

Community Living St. Marys and Area Annual Report 2016–2017

Our Vision: A community where everyone belongs.

Our Mission: To nurture the ability and willingness in our community to welcome and support all people as valued and contributing citizens.



The Slater Family hosted our YMCA Summer Student last year!

Message from our President

Another year come and gone, hard to believe. It has been another great year for the Board with lots of great opportunities and experiences to share ideas and learn new things.

Great things have taken place this year at Community Living St. Marys. I will highlight a few major ones:

The Stories Project was a huge undertaking that Marilyn Haywood and many others spent countless hours on but the final product was so worth it! Great job everyone!

This year the Board has met with an outside facilitator, Alice Saddy Association and Ingersoll Support Services in hopes to be able to collaborate with them and share ideas/resources. Sharing resources such as executive roles, technology, financial resources etc. is not new and has been supported by the Ministry of Community and Social Services. The three boards have met once and thought it would be beneficial to meet once a year to talk about how we can help each other. Great learning experience!

Conscious Care and Support project was another new learning experience. Our association is one of six organizations in Ontario participating in an 18-month demonstration project in partnership with Community Living Windsor. Conscious Care and Support is all about facilitating optimal living and learning support conditions by addressing a person's essential body, brain and being needs and by developing supporter's human competencies.

The new renovations at the building look great! It was definitely time for a facelift and revamping of office and meeting room space! Well done!

The Board is looking for other community members to join our team! It is always good to get fresh ideas and gain different perspectives on things. Spread the word!

Thanks to the Board members and Marg for another great year! And thanks to all the wonderful staff, you all do a great job and are truly appreciated!

Allyson Dunseith
Board Chair

Current Board of Directors

| | |
|--------------------|------------------|
| President | Allyson Dunseith |
| Vice President | Emma Blackler |
| 2nd Vice President | Brenda Holland |
| Treasurer | Dwayne Hubbard |
| Executive Director | Marg McLean |
| Directors | Lorelei Beard |
| | Sheila Greason |
| | Linda Howgego |
| | Allan Slater |
| | Barbara Taylor |

Nominations to the Board

The following people are being presented for election to the Board for 2017–2018:

Emma Blackler
 Allyson Dunseith
 Sheila Greason
 Brenda Holland
 Linda Howgego
 Dwayne Hubbard
 Barb Leavitt
 Alice Mainland
 Allan Slater
 Barbara Taylor

Thank You Lorelei Beard for your service on the Board of Directors. We wish you well in your new adventure.



Who we are...

- 56 people, age 4 to 95, using services and their families
- Many volunteers make up our Board of Directors, organize fundraising, join committees, act as 'guides' in our community
- 98 employees, 50 full-time, 42 part-time and 6 students
- 7 Individuals or families share their home with someone supported
- 10 Self-employed workers hired by people supported & their families
- Living in and around St.Marys, Stratford, London, Exeter, Strathroy, and Petrolia

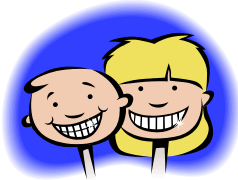
What does support look like?

- Supports are designed for the person so it looks different for each person
- 53 people use planning and facilitation supports
- 5 young people use planning only for summer supports
- Most people have some one-to-one paid support, ranging from a couple hours per month to many hours daily
- 5 people live full time or visit regularly with a family or a friend enjoying a 'share your home' lifestyle
- 9 people have connected with a neighbour for some measure of care
- 6 people have hired their own in-home overnight support
- 4 families manage their family member's support

Current Members

Lorelei Beard
 Emma Blackler
 Linda Clendinning
 Don Dingwall
 Allyson Dunseith
 Sheila Greason
 Eric Grose
 Marilyn Haywood
 Brenda Holland
 Harold Holland
 Thomas Holland
 Linda Howgego
 Dwayne Hubbard
 Lydia Laine
 Barb Langdon
 Alice Mainland
 Marg McLean
 Donna & Dave Mitchell
 Mary Muir
 Danny Muir

Carrie Anne Muir
 Kelly Muir
 Janelle & Wes Philips
 Gail Prout
 Tracy Rossetti
 Mirco Rossetti
 Jan Schondfeldt
 Al Slater
 Bev Slater
 Barb Taylor
 Paul Williams



Our strength is in our membership. Please become a member. You will receive a newsletter four times annually and more.

