

# BUSINESS OVERVIEW

## A Quarter Century Of Programming Development



25 years ago I was a recent graduate, with a degree that could not get me a job, not because it was not useful or non-applicable, but instead it was because it was before its time. This seems to have been the current of my Adult Life, not that my contributions are not useful or non-applicable, just before a time when the society within which I was ready to contribute towards, was ready for my type of contributions to come from a poor, neurodiverse, black man, from Jane & Finch.

This would have been a curse, if I had the awareness that there was a choice not to proceed against the grain. Unfortunately for the barriers lined up before me, I was blissfully unaware. So I started with vigor and enthusiasm, because I knew nothing else.

In charting my own course within a field yet uncharted, I have become a leader by default; not because of any thing in particular that I did anything more than anyone else in my field, but instead, I was defined by what I didn't do; I never gave up.

So within my dogged determinism to simply exist, I have paved a path of excellence. Thus, this is not a story of brilliance and uniqueness, as much as ignorance and being too stubborn to relent to the various prejudices imposed upon me.

I am now a 46 years old Canadian, who was born in Thunder Bay Ontario, and has grown up in Toronto, graduating from the University Of Toronto, with a double major of Environmental Science and Biology, minoring in Geography, with a concentration in Earth Sciences. I have resided in many places within the GTA, including time in Trinidad and in Tobago, in Japan, in Hong Kong and in England; but I call Jane & Finch home, because my family has lived here for over 33 years and counting.

I am currently a behaviour consultant to private schools, camps, community agencies, and families for specialized autism services and behavioural interventions. I have 25 years experience in consultative services, 20+ years of self-employment, 10+ years of management experience, and I have piloted the

first and only vetted 15-year community development project in southern Ontario; A Specialized Transition Program for individuals with neurodiversity and autism Post-21, transitioning “Out of School”, “Into A Community”, “Into Employment”, and “Into Supported Housing Arrangements”.

This program series is in alignment with current funding and best practices that would be deemed sustainable, and is capable of meeting and exceeding industry expectations; My current program series has been proven to exceed all government program outcomes and standards, as adult supports and autism training services are currently under performing in the province of Ontario and within Canada. The expected impact of my programming could increase current government outcomes delivered through DSO (Development Services Ontario), ODSP (Ontario Disability Support Program), & OW (Ontario Works) by 300% to 500% by moderate estimations.

The reason I have not yet made my decision to expand these programs is that I personally lack the guidance and direction necessary to elevate them from a project level, into a sustainably implemented systems level. This defines the purpose of this Document, as a snapshot of what has been, what is, and what could be with support and insight.

# SOHOS TRAINING FOR EMPLOYMENT, HOUSING AND GENERATION OF FAMILY WEALTH

- ✓ 4+Members
- ✓ Training Rooms
- ✓ Guest Room
- ✓ Common Rooms
- ✓ Serviced Kitchens
- ✓ Family Owned

**Per Member Start From  
\$ 550,000**

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Anywhere Street, Any City



## YORKWOODS VILLAGE SOHOS COMMUNITY DEVELOPMENT

SOHO Project Community Development Location: Yorkwoods Village

SOHOS Address: 2901 Jane Street, North York, Ontario, Canada M3N 2J8

SOHOS Phone: +1 (437) 995-8661

SOHOS Email: 2901Jane@NextSTEPSupport.com

### HOME-STEP PROGRAMS

HOME-STEP 1: 15-2901 Jane, Transition House for New comers

HOME-STEP 2: 43-2901 Jane, Transition House for Individuals with Addictions & Alcoholism

HOME-STEP 3: 104-2901 Jane, Transition House for Seniors & Elderly

CLUB-HOUSE: 119-2901 Jane, Transition House for Individuals with Autism & Neurodiversity

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My family has lived in Jane & Finch community for 30 years and we own four townhomes as part of a family business and trust, that also operates a conglomerate that focus on home care services, specialized education and job training, staffing services, autism and adult support services. We

collectively make \$850,000+ as a family lead community project. We have established through the leveraging of knowledge and opportunity towards a typical family within Jane and Finch, an example of real outcomes possible. We are our first generation family, and I am the only individual of my family who has a Post-Secondary education. This is the main reasons why I have structured my family with this structured support system. Ultimately, it is a safety net, incase anything were to happen to me.

It was derived out of necessity, as I have a parent with mental health challenges, 2 brothers with addictions and alcoholism, and the duty and responsibility as the only educated individual among us, to ensure our safety, success, and sustainability; within a community, which is historically hostile, fractured, under resourced and on unsupported; but has the potential for greatness.

