

2014 – 2015 Annual Report



Mission Statement

“To provide services that support people with a developmental disability, so they may pursue individual goals and membership in the community.”

Vision Statement

“That all people live in a state of dignity share in all elements of living in the community and have the opportunity to participate effectively.”

Commitment Statement

“We believe our employees and volunteers are our greatest resources and as such we are committed to providing a passionate, well-managed organization known for its integrity, honesty, respect, and trusting relationships.”



50th Annual General Meeting

**Location: Balls Falls Centre for Conservation
3292 Sixth Avenue, Jordan**

**Monday, June 8, 2015
5:30 pm**

MISSION STATEMENT

"To provide services that support people with a developmental disability so they may pursue individual goals and membership in the community"

AGENDA

- I. Welcome & Call to Order & Reading of the Mission Statement
- II. Approval of the Agenda
- III. Approval of the 49th Annual General Meeting Minutes
- IV. Review & Approval of By-Law changes
- V. President & Executive Director's Report
- VI. Auditor's Report
- VII. Approval of the Audited Financial Statement for 2014-2015 & Appointment of Auditors for the Fiscal Year 2015-2016
- VIII. Recognition of a Retiring Board Member & Other Service Awards
- IX. Nominating Committee Report
- X. Nominations for Directors for the 2015-2016 year
- XI. Introduction of the Board of Directors for 2015 -2016
- XII. Announcement of the 51st Annual General Meeting date: June 13, 2016
- XIII. Adjournment

Awards/Presentations, Entertainment & Dinner to follow

49th Annual General Meeting

June 9, 2014

MINUTES

The meeting was called to order at 5:37 pm by the President, Elizabeth Furness. Elizabeth welcomed members, staff and guests and asked that all present participate in the reading of the mission statement.

MOTION: To approve the agenda as presented for the 49th Annual General Meeting.

Moved by: David Tigchelaar

Seconded by: Anneke Blom

Carried!

MOTION: To approve the minutes of the 48th Annual General Meeting held June 10, 2013 as written and presented.

Moved by: Judy Meldrum

Seconded by: Allan Smith

Carried!

Each year the Board of Directors reviews the agency's by-laws and recommends any changes if required. There is one specific change recommended pertaining to where meetings will be conducted. The change will reflect that "The Head Office of the Association shall be within the boundaries served by the Association in the Province of Ontario and at such place therein as the Board of Directors may from time to time determine". This change was approved at the April 2014 Board meeting. This revision has been made and the revised by-laws are posted on the agency's website.

Elizabeth Furness encouraged everyone present to review the President's report and all reports contained in the Annual Report for 2013-2014. These reports can also be found on the agency's website at www.cl-grimsbylincoln.ca Elizabeth thanked everyone for their efforts this past year.

Karen Unger introduced Jonathan Zwier from Partridge Iggulden & Associates.

Jonathan Zwier of Partridge Iggulden & Associates presented the audited financial statements for the year 2013-2014 and confirmed the agency is in a healthy financial position. Jonathan indicated that the full financial audited statement for this fiscal year is available upon request and is also posted on the agency's website.

MOTION: To approve the audited financial statements for the fiscal year ending March 31, 2014 as presented.

Moved by: Ian Smith

Seconded by: David McNaughton

Carried!

MOTION: That Partridge Iggulden & Associates be appointed as the Association's auditing firm for the fiscal year 2014-2015.

Moved by: Jim Howden

Seconded by: David Tigchelaar

Carried!

Judy Meldrum provided the nominating committee's report. Christine Hahn and Ian Smith recognized and thanked retiring Board members Judy Meldrum and Patricia Chadwick for their many years of dedicated service as Directors with the Board of Directors.

Judy Meldrum presented the list of nominees for the 2014-2015 Board of Directors. Alessandra Ottaviano and James Howden as nominees provided background information as an introduction to themselves.

Sarina Labonté called for further nominations from the floor. No additional nominations were forthcoming. Sarina Labonté closed nominations.

The full slate of Directors for 2014-2015 was presented and acclaimed as follows: Anneke Blom, Elizabeth Furness, Christine Hahn, Karen Unger, Ian Smith, Wayne Fertich, Jim Howden, Alessandra Ottaviano, Fred Cipryk, Zeau Ismail, Dave McNaughton, Chris Smith and Rev. David Tigchelaar.

MOTION: To adjourn this 49th Annual General Meeting.

Moved by: Christine Hahn

Carried!

Sarina thanked everyone for attending and indicated that several awards would be presented and to stay and enjoy dinner following these presentations. Meeting adjourned at 6:04 pm.

Clem Bezemer provided a report from the Self-Advocacy Group – All United Voices. Clem explained what self-advocacy is all about and the activities of this group comprised of service recipients from Community Living – Grimsby, Lincoln and West Lincoln.

Presentations were made by Deb Grieve-Knight and Rob Silverthorne to recognize and thank the number of families who have made a significant contribution to Community Living – Grimsby, Lincoln and West Lincoln over the past number of years. These Community Partnership Awards were presented to Art & Val Fleming, the Hendriks Family, & the Anderson Family.

Sarina Labonte thanked everyone for their participation and support of the recently held Walking for Inclusion event held on June 7 2014 at Charles Daley Park. A full report on the outcome of this event and the funds raised will be forthcoming.

**Proposed Changes to the By-laws
June 8, 2015**

Section 3. MEMBERSHIP

Proposed addition:

- (5) The Board of Directors will review and confirm the membership fees on an annual basis.

Section 5. BOARD OF DIRECTORS

Proposed change:

- 1) The affairs of the Association shall be managed by a Board of a minimum of seven (7) ~~eight (8)~~ to a maximum of ~~(14)~~ (15) fifteen Directors.

Section 7. NUMBER OF DIRECTORS

Proposed change:

- (1) There shall be a minimum of seven (7) ~~eight (8)~~ up to a maximum of fifteen (15) ~~fourteen (14)~~ Directors.