We support 56 people on the date of May 25, 2017.

- 9 people are under the age of 20 (17%)
- 13 people are between the age of 20 and 30 (23%)
- 12 people are between the age of 31 and 40 (22%)
- 4 people are between the age of 41 and 50 (7%)
- 12 people are between the age of 51 and 64 (20%)
- 6 people are over the age of 65 (11%)

This means that an interesting shift has happened and now 62% of people we support are under the age of 40. There have been a number of deaths in the last 2 or 3 years, which has influenced this.



Special thanks to members of the **Quality Assurance Committee** - Susannah Joyce, Bud Carter, Barb Taylor, Allan Slater, Ruth Lamond, Jennifer Leslie, Marg McLean.

Special thanks to members of the **Joint Health and Safety Committee** - chair Paul Williams, Carol Ackersviller, Kim Monden, Linda Pickering, Jackie Haycock, Marg McLean.

Special thanks to members of the **Employee Management Relations Committee** - chair Kim Monden, Laura Cannon, Jennifer Leslie, Ruth Lamond, Carol Ackersviller, Nichole Everitt, Susan Graham, Jen McCauley and Marg McLean.

Current Employees (as of June 2017)

Page

Carol Ackersviller
Darren Ackersviller
Dustie Allen
Kelly Armstrong
Derek Atchison
Rhonda Aubie
Krista Bauer
Jane Bean
Chris Bibby
Beverly Blair
Sherry Bradley
Tracy Brant
Darion Brenner
Matt Brenner
Allyson Brookshaw
Kathleen Brunato
Malibe Campantero
Shannon Campbell
Laura Cannon
Brooke Cavaliere
Angela Clark
Krysta Clark
Krysta Clarke
Jenn Costello
Roberto Costte
Don Dingwall
Nichole Everitt
Travis Feltz
Maureen Flanagan
Marion Fox
Emily Frehner
Peter Furst
Shayna Gavin
Ruth Glendon
Mercedes Graham
Susan Graham
Roz Gunn
Jackie Haycock
Sarah Hemstock
Becky Huffman
Carol Hughes
Nik Huls
Michael Juha
Fiona Karu
Elissa Kok

Ruth Lamond
Samantha Lamond
Jeff LeBlanc
Stephanie Lee
Jennifer Leslie
Stephanie Liscumb
Vickie Logan
Lisa MacDonald
Vanessa Martin
Jen McCauley
Melinda McCauley
Kimberley McIntosh
Linda McKay
Jodi McLean
Marg McLean
Kim Melville
Claire Milton
Donna Mitchell
Shannon Moir-Montgomery
Kim Monden
Peter Morgan
Ellyse Moyer
Maddie Munro
Scott Munro
Candace O'Hearn
Jocelynn Pellizzari
Linda Pickering
Elaine Primeau
Mark Reble
Rachel Reilly
Sharon Rendell
Tamie Robertson-Coward
Sheila Rose
Michele Rourke
Doug Schmidt
Rachel Schneider
Jan Schonfeldt
Connie Seaton
Genna Shaw
Taylor Simpson
Rebecca Tannahill
Stu Taylor
Mel Thomson
Rene Tigani-Beardon
Taiya Timmermans

Cathy VanOosterhout
Adam Wilkerson
Paul Williams
Edna Willows
Nicole Zandstra
Gen Zinger
Tiffany Zub



Service Milestones

Congratulations to the following employees:

5 Years

Taiya Timmermans
Roberto Costte
Edna Willows

10 Years

Jenn McCauley
Rachael Reilly
S Bradley

25 Years

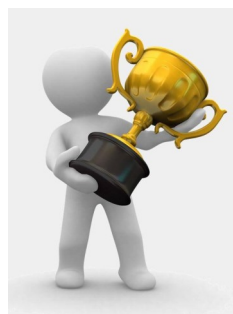
Angie Clark

30 Years

Chris Bibby

35 Years

Ruth Lamond



Learning about Conscious Care and Support

with Peter Marks

Strategic Framework 2014–2018



Our Vision

“A community where everyone belongs”

Our Mission

To nurture the ability and willingness in our community to welcome and support all people as valued and contributing citizens.

