

COMMUNITY LIVING

St. Marys & Area



ANNUAL REPORT

JUNE 2026

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

Message From The Board

It has been a year reflective of life everywhere. The sadness of loss and the joy of new beginnings.

Administratively, we have welcomed two temporary co-Executive Directors to guide CLSMA while Becky Huffman is enjoying her maternity leave. Kim Monden and Jayden Nancekivell have stepped into their roles with enthusiasm and dedication and the board feels very fortunate to have them here.

Our current Strategic Plan is reaching its end-date this year but we have been very pleased with how it is helping to move the organization forward and so don't anticipate very many changes to it for the next version.

Thank you to all of our Board Directors for their dedication to and enthusiasm for the vision that defines Community Living St. Marys and Area.

It has been my honour to be the Chair of this wonderful organization for the past year and I look forward to the achievements to come.

Thank you.
Lynette Geddes
Board Chair



Meet our Board of Directors

Lynette Geddes - Chair
Brenda Holland - Vice Chair
Alice Mainland - Treasurer
Emma Blackler - Secretary
Bud Carder
Nicole Carradine
Linda Howgego
Sue Fowler

Strategic Plan 2023-2026



As we wrap up our third year, let's take a look back at our Strategic Priorities and what we have accomplished over this past year!

1. Service Excellence

- Reviewed and revisited the individualized budget process and identified areas needing improvement based on the needs of each individual person receiving services
- Met with other organizations to compare resource utilization
- Continued progress in reviewing and updating policy and procedures (2026/27 a continued focus on Health and Safety and Admin)
- Strengthening and broadening our community connections for safe and affordable housing at Municipality level, Stratford housing, developers, investors, local realtors
- Spring All Staff Meeting focused on our commitment to Conscious Care and Support for people supported and employees, This work in ongoing

2. Quality Supports

- Quality Assurance Committee continues to conduct QA interviews- this tool continues to assess the quality of supports we are providing to people receiving services
- The Quality Assurance Committee will review emerging themes from quality interviews as they prepare to prioritize them and create an action plan
- Internal Planning Process continues to move forward and will continue to provide planning services to those we support
- CLSMA will provide support to eight young people in our area this summer

3. Employee Experience

- Third Annual Employee Survey completed in Spring 2026- a lower than anticipated response of 39% engagement, the feed back continues to be valuable!
- Annual All Staff meetings; Community guest speakers, World Cafe Conversation, Concious Care and Support focus
- CLSMA Board of directors approved a 1% Wage Increase for all staff!
- Professional Development Opportunities: Community Living Ontario Conference, Concious Care and Support, OASIS, Tech Conference, AI with Southwest Collaborative, Real Xchange Webinars, Pooran Law Webinars, internal Tech Trainings, and Internal Compass Training for new and current employees
- An increase in the number of Team Meetings across the organization
- Continue to receive employee feedback through regular meetings, including “Stay Interviews’. This process has begun as an additional mechanism for conducting one-on-one conversations with employees to gather additional feedback.

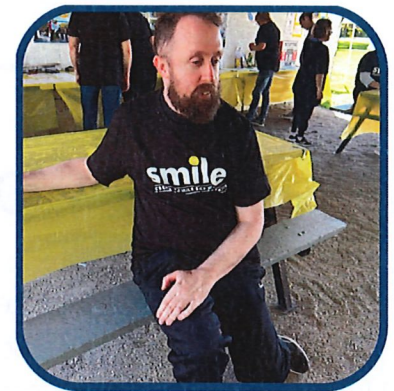


What we can expect in the coming year...



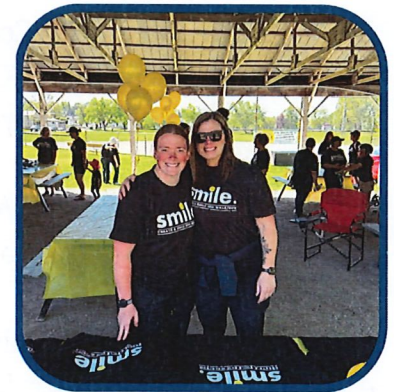
Service Excellence

- Continue to review the Individualized Budgeting Process to ensure CLSMA is maximizing outcomes for people supported
- Continued review of HR Processes to ensure high standards for service are clear and consistently followed
- Develop tools and training to promote and prioritize community-based support models.



Quality Assurance

- Develop effective processes for getting feedback from people supported and families- Through quality interviews, feedback surveys, check ins.
- Continue to expand the number of people who have access to planning services from CLSMA
- Prioritize and promote agency culture, ensuring values and principles are understood and are entrenched in the work that we do



Employee Experience

- Agency wide training- including AI training- how we can best use AI in the workplace
- Further develop and implement 'Stay Interviews' to get a better understanding of the current employee experience
- Foster opportunities for everyone to connect, collaborate, and spend time together.





Agency Committees

Employee Management Relations Committee (EMRC):

Carly Geiger (Co-Chair), Beverley Belcher-Besenyodi (Co-Chair), Kim Melville, Ashley Schofield, Jenn Lamondin, Jenn Costello, Kim Monden

Joint Health and Safety Committee (JHSC):

Paul Williams (Co-Chair), Kim Monden (Co-Chair), Mallory De Leon, Melanie Thomson, Jennifer Lamondin, Gavin Rawalay

Diversity, Inclusion, and Wellness (DIW):

Gwen Carter, Don Dingwall, Jennifer Lamondin, Kim Hogan, Jennifer Leslie

Quality Assurance Committee:

Alice Mainland, Jennifer Leslie, Marilyn Haywood, Elia Forte, Tracy Aylward, Kim Monden

Gift Guidance Group:

Jennifer Leslie, Edna Willows, Malibe Campantero, Sheri McDonald, Laura Cannon

Fundraising Committee:

Jennifer Leslie (Chair), Sheri McDonald, Candace O'Hearn, Kelly Boudreau, Kim Monden

Statistical Snapshot!

Fun facts about Community Living St. Marys & Area (CLSMA):

- 51 people supported in St. Marys and area
 - 8 local youth supported through Summer Support in 2026
 - 14 people receive creative support solutions through Alternative Supports
 - 18 people receiving individualized employment supports
 - 110 employees (68 full-time, 34 part-time, 8 relief)
 - 14% of employees have worked for CLSMA for more than 20 years!
 - 72% of employees report that they feel a strong sense of purpose in their work!
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Contact:

Community Living St. Marys & Area
300 Elgin St E, St. Marys, ON, N4X 1B4
519-284-1400
centraladmin@clstmarys.ca
www..communitylivingstmarys.ca
@clstmarys