Section 8. VACANCIES ON THE BOARD OF DIRECTORS

Proposed addition - (3) Vacancies may be filled at each Annual Meeting

Section 12. DIRECTORS VOTING

Proposed change:

Questions arising at any meeting of the Board of Directors shall be decided by a majority of votes. In case of an equality of votes, the chair shall cast the deciding vote. Electronic voting outside of regular meetings can also take place via teleconference, email or by any other electronic means.

Section 18. INDEMNITY OF DIRECTORS & OFFICERS OF THE BOARD

Proposed change:

Every Director of the Association, and his or her heirs, Executors and Administrators, and estate and effects, respectively, may, with the consent of the Association, given at any general membership meeting, at all times, be indemnified and saved harmless out of the funds of the Association through the form of general liability insurance coverage – Officers and Directors liability insurance.

Section 27. NOMINATIONS AND ELECTIONS

Proposed change:

- (2) The report of the Nominating Committee shall be circulated to the full Board of Directors membership at least one month prior to the Annual Meeting.



Inspiring Possibilities

PRESIDENT & EXECUTIVE DIRECTOR'S

ANNUAL REPORT 2014 – 2015

As we conclude the organization's 49th year of service to the communities throughout West Niagara, we are so very grateful to many individuals who have provided strong vision and leadership along the way. As we prepare for our 50th Anniversary, we are truly inspired by our grass roots and the tenacity of many parents, board members, staff members and community partners along the way in joining together to build a strong organizational foundation to provide supports and services to individuals living with an intellectual disability.

A number of additional families were approved for individualized funding also known as "Passport" funding enabling families to purchase the required services for their family member. In response to increasing family requests for service, our agency has created a new position of Passport Coordinator to assist families with acquiring the services for their family member.

Over the past year, our organization consistently supported over 340 adults and children combined on a regular basis through all of our currently offered services. We are pleased that through new service initiatives additional individuals have been served.

The self-advocacy group named "All United Voices" continues to meet on a monthly basis. The members of this group have attended self-advocacy events throughout the province this past year and have provided ambassadorship to our agency with various presentations at community events. Roberta Fitzpatrick has been elected as the new president of this group with the renewed goal of engaging more service recipients to play an active role in their community and provide valuable input about the services that they receive.

Our affiliation with Community Living Ontario and OASIS – two provincial associations continues to challenge and inform our organization with regards to best service practices and opportunities to transform services for persons living with an intellectual disability. There are numerous examples across the province of innovative practices that showcase inclusive supports and services for people in our sector.

Through our employment services and social enterprises, several new partnerships have been created with local businesses and Niagara College Culinary Institute. These exciting partnerships will enable the enhancement of work opportunities for people in our service.

Our organization's five strategic goals continue to provide the organization with a road map for our day to day operations: Increased Choices and Opportunities for Individuals, Optimized Human Resource Services, Effective Communication, A Cohesive and Unified Organization, and Clearly Understood Dynamic Philosophy and Values. In late 2015, our organization will commence another cycle of strategic planning with the engagement of many stakeholders to identify priorities for the future.

With the continued financial support of the Ministries of Community and Social Services and Children and Youth Services along with many private donors and foundations, our organization was able to provide several new services this past year along with the enhancement of our French language services, this purchase of a new home and the opportunity to meet additional legislative requirements in all of our residential settings.

In April of this year, we were pleased to honor 29 staff members at an appreciation dinner for years of employment service. Once again, we extend our heartfelt thanks to all staff members and Homeshare providers, students, and volunteers for their continued contributions and dedication over the past year.

We would like to extend many accolades and thanks to Anneke Blom for her 12 years of service and strong leadership as a Board member and Past President. Her many contributions have been invaluable to Community Living.

Our sincere thanks to the senior leadership team, the Board of Directors and all staff for their continued commitment and quality care of the individuals in our service over the past year.

Respectfully Submitted,

Elizabeth Furness
President
June 8, 2015

Sarina Labonté
Executive Director
June 8, 2015

RAPPORT ANNUEL 2014-2015 DE LA PRÉSIDENTE ET LA DIRECTRICE GÉNÉRALE

Alors que s'achève la 49^e année de service de notre organisme auprès des collectivités de toute la région de Niagara-Ouest, nous ressentons beaucoup de reconnaissance envers les personnes qui ont fait preuve d'une vision et d'un leadership des plus solides tout au long du parcours. Pour préparer les célébrations de notre 50^e anniversaire, nous n'hésitons pas à nous inspirer de notre histoire et de la ténacité des nombreux parents, administrateurs, membres du personnel et partenaires communautaires qui ont su unir leurs efforts pour bâtir une solide fondation organisationnelle apte à offrir du soutien et des services aux personnes ayant une déficience intellectuelle.

L'approbation des demandes de financement individualisé (appelé aussi financement « Passeport ») soumises par plusieurs familles permet à ces dernières d'acheter les services nécessaires pour les besoins de leurs proches ayant une déficience intellectuelle. Pour répondre aux demandes des familles, notre organisme a créé un nouveau poste, soit celui de coordonnateur du programme Passeport, dans le but d'aider les familles à obtenir des services pour leurs proches.

Au cours de la dernière année, notre organisme a systématiquement et régulièrement soutenu plus de 340 adultes et enfants par l'entremise de tous les services que nous offrons actuellement. Nous constatons avec plaisir que, grâce à de nouvelles initiatives, nous avons pu servir un plus grand nombre de personnes.

Le groupe des auto-intervenants appelé « All United Voices » continue de se réunir tous les mois. Tout au long de l'année, les membres de ce groupe ont participé à des activités organisées par des auto-intervenants partout dans la province et ont agi comme ambassadeurs de notre organisme en offrant diverses présentations lors d'activités communautaires. Roberta Fitzpatrick, la présidente nouvellement élue de ce groupe, s'est engagée à poursuivre l'objectif d'encourager un plus grand nombre de prestataires de services à jouer un rôle actif au sein de leur collectivité et à faire part de leurs commentaires sur les services qu'ils reçoivent.