Our Principles

- # 1 We believe everything starts with the person.
- # 2 We believe we are accountable to the person first while honouring relationships in the person’s life.
- # 3 We believe that a range of relationships are valuable and important to everyone.
- # 4 We believe everybody has the right to self-determination.
- # 5 We believe that inclusive communities are created and strengthened by recognizing and acting on the belief that each person has unique gifts that are necessary contributions.
- # 6 We believe in our commitment to people with developmental disabilities from St. Marys and Area.
- # 7 We believe that being involved in your community leads to full citizenship.
- # 8 We believe we have a role in grassroots community development.
- # 9 We believe it’s important to plan for future needs of people living in our community.
- # 10 We believe in an organizational culture that encourages learning, risking, evolving and innovating.
- # 11 We believe in the honourable role that staff play in people’s lives.
- # 12 We believe in planning that is separate and local and also, we believe there is a role for independent, unencumbered planning in Ontario’s developmental service system.
- # 13 We believe that our organization is healthier when there is an active quality assurance process in place in every area of the organization.

Priority # 1 Engagement of Individuals, Families, Volunteers and Communities

Pathfinders group: Volunteered with the Create A Smile fundraising walk. It's great to see youth in action!

Community Living on Facebook: 202 people currently like our page which means they see everything we post. The most popular post over the past year reached over 900 people through them liking or sharing it with others.

Community Living Scholarship: Given each year to a local student entering into a relevant post-secondary program. Kaylin McLeod was awarded it in 2016.

Summer Support for young people: During the summer of 2016, 17 young people received some type of support. The connection with a number of them carried on in some way through the year.

Create A Smile Walk: About 100 participants and \$14,368 raised in the 13th annual fundraiser.

Emergency Response Registry: St. Marys Fire Chief Richard Anderson led a small committee to develop this registry for vulnerable people living in our community.

Family Engagement Project: Began a one year project with Community Living Ontario. The focus is on learning about how we connect with families more deeply and ways to share this with others.

Our Stories Project: Nine short videos were produced by Simon Brothers of Powerline Films with support from Marilyn Haywood. Over 100 people contributed stories, facts and timelines .

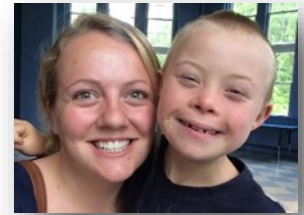
Quality Assurance Committee: Members continue to inspire and challenge us in our work.

Priority # 2 Partnerships and Connections

Re:Action4Inclusion: Over the past year two local youth have become involved in RE:Action4Inclusion, a provincial youth social justice and community change movement. Cameron Stanger and Johanna Hainer have joined the provincial movement dedicated to educating their peers models of authentic inclusion. Re:Action4Inclusion bring youth with and without a disabilities together to be leaders in their schools and communities.

DCVI Community Change Project: Local high school students created a project named 'Break'n DCVI'. The key messages focus on building community and getting to really know people for who they are. This Community Living Ontario funded project is about building a welcoming school community.

The International Inclusion Conference: Held in Orlando, Florida in November 2016, local youth advocate, Cameron Stanger, joined other provincial youth advocates and adult allies at the conference.



**Congratulations
St. Marys DCVI!**



Priority # 2 Partnerships and Connections

Voices: This partnership with CL North Perth, Family Services Perth Huron and CL Stratford continues to be strong with ongoing projects with Perth County high schools. Voices supports the Boards' inclusion mandates.

Special Education Advisory Committee: Jenn Costello continues to represent us on the Avon Maitland SEAC. The Board's commitment to inclusion is very strong.

Community Supper: We prepared dinner for about 100 people at the United Church on December 19, 2016.

Summer Support Providers: We continue to work with Kids Klub and the City of Stratford to facilitate opportunities for children with disabilities to access regular camps in March Break and during the summer.

St. Marys Accessibility Committee: One person supported by CL St. Marys is a member of the committee. An employee also sits on as chair.

Heart and Stroke Big Bike: On May 5th Community Living Crusaders had fun and raised some cash

St. Marys Mobility Services: We enjoy a strong connection with Mobility Services. An employee sits on the Board as a CL representative. To support a leave, we have taken on a book-keeping role with them.

Meals on Wheels: Delivers meals for the month of November.