I have spent my entire career developing community solutions at the neighbourhood and community level to develop, pilot, model projects of innovation, and change that focus within the areas of healthcare, housing, employment, and community. I have been able to demonstrate that despite humble beginnings, mental health challenges, typical internal friction, and limited supports; that with the blessings of good work skills, work opportunities, and administrative support & guidance, financial stability is attainable for a typical family in Jane & Finch.

Good sustainable work and effective planning, training and skills development, are the only differentiators between us and the other families around us, but that one difference, has made us multiples times more successful than our neighbours; 4x more successful to date, to be precise. What is our measure of Success? That we own 4 houses within our community, instead of one house. And because, my family trust Model of a SOHO (Socially Optimized Housing Operation), as a structured vessel of training, employment and wealth generation; is the only real difference between our family and others in our neighbourhood; I am looking to replicate this model to prove its effectiveness.

A promotional banner for NextSTEP Support Services. The banner features a collage of images including a person working at a computer, a house, and a person holding a tablet. On the left is the Next Step Support Services logo. The main text reads "NextSTEP Support" and "Every STEP Of The Way". Contact information is provided on the right: +1 (647) 807-8911, info@NextSTEPsupport.com, and www.NextSTEPsupport.com, accompanied by icons for phone, email, and a globe.

**NextSTEP Support**  
**Every STEP Of The Way**

+1 (647) 807-8911  
info@NextSTEPsupport.com  
www.NextSTEPsupport.com

## **Next Step Support Services Transitions Into NextSTEP Support Inc...**

NextSTEP Support Services was created in June 2009 as solution for my step-father's healthcare needs. Our family-based solution to our very real world problem, was the catalyst to a series of insights that has since stabilized our Family Position. We first stabilized our productivity through the establishment of a Family Trust Partnership, that recognized all of our family members as productive, and financially contributing to a Family Trust.

This was the 1<sup>st</sup> mandatory change we made, as it enabled us to remove discrimination from our paradigm of engagement. By acknowledging each and every member of our Family as an expert in something, even if it was the challenges associated with a vice, it removed any negative influences or impacts of their engagement and replaced it with expertise. We then supported each contributing member with a team that ensured effectiveness. This single change in paradigm shifted us from a system of mitigation to sustain a whole unit (1.0 or 100%), into a system that was inherently whole unto itself, that could then doubled or tripled or more.

For the first time ever, our Family was not a broken and fractured system of deficiency, but instead a system of efficiency was established. In doing so, the next iterative shifts became clear; to then double this effectiveness by implementing a similarly impactful growth strategy that decreased our overall expenses per unit, while increasing the total delivery of work completed.

This was the very first insight into the growth potential of what was to be “Our Journey To Belonging”, that included the choices and inclusion of each and every one of us. We later worked diligently to execute a coordinated system of business activities that would be differentiation into 8 functional autonomous business units, reliant on a single administrative body, recognized a single business as a Family Trust; creating a new “ONE”, made of 10 singular units.

# X<sup>8</sup> - A New Norm For Growth



**Systems Development: Exponential Inferences Of Expression Are Limited Due To Linear Capacities Of Understanding And Ignorance And / Or Disbelief Of Natural Systems Of Abundance.**

NextSTEP Support Inc. had seen 3 foundational shifts in its organic development; from a family support solution, into a fully functioning Business Unit; and a fully functional Business Unit into a minimally viable Operational Business Conglomerate, with 3 levels of production to ensure inclusivity and sustainability.

**Phase Shift “One”** - NextSTEP Support Services as a Single healthcare support unit for adults with support needs. This is transformed into a Trinity of 3 Business Units to create its first truly functional Business Unit. However, these are each partnerships with already existing business that resist change and each partner ultimately breaches contract to secure their own initiatives. But the subunits of effectiveness are established.

**Phase Shift “Two”** - NextSTEP Support Services remains a Single healthcare support unit for adults with support needs, but with the know potential for expansion and replication. This is transformed into a Trinity of 3 Business Units to create its first truly functional Business Operation. This utilized the various skills of each subunit to create a fully autonomous and replicable unit as a Family Trust, comprised of Amberley Ryan Henry as a Sole Proprietor, NextSTEP Support Inc. as a Vessel of Collaboration, and H2HVAC Inc as an engine of wealth generation.

**Phase Shift “Three”** - ACES & Guides Staffing supports and employs youth & adults to develop the adaptive, language, and job skills needed to navigate today’s communities and work environments safely and with confidence; to advocate for their needs, and to make meaningful connections with others. They do so by delivering a comprehensive individualized benefits packages to Trainees, Staff, Employees & Partners determined through a needs analysis process.