Notre affiliation à deux associations provinciales, soit Intégration communautaire Ontario et OASIS, continue de nous interpeller et de nous informer quant aux meilleures possibilités et pratiques en matière de service afin d'améliorer les services offerts aux personnes ayant une déficience intellectuelle. De nombreux exemples de pratiques novatrices dans la province illustrent les soutiens et services d'intégration offerts aux personnes de notre secteur.

Grâce à nos services d'emploi et entreprises sociales, plusieurs nouveaux partenariats ont été établis avec des entreprises locales et le Niagara College Culinary Institute. Ces partenariats accroîtront les possibilités d'emplois pour les personnes que nous servons.

Les cinq objectifs stratégiques de notre organisme servent toujours de feuille de route pour nos activités quotidiennes : l'accroissement des choix et des possibilités pour les personnes; l'optimisation des services en ressources humaines; des communications efficaces; un organisme cohésif et uni; une philosophie et des valeurs dynamiques clairement comprises. Vers la fin de l'année 2015, notre organisme entreprendra un nouveau cycle de planification stratégique, avec la participation de nombreux intervenants pour cerner les priorités pour l'avenir.

Avec le soutien financier continu des ministères des Services sociaux et communautaires et des Services à l'enfance et à la Jeunesse, ainsi que l'appui de plusieurs fondations et donateurs privés, nous avons été en mesure non seulement d'offrir plusieurs nouveaux services au cours de la dernière année, mais aussi d'améliorer nos services en français, d'acheter une nouvelle maison et de satisfaire aux exigences législatives supplémentaires dans toutes nos résidences.

En avril dernier, nous avons rendu hommage à vingt-neuf (29) membres de notre personnel à l'occasion d'un dîner d'appréciation des années de service. Nous profitons de l'occasion pour offrir, de nouveau, nos plus sincères remerciements à tous les membres de notre personnel ainsi qu'aux fournisseurs de logements partagés (Homeshare), élèves et bénévoles pour leurs précieuses contributions et leur dévouement constant tout au long de l'année.

Nous désirons exprimer nos éloges et nos remerciements à Anneke Blom pour ses douze (12) années de service et de solide leadership à titre de présidente sortante et membre du Conseil d'administration. Ses nombreuses contributions demeurent inestimables au sein du mouvement pour l'intégration communautaire.

Nos sincères remerciements à l'équipe de direction, au conseil d'administration et à tout le personnel pour leur inlassable engagement de qualité auprès des personnes que nous servons.

Soumis respectueusement,

Elizabeth Furness
Présidente
8 juin 2015

Sarina Labonté
Directrice générale
8 juin 2015

Annual Report Submission 2014-2015

Adult Community Services and Employment

The following short submissions represent the various Adult Services and Employment Supports at multiple locations throughout the agency.

Person-Centred Planning

Person-Centred Planning has been offered to individuals supported within our agency since 2011. To date, we have completed person-centred plans for individuals supported within our Residential homes, Supported Independent Living, Home Share Support, and for some recent graduates supported by our Family Support Coordinators. Our partnerships with both Blessed Trinity Catholic Secondary School and Beamsville District Secondary School have been instrumental in reinforcing the philosophy and importance of person-centred planning to students, parents and care givers. As an agency we continue to incorporate person-centre thinking tools into the ever day supports and services in effort to elevate and compliment people's lives. Knowing what is important to the individuals we support is an imperative piece when moving towards bringing individuals goals and aspirations to life.

Person-Directed Planning

Our agency took part in the Person-Directed Planning MCSS Regional Initiative, ending March 31st, 2015. Plans were developed for a gentleman and his service dog who resides within the Hamilton area, and one young lady supported by our agency. Throughout the many hours devoted to both families, the process of Person-Directed Planning proved to assist in connecting families with resources, agencies and familiarity of their services, Mohawk College opportunity's and instruction related to obtaining services and supports.

Livingston Resource Centre

Starting April 2015, Livingston Resource Centre offers both Centre Based and Community Based Programs, which are goal and outcome supported. Support staff work with each individual to develop a goal which is then combined and integrated into their selected program. To date, offering the 2 distinct and diverse programs throughout the day has presented individuals with new experiences, developed community partnerships & relationships, enriched personal relationships through the social media and email and provoked a learn by doing methodology.

Life Skills/Family Support

Over the past year, the Life Skills group at Hopkins Centre have decreased their site based activities working toward community inclusion and experiences. On a daily basis we out and about visiting such places as the Royal Botanical Gardens, visiting local pools, Dundurn Castle and the Toronto Aquarium. We have made our own pottery, preplanted seeds in preparation for our vegetable garden and made beautiful flower arrangements secured by china cups and saucers for Mother's Day.

The release of additional Passport Funding for families and individuals has enhanced the opportunities for more participation in the community, employment placements, respite for families and transportation.

All United Voices (Self-Advocacy)

My name is Roberta Fitzpatrick and I am the newly appointed President of our agency's Self Advocacy Committee, "All United Voices".

I have been a loyal and dedicated committee member for many years and I can tell you firsthand how important it is to stick up and represent yourself. People should speak out about who they are, what they do and how they can be supported.

Everyone is different, and learns in a different way. None of that is important. What is important is being appreciated, respected and heard.

Self-Advocacy at its finest!

Roberta Fitzpatrick was voted in as the new President of the Self Advocacy Committee in March 2015. Just before the next scheduled meeting in April, Roberta suggested that she may need an office since she is now a President. By sharing this wish, it turned into a reality. Roberta now has an office with her name on it at 191 South Service Road.

The Self Advocacy Committee would like to invite new members to join us. Roberta is in her office every other Wednesday, the next one being 10th of June to provide information and answer questions.

For an appointment to meet with President Roberta please email her at robertafitzpatrick5@gmail.com

Well Preserved Handcrafted Condiments and Jellies

Twenty persons were directly supported through the Well Preserved Initiative. This project continues to grow with sales in 2014/2015 of \$23,646.57. This year we have entered in to a partnership with Niagara College Research and Innovation. As an integral part of their curriculum the Culinary Arts program will be developing products and recipes for us that utilize ice wine as well as locally distilled liquors. Funding is being provided by the National Science and Engineering Research Council of Canada. This is in keeping with our focus on local ingredients and strong partnerships. We hope to bring these new products to the market within 2015.