Ties to Health funded services: Agreements with One Care and Paramed. We sit on the Health Links Steering Committee and are part of the Connecting the Dots project.

St. Marys Networking: Meet regularly with this dynamic group for information sharing.

Presence to Citizenship: Working with Community Living Atikokan and nine other agencies across the province on development of best practices, with a provincial summit held in February and creation of a community of practice to support this good work.

Individually Funded Support project: Led by CL Toronto, we have participated in interviews and group sessions with leads Dr. Barry Issacs and Frances McNeil.

Community Living is a member of many local and regional bodies including:

Perth Huron Facilitator Network
Huron Perth Developmental Services Provider Group
Huron Perth Enhanced Community Response Network
Ontario Residential Agency Network
And many more...

Community Living is a member of many provincial bodies including:

Community Living Ontario
Ontario Independent Facilitation Network
Ontario Community Services Coalition
OASIS
Ontario Independent Funding Coalition



Priority # 2 Partnerships and Connections

Collaboration of Agencies: We have been meeting with the Alice Saddy Association and Ingersoll Support Services regularly to explore shared training, human resources, admin functions, leadership, etc. Our Boards have also enjoyed this cross learning and will meet on an annual basis.

Conscious Care and Support with Peter Marks: Led by Community Living Windsor, we have participated in this two year project. We held a one day session with 70 people attending. More intensive learning sessions were held and 20 employees have received a Conscious Care and Support certificate from University of Toronto.

Microboards: We have been exploring Microboards and Vela BC with groups from Windsor, York South and London.

Gifts: Bruce Anderson visited in February and gave two full presentations. As a result, we have some newly trained gift interviewers.

Priority # 3 People Power

Mentoring Program: We will be launching a Mentoring Program for employees this fall. It will provide an excellent opportunity for more experienced support workers to share their knowledge and experience.

Social Role Valorization: We co-sponsored an SRV training in the fall of 2016. We now have over 30 employees trained in SRV. We continue to work with four teams in this area. In addition, we are co-sponsoring a PASSING workshop this fall.

Conversations that Matter: Online videos and discussions are available to all employees and our Board of Directors.

New Human Resources Position: Complying to all required training, mandatory and non-mandatory, contributed to a decision to have a HR Admin position to assist in these areas and with some central admin functions including upkeep of our social media.

Leads: We are identifying areas where a lead person could take on new roles and responsibilities and have opportunity to expand their own learning and experience.

FOCUS Accreditation: We are at the end of our preparation for our onsite accreditation process scheduled for this fall.

Core Gift Master Facilitation: Two people from St.Marys were able to join Bruce Anderson for this training. It is new so they were able to offer some feedback for the course.

Continuous Learning: 2 employees enrolled in the Developmental Service Worker certificate or diploma program. Support for books and tuition from Association make it easier. There are two employees who are currently enrolled in the DSW Apprenticeship program.

Advance Coaching: Two employees are receiving some executive coaching from Masters students of Royal Roads University.

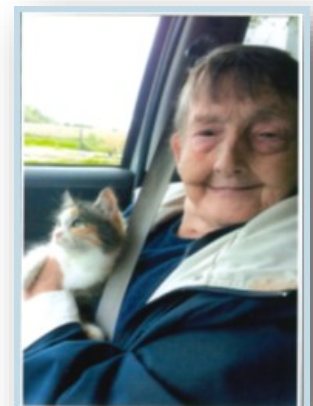
Did you know?

We provided 117,211 hours of direct support in 2016/17

Planning and Facilitation has been connected to 53 people over the past year plus 5 young people with summer supports

Affordable and accessible housing continues to be a need for people in our communities

28% of people supported under the age of 65 have some paid employment but 79% of them work under 10 hrs per week.



Priority # 4 Advocacy

People First St.Marys/Stratford: Three people attended the People First of Ontario conference last fall. From that connection, one man is hoping to work with ARCH Disability Law Centre on some training. We continue to support the local chapter including the making of a short video.

International Day of Persons with Disabilities: for the third year, this day was honoured by handing out candies in many community places with a little message attached.

Class Action Lawsuit: Phase 2 of the Class Action has been approved and we supported people with this process.

MPP Randy Pettapiece: We continue to support families to connect with their local MPP to share their stories.