They are leaders in transitional planning & support services who are pioneering the establishment of policies and procedures that support a system that is more responsive to people’s needs and supports greater choice and flexibility for people over the course of their lives.

In a Joint Venture between The Family Trust (Amberley Ryan Henry as a Sole Proprietor, NextSTEP Support Inc. as a Vessel of Collaboration, and H2HVAC Inc as an engine of wealth generation) and ACES & Guides Staffing & Dutta Creative is established for adults with support needs, who are being provided **Structured Transitional Executable Planned Strategies (STEPS)** for the execution of Person Centered Directives.

## BUSINESS PLAN: Duration 60 months

01/01/2026 - 12/31/2030

**Amberley Henry**  
Support Training Director

+1 (437) 995-8661    ahenry@NextSTEPsupport.com

### WORK-STEP PROGRAM

WORK-HOUSE: 104-2901 Jane

WORK-STEP 1 - OFFICE PLANNING SITE: 1709 Bloor Street

WORK-STEP 2 - CAMPUS/PARK TRAINING SITE: Downsview/High

WORK-STEP 3 - WORKPLACES: COMMUNITY: Black Creek Village, RESIDENTIAL: Yorkwoods Village  
RETAIL: 905 Jane - Trading Post, COMMERCIAL: J/F - Food Bank, SOCIAL-STEP CLUB: STATION SITE:  
Sheppard West

WORK-STEP BUSINESS PARTNER: YorkGate Mall

**Celebrations At Black Creek Villages: An international Food Festival And Exhibition, In Jane & Finch**

With Support of established Food Festivals such as Ribfest Toronto, Super Centres, No Frills and business with Yorkgate Mall, we would like to establish an International Food Festival And Exhibition, in Jane and Finch. This would operate as a pilot project that establishes a system of employment that can duplicate the successes of our family; and establish best practices for such a project, so that we may help many other families in my community.

This would serve as a template that could support other community development initiatives to establish family trust Models of a SOHO (Socially Optimized Housing Operation), as a structured vessel of training, employment and wealth generation. The establishment of a true employer and training operation is the only real difference between family subsistence and independence.

**Tentative Annual Schedule: April - October**

**April** - Blossom Festival

**May** - Asian Heritage Festival

**June** - Days Of Summer Exhibition

**July** - Canadian Heritage Festival

**August** - PanAfrican Heritage Festival

**September** - Black Creek Bazaar

**October** - European Heritage Festival



**HEALTHCARE SERVICES**

COVID-19 Regulations

Keep this a safe and clean space for all!

- Wash your hands frequently
- Wear a mask at all times
- Face shields required in certain areas
- Observe social distancing



[www.NextSTEPSupport.com](http://www.NextSTEPSupport.com)

## Specific Services for Adults with Autism in Transition

This coalition of businesses and organizations have come together to offer a variety of opportunities to help support Youth, Adults and Business Owners in transition, to achieve their goals more efficiently. Over the past 5 years, they have worked on solutions to help people with autism and service providers who work in the developmental services sectors to do things differently, and in accordance with the industry regulations and changes that have taken affect in Ontario, as of July 1, 2024.

### ***Changes in the Professional Standards that Governs the Provision of Adult Support Services in Ontario, Canada:***

The [\*Psychology and Applied Behaviour Analysis Act, 2021\*](#), comes into force on July 1, 2024. Learn how the ministry is working with its partners on a long-term vision for developmental services where people with developmental disabilities fully belong in their communities and are supported to live the lives they choose. ***Journey to Belonging: Choice and Inclusion (simple read version)***.

As a group, we have devised solutions to meet the needs outlined in the [Ontario Government Reform Plan, Journey to Belonging: Choice and Inclusion](#).

#### [Journey to Belonging: Choice and Inclusion](#)

Learn how the ministry is working with its partners on a long-term vision for developmental services where people with developmental disabilities fully belong in their communities and are supported to live the lives they choose. See the easy read version of the Developmental Services reform plan.

[www.ontario.ca](http://www.ontario.ca)

### ***Our Solutions to Developmental Services Sector Changes:***

In response to the changes, as detailed in ***Journey to Belonging: Choice and Inclusion***, we have diversified into 3 business streams:

1. Transitional Adult Support Services provided in partnership by NextSTEP Support Inc. & H2HVAC Inc.
2. Employment Services provided by ACES & Guides Staffing
3. Planning and Strategy Services by Home Education & Life People Corp., Dutta Creative, Aamir Khan (to be Amberley R Henry) and various independent financial advisors

We are delivering the following programs and services in response to the needs outlined in the Journey to Belonging: Choice and Inclusion.