Packaging

Participation in packaging operation is currently at 19 persons supported. Customers include: Hero Dog Treats, Westbrook Greenhouses, Scholten's Candy, Opphardt, Claval, Lincoln Biotech and Aure Wines.

Natural Abilities

Natural Abilities is our gift/craft store on Griffin Street in Smithville. Participation at Natural Abilities is currently at 11 persons. Gross sales last year were \$17,463.70 highlighted by the open houses held 3 times annually to coincide with the Smithville Poultry Fest, the Christmas shopping season and spring.

ODSP- Employment Supports Program

The ODSP Employment Supports Team has had another successful 2014/2015 year, exceeding the negotiated contract. The flexibility and determination of the team, focusing on securing and retaining competitive employment within our community increased the milestones and targets set out for the year. Building rapport with many new employers, and continued success with existing employers aided in establishing many new job opportunities for the people utilizing the ODSP Employment Supports Program. The negotiations for the 2015/2016 contract were confirmed and secured on May 28, 2015. There are currently 51 persons being supported through our agency through Employment Supports.

November 14, 2014 our agency participated in the Salvation Army Kettle Campaign. 23 participants were competitively employed in this seasonal employment opportunity.

The Sears and Purolator Depots continue to be successful and provide work and training opportunities for people to expand their work experience. There was a large increase in customers coming in to shop solely for the Well Preserved, Natural Abilities and other store items, from past purchases, word of mouth, Well Preserved CHCH TV News clip and seeing the items when picking up Sears and Purolator parcels and packages.

Supported Independent Living

The SIL caseload is presently at 33 individuals, with the newest gentleman successfully transitioning from his family home while still attending high school. There are 6 people who share accommodations, 9 live in Niagara Regional Housing subsidized units, 7 individuals live in SIL apartments which have 24 hour support available and 3 ladies live in long term care and still receive SIL support.

There are 18 individuals who are working in a variety of Supported Employment jobs within our community; Sobey's, No Frills, Albright Manor, Station One coffee shop, Aure winery, Sears/ Purolator outlet, Well Preserved Jams & Midway Farms. There are currently 7 volunteer positions at such places as Grimsby Benevolent Fund, Greenhawk & the Smithville library.

Presently, 3 individuals receive Passport Funding, which enables them to participate in a variety of community activities and successfully transition from their family home to their own apartment. This year 4 people have applied to receive Old Age Security as they will be turning 65 years old and 4 people have received the Disability Tax Credit and opened RDSP's and one more gentleman has just applied.

Throughout the past year the SIL program has kept busy participating in many community activities such as attending a variety of programs at the YMCA and the Senior's Centre; tending a booth at the Grimsby's farmers market, volunteering for community clean up days, going to car shows and music in the park and attending various fairs and festivals. There were day trips to Niagara on the Lake, Grand River boat trip, Bird Kingdom, Royal Botanical gardens, Dundurn Castle, and Whitehern house, Casino shows, Blue Jays games, Ice Dogs and Peach Kings hockey games. There was a bus trip to Vermont and New Hampshire & a vacation to Collingwood. Presently, plans are underway for this summer's activities including another bus trip to Chicago and the Wisconsin Dells.

Thank you to all!

It has been an incredible year! We enter 2015-16 with new partners and projects to further the experiences, maximize resources and expand the horizons of the people we support.

A special thank you to our landlords, 15 retail outlets that promote Well Preserved, our Sears and Purolator customers, Employment Help Centre, Grimsby Benevolent Fund, Niagara Community Foundation, Niagara College Science and Innovation Centre, Grimsby Chamber of Commerce, our local farmers who donate fruit and, of course, all our Developmental Services Professionals.

Respectfully Submitted,

Margaret Rohan
Director – Adult Community Supports

We want to acknowledge and thank each of the Residential Staffing Teams across all locations for their attention and support within the initiatives and the challenges experienced by all Individuals served this past year. Each year there are new and seemingly increasing numbers of changes, alterations and initiatives within the services and sites provided, but there are numerous tangible and intangible outcomes and accomplishments that are the encouragements of the teams. The services delivered the attention to home environments, administrative requirements and processes, as well as various Ministry directives, are all essential parts of our endeavor in the delivery of personalized and quality based services. Thank you also to the various medical professionals, services and suppliers, the consultants and equipment sources, the therapists and many community organizations with whom we partner.

This Agency has promoted a very interactive relationship with the Ministry of Community and Social Services. We would also like to share our appreciation to the Program Supervisor who advocates on our behalf within all Ministry business.

One of the more prominent adjustments within this term is the transition of the 4 Individuals from the older rural Honsberger residence in the Jordan area to a newer and larger home on Victoria Ave in Vineland. 6 men live at this home and are supported daily with their participation in their home routines and the community. Additionally, planning was initiated for the development of systematic and inclusionary activity based opportunities within Residential Services. Numerous Individuals had previously participated in regular Day Program activities sponsored by the Agency and numerous other Individuals were sporadically taking advantage of the wealth of community and site specific activities. Residential is systematically and proactively planning for a choice and interest based focus for participation of individuals in unique and small group opportunities. The plan envisages the participation of both staff and family/volunteers to offer their interest/skill based passions to the individuals who wish to experience new ventures.

Every year within Residential Services is a year of repair, maintenance, renovations, decorating, safety and risk management. This past year provided much attention to the support of Infrastructure attention within the sites as well as safety and preventative maintenance.

The Ontario Fire Marshal's Office initiated new Fire and Safety regulations. These regulations stipulated the revision of the Fire Plans for each site, the introduction of Fire Retardant materials for blinds and window coverings as well as the progressive and aggressive installation of fire sprinkling and monitoring systems.

Again we share that this Agency, as well as all other Agencies, have not received any additional annualized operating funding with which to offer the services needed. We do however appreciate the Ministry funding designated for the purchase of major mechanical/medical and safety equipment, the funding designated for Infrastructure renewal and the personalized funding that supports the individuals at risk within our community. The Ministry has expanded their focus this past year to increase the funding for all individuals through their Passport initiative. Residential Services has supported each Individual to make application for Passport funding to support their prioritized and personalized challenges currently not funded.