Family Forums: With OCSC, hosted regional family forums to learn more about what matters to families and to share information. Presentations on housing options, Vela Microboards, etc.



Priority # 5 Housing

Provincial Panel on Housing: We had an opportunity to make a brief presentation on housing that was webcast across the province. It was a good opportunity to share stories of things that have worked well for people.

Housing First Committee: We have a rep on this committee that is working with Stratford Housing to implement the 10 year Housing and Homelessness Plan for Perth. This connection has been very helpful for community planning.

Agreement with Stratford & Perth Housing: We continue to have good support from Housing

Housing Task Force: Our “Neighbourly Homes” project is part of a virtual book made available through MCSS website and Partners for Planning.

Link with William Hanly Apartments, Inc.: Continue to work with WHA to increase accessible, affordable homes.

Private Investors and Developers: We continue to have conversations with private investors and developers. One private investor purchased a semi-detached home in St.Marys specifically for a person we support that allowed him to move from his parents home.



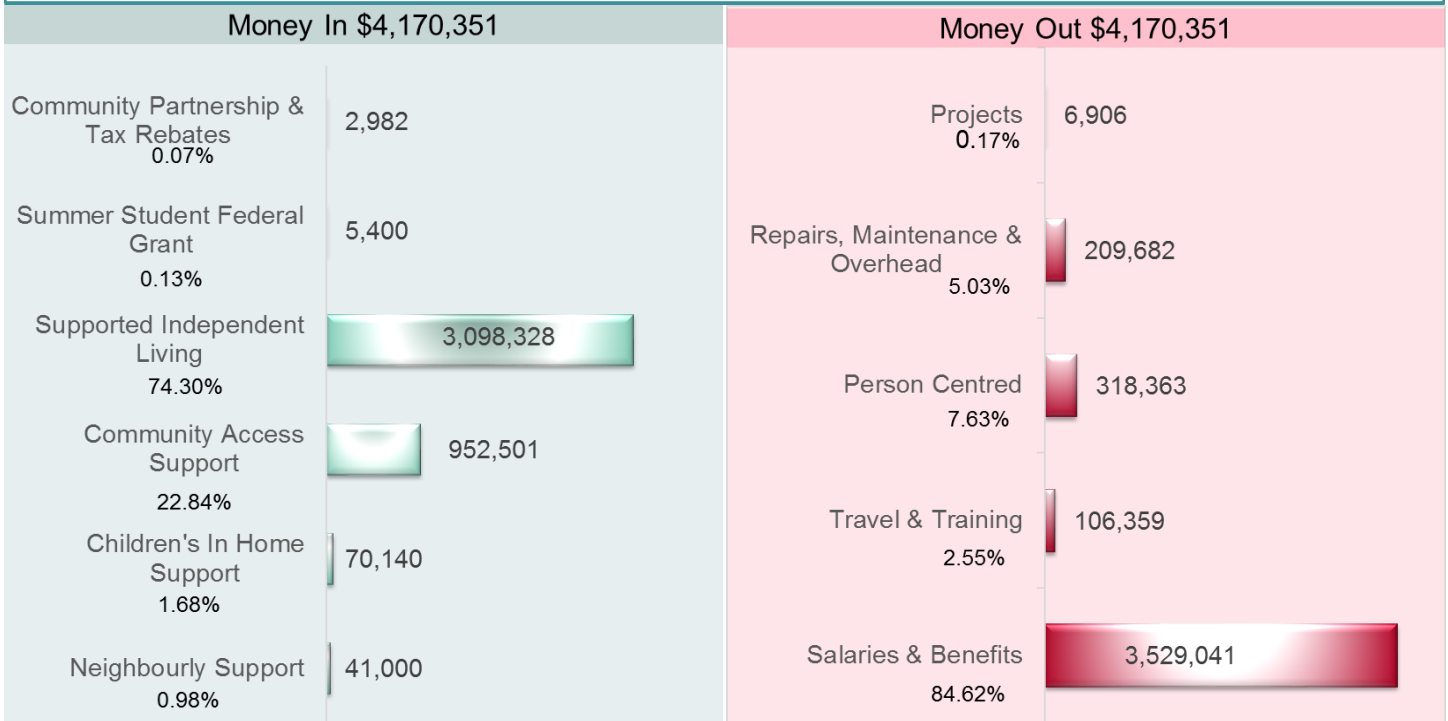
Community Living St. Marys and Area Statement of Operations