### **Programs & Services that Put You First:**

- To better help you prepare for the following life changes: Transition Into A Community; Transition Into A Group Program; and Transition Out Of A School Program



### **MY-STEP CLUBHOUSE ARTICLES**

Support Every STEP of Your Way...

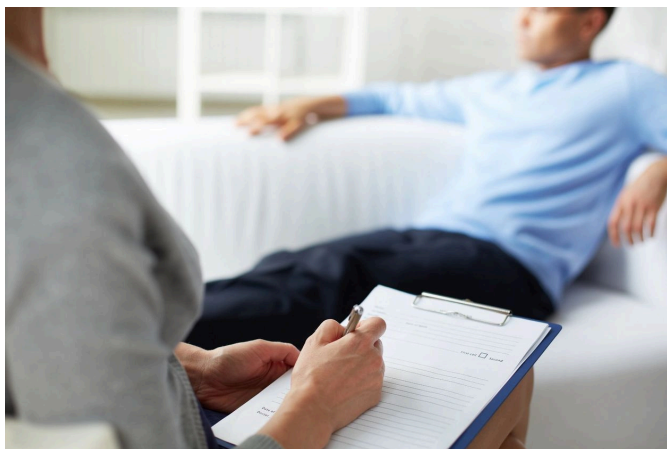
- Getting a job: Transition Into A Workplace Program and Transition Into Employment Program



### **ACES & Guides Staffing**

Join Our TEAM to get a 4 HOUR SHIFT to train, learn, and gain experience for the job you want.

- Changing where you live: Transition Into A Community Program
- Planning to have the life you choose: Transition Into Adulthood - Person Directed Planning



### **Home Education & Life People Corp.**

In Partnership with ACES & Guides Staffing and NextSTEP Support Inc.

- Funding that is based on your needs: Financial Needs Analysis by Independent Financial Agents
- Making it easier to get different services: Referrals to Funded Programs & Services
- Support that are right for everyone: Inclusive Support, Staffing & Employment Services

## Programs & Services That Improve The Supports You Get:

- Better Understanding the types of support you need: Person Directed Planning Process
- Trying new ideas to make services better for you: Innovative Research & Development - Camp In The City Projects
- Using technology to help you live your life: Pre-programmed technology with 24/7 Technical Support



### **Programmed Devices: Service Consultation**

Meet with us to determine which pre-programmed augmentative communication device will meet your personal, work or community engagement needs and budget.

## Programs & Services That Help You To Meet Your Goals

- Improving outcomes: [2024-2028 NextSTEP Prospectus of Outcomes](#)
- Helping staff get the right skills to support you: Specialized Training Programs towards Non-Compulsory Trades Designations

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## **12 - Month Goal: 120 PDP and Individualized Benefits Packages**

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**Standard Planning Process for Adults Transitioning Out of School, Into Community, Into Workplace & Into Employment**

# YOUR PERSON DIRECTED PROCESS - STARTING GUIDE



01  
Person Directed Planning



02  
Community Membership  
Making Acquaintances, Friends & Best Friends



03  
Community Activities:  
Clubhouse Membership



05  
Greater Independence



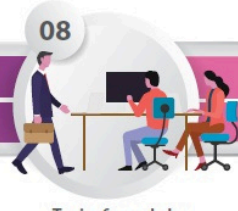
04  
Independent living



06  
Away  
Camp



07  
Experience Work at a Camp



08  
Train for a Job



09  
Sign a Job Contract

**Project Team**

<b>Project Lead</b>	Amberley Henry, Project Director
<b>Stakeholders</b>	<ul style="list-style-type: none"> <li>● NextSTEP Support Inc, Sonja Lynn Futerman</li> <li>● Home Education And Life People Corp., Henry Family</li> <li>● Dutta Creative, Ajay Dutta</li> <li>● ACES &amp; Guides, Tamara Bailey</li> <li>● Behaviour Consultant, Aamir Khan (Amberley R Henry)</li> <li>● H2HVAC, Herbert Henry</li> <li>● Georgia Peach Cleaning, Jesus, Benjamin &amp; Carlston Henry</li> </ul>
<b>Former Members To Be Replaced Through Contract or Delegation Of SOHOS Initiatives</b>	<ul style="list-style-type: none"> <li>● Dru Ann Bourne, ACES &amp; Guides Program Manager</li> <li>● Nathan Chintoh, ACES &amp; Guides Program Facilitator</li> <li>● Priyanka Priyanka, ACES &amp; Guides Program Coordinator</li> <li>● Gaurav Kumar, NextSTEP Support Inc. Program Administrator</li> <li>● Benjamin Henry, HEAL People Corp.</li> <li>● Jesus Henry, HEAL People Corp.</li> </ul>