Residential has supported various Individuals over the past years in managing their personal dys-controls. This past year the Behavioural Review Advisory Committee, composed of 3rd party, non affiliated professionals was established, both as a criteria of the MCSS Quality Assurance Measures legislation and the focus of the Agency, to ensure safe, quality based, ethical and acceptable support measure for all Individuals. This group will be accountable for the personalized and professional delivery and monitoring of all Behaviour Support Programs across the Agency.

The Ministry of Community and Social Services Compliance Review was met head on with anticipation and excitement this year. Residential has always had to participate within the Compliance process but this year the Agency as a whole experienced this process for a 2 week period. It was a great learning experience, offered many advantages in preparing for the review next year and most importantly, enhanced the assurance to quality in supports and services that this Agency delivers.

What else has been going on within Residential Services.....?

- a few Individuals have enjoyed vacation trips to Florida and the mid states...most are currently looking forward the their upcoming vacation plans,
- everyone is happy that the winter is over,
- 2 gentlemen have enjoyed success with their recovery from surgery,
- the Agency has initiated a Quality Assurance Coordinator position across all aspects of service
- Residential has recruited a new Supervisor and 3 new Support Workers
- numerous part time support workers are welcomed to the Agency as they bring their diverse skill sets and passions
- one of the residential homes has moved to the common model of 1 Team Leader and 2 Support Workers as the other homes,
- 2 Support Workers will be graduating in December with their diploma within this discipline,
- Residential will be undergoing a few immediate changes in the supervisory support of the homes and will again be participating further next year.

Respectfully Submitted,
Ray Barfoot
Director: Residential Services

Family Support

A focus on Transitional Planning for youth 14 to 18 years old has continued over the last year. When appropriate, Family Support will be the lead for Transitional Aged Youth (TAY) Plans. Family Support Coordinators will collaborate with schools, families and others involved with the youth to develop a plan to assist them to prepare for life as an adult.

This past year some families have received new Passport funding which has assisted people to transition out of school and plan for their future. Family Support Coordinators have been working with families to develop plans and identify resources to support and realize their goals.

Family Support is assisting families who are receiving Special Services at Home (SSAH) funds to submit re-applications for this September.

After School Programs, March Break and Summer Camps for Children and Teens continue to run and we are exploring other new experiences to offer the people we support.

The total Family Support Caseload is 106.

Weekend Respite

In 2014-2015 there were 76 children open, 21 children closed during the year and there is no waitlist at this time. Starting a waitlist may be necessary.

Although we have no waiting list, families must still wait until there is a spot in the schedule for their child to attend. We try to schedule Intake meetings with the family just before they are booked to come in. If there is no spot available they may end up waiting anyway and do not know why. Having a waitlist may provide families with timelines that can be communicated to them regularly.

Families are receiving respite on average of every 6 weeks. All families are offered the opportunity to be on a call in list to fill any cancellations that happen. This can increase the amount of respite available to them.

Respite is open 48 weekends in the year. We were able to open an extra weekend at Christmas and during March Break.

Children's Residential Program

John Street is home to 6 boys, ages 8 to 14 years old. In the past year John Street staff were asked to support a young man who had a terminal illness. This challenged the staff to provide a level of care that they are not used to. Through many changes and unknowns the staff always kept the young man and his family's needs the priority. Unfortunately he passed away 2 weeks after moving to a palliative care facility, where his medical needs could be better met. All the John Street staff are to be commended for providing excellent support, care and compassion during this difficult time.

As the result of this vacancy, the youngest child moved into John Street. He has settled in very well and continues to teach the staff about his needs. We have been fortunate to receive a grant to hire a student this summer. Interviews will be taking place soon.

Homeshare

There is 1 vacancy in the Homeshare program. This vacancy is in the process of being filled, an individual and a provider are being matched at this time. This brings the caseload to 20 people.

Two of the individuals supported by the Homeshare program received passport funding this year. The funding is used to pay for additional supports the person may need such as day program, one to one support and/or recreation. The Coordinator assists the individual and their provider to plan how to use the funds to meet their needs.

One new respite provider has been recruited this year.

We continue to plan for future needs of people who are aging and requiring increased supports.

We are currently planning for summer day programs for 2 individuals.

The Homeshare Coordinator continues to meet with the Regional Group and the Provincial group to network and share ideas.

Homeshare underwent an intensive compliance review this year and the ministry indicated the program was running and well and fully compliant.

Referrals

There were 26 children referred for service April 1, 2014 to March 31, 2015

Family Support – 7

Weekend Respite – 19

Respectfully Submitted

Cyndi Gryp

Director – Homeshare and Children's Supports

**COMMUNITY PARTNERSHIP COORDINATOR
March 2014 – April 2015 Annual Report**

The position of Community Partnership Coordinator for Community Living – Grimsby, Lincoln and West Lincoln is an interesting and challenging role in which there is the opportunity to build meaningful partnerships within our community that foster inclusion and exemplify full citizenship for persons who have a diverse disability. The role includes assisting with appreciation events, fund raising events, public awareness events, recruiting and facilitating co-op student placements and volunteer placements, representing Community Living at speaking engagement and presentations, facilitating Day of Caring events with community partners, seeking financial support through the submission of grant proposals and working together with community partners who generously support the work we do through financial and in-kind donations. This position promotes contact with many wonderful people who believe in the benefit of building an inclusive community which recognizes the value of all persons.