| For the year ended March 31 | Operating Fund | Capital Asset Fund | Total 2017 | Total 2016 |
|---|-------------------|-----------------------|------------------|-------------------|
| Revenue | | | | |
| Ministry of Community and Social Services grants | \$ 3,370,471 | \$ - | \$ 3,370,471 | \$ 3,374,871 |
| Ministry of Community and Youth Services grants | 392,040 | - | 392,040 | 158,670 |
| Passport funding | 230,455 | - | 230,455 | 154,650 |
| Donations, campaign and membership fees | 31,961 | - | 31,961 | 23,811 |
| Investment income and building revenue | 39,822 | - | 39,822 | 55,015 |
| Secondment and other agencies | 180,074 | - | 180,074 | 85,125 |
| Other revenue | 8,382 | 391 | 8,773 | 5,748 |
| Change in unrealized investment gains (losses) | 50,544 | - | 50,544 | (44,804) |
| | <u>4,303,749</u> | <u>391</u> | <u>4,304,140</u> | <u>3,813,086</u> |
| Expenses | | | | |
| Salaries, wages and benefits | 3,525,534 | - | 3,525,534 | 3,192,538 |
| Training and travel | 93,015 | - | 93,015 | 88,627 |
| Person-centred expenses | 263,728 | - | 263,728 | 216,024 |
| Legal, audit, consulting | 84,333 | - | 84,333 | 55,378 |
| Supplies | 9,056 | - | 9,056 | 7,210 |
| Communication | 28,146 | - | 28,146 | 28,706 |
| Utilities | 12,686 | - | 12,686 | 14,339 |
| Advertising and promotion | 1,208 | - | 1,208 | 2,069 |
| Repairs and maintenance | 91,231 | - | 91,231 | 132,011 |
| Rentals and leases | 9,281 | - | 9,281 | 9,289 |
| Insurance and taxes | 20,665 | - | 20,665 | 20,469 |
| Vehicle operation | 24,022 | - | 24,022 | 16,822 |
| Miscellaneous | 12,306 | - | 12,306 | 9,856 |
| Memberships | 3,527 | - | 3,527 | 3,405 |
| Other | 11,097 | - | 11,097 | (3,336) |
| Amortization | - | 26,869 | 26,869 | 26,947 |
| | <u>4,189,835</u> | <u>26,869</u> | <u>4,216,704</u> | <u>3,820,354</u> |
| Net revenue (expenses) | \$ 113,914 | \$ (26,478) | \$ 87,436 | \$ (7,268) |

