

Friends \$10,000+

1 Anonymous
Celtic Cross Charitable Foundation
Dennis Murphy
Griggs Family Foundation
Les Oeuvres Le Royer
Marina Skulsky
Richard Rooney & Laura Diner
Robert Sprachman
Unifor Social Justice Fund



L'ARCHE LEGACY LEADERS

James Allard
Mary Lou Jorgensen-Bacher
Mary Bastedo
Anthony & Carole Boryski
Wendy Bulloch
L. Patrick Callaghan
Evan Ernest Bernacchia-Canton
Hollie Card
Anne Gillis Conway
Barry M. Cromarty
Christopher English
Don & Julia Flumerfelt
Carmella-Theresa O'Neill French
Patricia Griffith
Germain Leclair
Rev. Gerald Lajeunesse
Dr. Laurie Lemieux
Rev. Paul Lennon
Dean & Ann Levitt
Patricia MacDonald
Michelle Michalak
Lois Nauta
Charlotte Prata
John & Donna Rietschlin
Gerry & Kathie Rocchi
Michel de Salaberry
Rita Steele
Stuart & Mary Swan
Tom Thomas
Peter Van Zyl
Rev. Fr. John Vetere



L'ARCHE CANADA FOUNDATION ENDOWMENT FUNDS

Anonymous Endowment Fund
The Flumerfelt Family Endowment Fund
James Gaughan Endowment Fund
Grant & Lynnette Kaminski Family Endowment Fund
Kennedy Family Endowment Fund
Kokocki Family Endowment Fund
L'Arche Endowment Fund
Germain Leclair Endowment Fund
Lethbridge Community Endowment Fund
Mabel Marshall Endowment Fund
Alvin & Geraldine Morris Endowment Fund
John & Donna Rietschlin Endowment Fund
Gerry Rocchi and Kathie Drummond Endowment Fund
Robert Sprachman and Marie-Josée Therrien
Endowment Fund
L & C Veeken Family Endowment Fund
The Bernie Vossman Endowment Fund

Thank you!



Your support has had an impact across communities and through generations. Last year, L'Arche was present in 9 provinces across Canada and in 38 countries worldwide. At any given moment, there are about 60,000 L'Arche members worldwide whose lives will continue to be improved by your support.