Some highlights of the Community Partnership Coordinator position over this past fiscal year include:

- Facilitating the contributions of 36 program volunteers and 117 event volunteers for a total contribution of 2,653 hours.
- Facilitating the placement of 25 co-op students for a total contribution of 4,908 hours.
- Providing presentations within the community.
- Producing two editions of Community Living – Grimsby, Lincoln and West Lincoln external newsletter and 4 editions of Community Living – Grimsby, Lincoln and West Lincoln internal newsletter.
- Attending Grimsby Chamber of Commerce meetings on behalf of Community Living – Grimsby, Lincoln & West Lincoln.
- Member of the Regional Association for Volunteer Administrators (R.A.V.A.)
- Member of Community Living 50th Anniversary Committee
- Member of the Grimsby Festival of Art Committee
- Facilitating the Developmental Service Worker Apprenticeship program for Community Living – Grimsby, Lincoln and West Lincoln employees.
- Facilitating ongoing media coverage for Community Living Grimsby Lincoln and West Lincoln.
- Representing Community Living – Grimsby, Lincoln and West Lincoln on Niagara College Community & Health Studies Program Advisory Committee

- Procuring funding from:
Niagara Community Foundations for Community Living Children's Camp (\$1,500.00); Loblaw After School Program funding (\$5,000); Canada Employment and Social Development-Enabling Accessibility in Communities Grant to build an accessible park at C.D. Hopkins Centre (\$23,075.00); Town of Lincoln Corporate Sponsorship Grant to assist in the purchase of a donor management system(\$500.00);Canadian Tire Financial Services Grant for Art/Music Therapy classes(\$500.00) Price WaterhouseCooper Grant to increase French Language Services in Niagara (\$5,000.00); Canada Summer Jobs Funding for 1 CL-GLWL Summer Camp Support Worker, 1 Summer Day Camp Support Worker and 1 Adult Day Program Support Worker(\$9,249.00); Ontario Summer Jobs Service Wage Supplement(\$4,200.00)
- Facilitating support from:
Juravinski Cancer Centre employees who donated Christmas presents for the people we assist; Meester Insurance Company for donating the proceeds of their Community Day for a new laser light spray for our Sensory Stimulation and for their generous sponsorship of a Winter Sleigh Ride for the children we support
- Ongoing research and submission of applications for federal, provincial, foundation and private funding

Respectfully Submitted by Debra Grieve-Knight

HUMAN RESOURCES ANNUAL REPORT 2014-2015

Another incredible year has now been passed and brought us to our 50th year of service - a landmark year retrospective to our rich history and shared successes. There have been many initiatives over the past year that our Human Resources team led, facilitated and implemented. I am pleased to provide you with some highlights of our department's activities in our effort to achieve our strategic goals.

The Employee-Employer Relationship Committee continues to be the venue for discussion and dialogue regarding employee questions and concerns. This committee regularly met in the past year, discussed various agency-wide issues and provided feedback to management for effective decision making. This committee will continue to bring forward agency-wide ideas and issues with respect to policies, processes, systems, and quality improvement for dialogue and will provide insight and suggestion to management.

Health and Safety continues to be the number one priority for our agency. The Health, Safety and Wellness committee continue to meet every three months to review the agencies Health, Safety and Wellness programs. This committee has been phenomenal and provided constant advisory support to management with respect to hazard identification, prevention and initializing emergency response strategies. In October 2014, we brought in an Occupational Therapist to perform a physical demands analysis (PDA) for each of our Adult Residential program locations. Now, we can use these PDAs reactively for rehabilitation and return to work purposes and proactively to prevent injury. Moreover, our Employee Assistance Program (EAP) provider was also invited and hosted several sessions on team building for our employees. At Community Living Grimsby, we will continue to educate and train our employees, students and volunteers to ensure a safe and healthy work environment for the people receiving our services, our staff, volunteers and the public.

In June of 2014 the transition to a new centralized and standardized scheduling system was completed. A survey was completed in November 2014, all feedback was taken into consideration and additional changes to schedules were necessary. In June of 2014 the agency received an upgrade to the ComVida HRIS system (version 4.2.1.5). This new upgrade has merged the HR employee management system, scheduling and payroll all into one easily accessible web based program. Since the introduction of the upgrade, a new "requesting time off" notification system has been created, piloted and will complete roll out by end of July 2015 agency wide to all employees.

The Notifications system in ComVida is designed to eliminate paper and improve communication within the organization by facilitating recorded two-way conversations between supervisors, staff, schedulers, HR and management. Furthermore, bi-weekly paystubs will no longer be emailed as of the end of July 2015. All paystubs can be viewed directly in ComVida. We are continuously monitoring our progress and will continue to work with all programs/departments to increase flexibility in scheduling so that we can provide more person centered support to our program participants.

In February 2015, the Ministry of Community and Social Services (MCSS) announced a one-time funding investment, as part of a multi-year plan, for wage enhancements for front-line staff in MCSS Adult funded programs across Ontario. As the funding was for selected programs only, not all programs were given the funding to increase wages. However, we were able to match this one-time wage investment for other non-MCSS funded programs and related staff so that all staff are in receipt of a wage enhancement. We anticipate additional wage enhancement funding, in the form of annualized and permanent wage increase, for all MCSS funded programs in the forthcoming months.

The Policy & Procedure Committee continues to meet bi-weekly to review and revise existing operational policies and related forms as well as develop new policies and forms for the agency. The Policy & Procedure Committee members worked hard over the past year and ensured compliance with the applicable legislation and the standards outlined in the Ministry's Compliancy and Quality Assurance Measures.

It's been a very busy year for our HR team as there have been a lot of recruitment activities both internally and externally. During the last fiscal year, we have hired 48 new staff members: 34 part time support worker positions; 6 summer grant positions; 4 after school contract positions; 1 recreation and leisure contract position; 1 part time administration staff, 1 full time administration staff and 1 full time contract management staff. In contrast, 6 summer grant positions ended and 28 other staff left the agency for various reasons which include secondment, health issues, scheduling conflict with other employment, and accepting new positions with other organizations. We have also experienced a great number of internal movements (position change) over the last fiscal year. There were approximately 37 employees that switched positions within the agency. These internal movements are critical to knowledge transfer across the agency and allow our employees to enhance their personal and professional growth and experience.

We are still in the process of implementing core competencies. I would like to thank the Core Competencies Implementation Committee for their hard work and support. The Developmental Services Human Resources Strategy (DSHRS) recently developed, finalized and introduced administrative core competencies which we embrace and plan to implement in the near future.