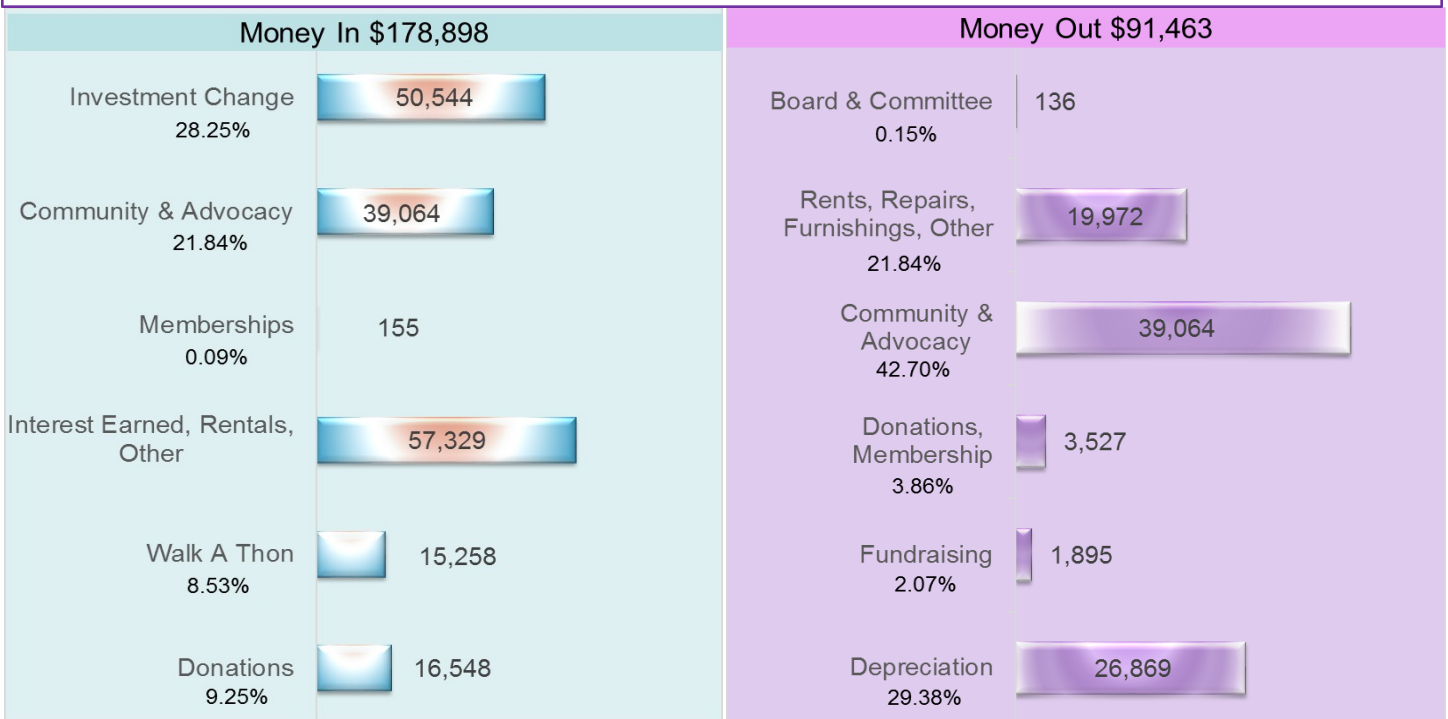
The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

Fiscal Year: April 2016 - March 2017

Ministry of Community & Social Services Grant Money 3,375,871
 Money Received from Other Agencies in Partnership 794,480
 Used to Support People and the Daily Operations of Community Living St. Marys and Area



Community Living St. Marys and Area Efforts



Total Money In \$4,349,249

Total Money Out \$4,261,814

Money in was more than money out by \$87,435

Note: The audit compiles the numbers a bit differently than our process. The bottom line is the same.



Community Living St. Marys and Area
Minutes of the Annual General Meeting
June 20, 2016

The meeting was called to order by President Allyson Dunseith at 4:35pm.

In compliance with our bylaws, all members were **notified in writing of the AGM at least two weeks** prior to the meeting and copies of all reports were made available in advance.

The agenda was approved in a motion made by Allan Slater, seconded by Brenda Holland and carried.

Minutes of the June 15, 2015 meeting were accepted as circulated in a motion made by Lydia Laine, seconded by Danny Muir and carried.

Years of Service Awards will be given after dinner.

The auditor's report was reviewed by Allison Fuller of BDO Dunwoody. As in other years the auditor's report was discussed in detail at the May board meeting. The report was accepted in a motion made by Lydia Laine, seconded by Paul Williams and carried.

The auditors were reappointed in a motion made by Lydia Laine, seconded by Allan Slater and carried. BDO Dunwoody was appointed as our auditors for the 2016 – 2017 fiscal year. Lydia Laine acknowledged the wonderful job Vickie Logan does as Finance Manager.

Reports were accepted as circulated: moved by Lydia Laine, seconded by Paul Williams and carried.

The nominating committee presented Lorelei Beard, Emma Blackler, Allyson Dunseith, Sheila Greason, Brenda Holland, Linda Howgego, Dwayne Hubbard, Allan Slater, and Barbara Taylor for directorships.

Nominations from floor: None

Election of Directors: It was moved by Mary Muir and seconded by Bev Slater that the slate of directors be accepted as presented. The motion was carried.

The Nominating Committee was not formed due to lack of interest from meeting participants.

Other Business: None

Adjournment: It was moved by Paul Williams. Time was 4:50pm.

Note: The annual meeting was followed by a social time and dinner with 80 people in attendance. Everyone enjoyed watching three new short video stories made by People First of Ontario. David McKillop and his wife Eileen joined us from Gananoque. David is featured in one of the videos. Following the video presentation, David played his guitar, sang and led us in a sing-song.