In conclusion, I would like to thank Debbie Bray, Rebecca Jackson, Lauren Misale, Gina Beretta-DeGuire, all management staff and employees for their hard work, active participation and cooperation. We, the HR team, will continue to provide essential as well as solution focused innovative HR services to all stakeholders. We will also continue to build and promote a collaborative environment and equip our workforce with necessary skills and tools aiming to creating opportunities for inclusion for the people we support.

Sincerely,

Noor Mufti, CHRP, CHRL
Director of Human Resources

**Finance and Business Operation's Report
April 1, 2014 – March 31, 2015**

As in the past few years, this year's year-ending March 31, 2015 was one that was once again a good year in terms of operations and financial position and what the agency was able to do with the funding provided by our main partner; The Ministry of Community and Social Services ("MCSS"). 2014/2015 saw a significant injection of funds by the MCSS for renovations and capital projects (inclusive of Partner Facility Renewal dollars) of roughly \$375,000. These amounts are in addition to the annualized funding we receive from the MCSS. In all for 2014/2015 MCSS provided approximately \$8.1 million in funding to our agency and we are truly grateful for their ongoing support of the agency.

The injections from the MCSS have allowed the agency to undergo several initiatives. The agency continues to improve its technology systems by upgrading our I.T. equipment as well as changing our server to a Citrix based operating platform that will allow all sites to access the server and cloud technology so that we are more effective and efficient with our data and statistics on our individuals in our new data management software – Share Vision. We were also able to inject funds into replacing windows, roof repairs and updating and repairing fire suppression systems. The agency has also undergone a major injection of funds into updating each site to have them monitored through a 3rd party fire protection system inclusive of fire panels and related equipment. The agency continues its focus on being code compliant both building and fire code. With that in mind additional funds have been injected into replacing window coverings at all our locations to be code compliant. The main focus here was to improve many of the sites and make additions to better protect individuals in our care. With all the work done this year the injections again were all in an effort to run the organization in an effective manner that balances costs and care. The work done was also to create future savings in operations to hopefully allow for future fluctuations to be absorbed as we are aware that there will most likely be no operational funding increases (aside from the wage enhancement funds) in the next few years potentially. So, the agency, when surplus is present is taking the time to be proactive to ensure future funds are maximized where needed.

In 2014/2015 the Ministry announced funding to the sector of \$40 million in 2014/2015 and \$80 million for 2015/2016 onward. These funds will be embedded permanently in the future once confirmed via the Ministry but these funds are only for MCSS designate adult funded programs for wage enhancements, thus leaving some programs within the agency being non-funded. That being said no operational dollars for vehicle costs, repairs and maintenance and other non-wage related costs are still frozen and no new funding for them is anticipated. However, we still continue to budget and work with the various sites and staff therein to create budgets that are flexible and allow for the continued care of the individuals while balancing off increasing costs. Even though we are not funded directly for those non-wage costs, we are working with budgeted costs to maximize the needs when are where needed. Overall the agency is in a good position due to the ability to adapt to the changes of its working environment. We will continue in this manner to meet both the needs of the individuals and the needs of our primary

funding body by continuing to implement and maintain policies put in place over the past few years to manage our resources in an efficient and effective manner.

Overall the agency continues to implement and maintain policy to help manage all of our resources. We have continued with our vehicle replacement policy and maintenance initiatives and have had good success. In doing so the agency is still enjoying many savings that in turn are being used in the direct care of the individuals. We also continue with our repairs and maintenance program and being proactive with our sites to ensure small issues are addressed immediately and don't become larger issues with higher costs. Overall the MCSS has been very instrumental in providing some funding resources to allow for some major projects this year. Overall, the 2014-2015 operating year was a successful year.

During the year the agency sold and acquired a new group home in Vineland and received approximately \$205,000 in funding from the Ministry towards this home. Overall the improved layout and size were a much needed change to improve the quality of life for all those living at that particular site. Again, we do thank the MCSS and the Ministry for their efforts and financial contributions in their endeavor to help us do our job better.

Fundraising events and other generous grants were received throughout the year along with many donations of cash and items in kind. We would like to take this opportunity to thank all of our supporters for all of their contributions as without them we could not do all that we do and care for the individuals the way we are able to. Again, a heartfelt thank you to all of you.

Overall the agency's operations continue to be strong and continue to provide positive results. Although cash position has decreased from prior years, our focus continues to be to operate in a cash positive normalized environment with the main focus being placed on our individuals care. I would like to thank all of the Directors of each department for their continued supports and working together to achieve our goals. I would also like to thank the Executive Director and the Board of Directors for their continued support during the past year and going into the future. The levels of support from everyone in the department and the organization, especially from the Senior Management Team have been tremendous and I look forward to pursuing our goals for the organization in 2015-2016 and the years that follow.

Respectfully,

Bob Kabel
Director of Finance and Business Operations
June 8, 2015



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PARTRIDGE IGGULDEN LLP
CHARTERED PROFESSIONAL ACCOUNTANTS

WALLACE PARTRIDGE, CPA, CA
LAWRENCE IGGULDEN, Hons. B.A., FCPA, FCA
ALAN SIMPSON, B.B.A., CPA, CA
ELISEO SINOPOLI, Hons. B. Admin., CPA, CA

INDEPENDENT AUDITOR'S REPORT

To the Members of
Community Living -
Grimsby, Lincoln and West Lincoln

We have audited the accompanying financial statements of Community Living - Grimsby, Lincoln and West Lincoln, which comprise the statement of financial position as at March 31, 2015 and the statements of operations and surplus, 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 accounting standards for not-for-profit organizations, 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 qualified audit opinion.

Basis for Qualified Opinion

In common with many charitable organizations, the completeness of revenue from donations and fundraising activities are not susceptible of complete audit verification. Accordingly, our verification of the receipts from these sources was limited to a comparison of bank deposits with the amounts recorded in the records of the Organization and we were not able to determine whether any adjustments might be necessary to revenues, excess of revenue over expenditure, assets and net assets.

Basis for Qualified Opinion (continued)

Note 1 describes the fixed assets and amortization accounting policies of Community Living - Grimsby, Lincoln and West Lincoln. Land, buildings and vehicles are recorded as assets on the statement of financial position. Amortization on the buildings and vehicles is recorded annually to the extent that the principal portion of the debt financing the acquisition is repaid. All expenditures which are eligible for subsidy including vehicles, furniture and equipment and building renovations are expensed in the year of purchase. Canadian accounting standards for not-for-profit organizations require that fixed assets should be capitalized and amortized over their estimated useful lives. Furthermore, the policy should be applied on a retroactive basis. The effects of not following Canadian accounting standards for not-for-profit organizations could not be reasonably determined and as a result we are unable to determine the effect on expenditure, excess of revenue over expenditure, assets and net assets.

Qualified Opinion

In our opinion, except for the possible effects of the matters described in the Basis for Qualified Opinion paragraphs, these financial statements present fairly, in all material respects, the financial position of Community Living - Grimsby, Lincoln and West Lincoln as at March 31, 2015 and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

St. Catharines, Ontario
May 25, 2015



PARTRIDGE IGGULDEN LLP
Chartered Professional Accountants
Licensed Public Accountants

**COMMUNITY LIVING -
GRIMSBY, LINCOLN AND WEST LINCOLN
STATEMENT OF FINANCIAL POSITION**

MARCH 31, 2015

	<u>Operating Fund</u>	<u>Capital Fund</u>	<u>2015</u>	<u>2014</u>
<u>ASSETS</u>				
Current Assets				
Cash and short-term investments	\$ 270,100	\$ 298	\$ 270,398	\$ 563,761
Accounts receivable	279,242	-	279,242	134,896
Sales tax recoverable	98,032	-	98,032	70,603
Prepaid expenses	44,668	-	44,668	63,543
Due from Community Living - Grimsby, Lincoln and West Lincoln Foundation	-	-	-	1,802
Interfund receivable (payable)	90,397	(90,397)	-	-
	<u>782,439</u>	<u>(90,099)</u>	<u>692,340</u>	<u>834,605</u>
LAND, BUILDINGS AND VEHICLES	<u>-</u>	<u>6,524,729</u>	<u>6,524,729</u>	<u>6,238,529</u>
	<u>\$ 782,439</u>	<u>\$ 6,434,630</u>	<u>\$ 7,217,069</u>	<u>\$ 7,073,134</u>
<u>LIABILITIES</u>				
Current Liabilities				
Accounts payable and accrued charges	\$ 729,652	\$ -	\$ 729,652	\$ 748,447
Deferred revenue	33,269	-	33,269	-
Government subsidies payable	8,599	-	8,599	2,632
Current portion of mortgages and loans	-	190,210	190,210	157,236
	<u>771,520</u>	<u>190,210</u>	<u>961,730</u>	<u>908,315</u>
Demand term loans not due within one year	-	1,701,728	1,701,728	1,637,165
	<u>771,520</u>	<u>1,891,938</u>	<u>2,663,458</u>	<u>2,545,480</u>
MORTGAGES AND LOANS PAYABLE	-	499,050	499,050	540,327
DEFERRED CAPITAL GRANTS	-	2,192,101	2,192,101	2,052,378
COMMITMENTS AND CONTINGENCIES	<u>771,520</u>	<u>4,583,089</u>	<u>5,354,609</u>	<u>5,138,185</u>
<u>NET ASSETS</u>				
UNRESTRICTED SURPLUS	769	1,851,541	1,852,310	1,932,068
INTERNALLY RESTRICTED CHILDREN'S RESIDENTIAL PROGRAM RESERVE	<u>10,150</u>	<u>-</u>	<u>10,150</u>	<u>2,881</u>
	<u>10,919</u>	<u>1,851,541</u>	<u>1,862,460</u>	<u>1,934,949</u>
	<u>\$ 782,439</u>	<u>\$ 6,434,630</u>	<u>\$ 7,217,069</u>	<u>\$ 7,073,134</u>

Approved on behalf of the Board:

 , Director

 , Director

Grimsby, Ontario

May 25, 2015

COMMUNITY LIVING -
GRIMSBY, LINCOLN AND WEST LINCOLN
STATEMENT OF OPERATIONS AND SURPLUS
YEAR ENDED MARCH 31, 2015

	<u>Operating Fund</u>	<u>Capital Fund</u>	<u>2015</u>	<u>2014</u>
REVENUE				
Province of Ontario Grants	\$ 7,946,198	\$ -	\$ 7,946,198	\$ 7,708,806
Third Party Fee For Service	826,472	-	826,472	639,010
United Way Grants	22,707	-	22,707	19,500
	<u>8,795,377</u>	<u>-</u>	<u>8,795,377</u>	<u>8,367,316</u>
EXPENDITURE				
Administrative costs	11,228	-	11,228	14,416
Contracts	236,142	-	236,142	292,490
Disabled persons wages	64,719	-	64,719	70,769
Homeshare and support fees	376,500	-	376,500	363,188
Insurance	72,196	-	72,196	75,878
Interest on mortgages	79,564	-	79,564	68,842
Occupancy costs, repairs and maintenance	1,201,874	-	1,201,874	914,398
Program costs	344,418	-	344,418	365,572
Purchased services	269,765	-	269,765	105,216
Respite fees	114,009	-	114,009	132,078
Salaries and benefits	7,113,630	-	7,113,630	6,855,221
Staff training	26,348	-	26,348	37,415
Supplies	87,662	-	87,662	107,535
Vehicle operation and travel	260,217	-	260,217	231,797
	<u>10,258,272</u>	<u>-</u>	<u>10,258,272</u>	<u>9,634,815</u>
Expenditure recoveries	<u>(1,445,179)</u>	<u>-</u>	<u>(1,445,179)</u>	<u>(1,246,386)</u>
	<u>8,813,093</u>	<u>-</u>	<u>8,813,093</u>	<u>8,388,429</u>
EXCESS (DEFICIENCY) OF OPERATING REVENUE OVER EXPENDITURE	<u>(17,716)</u>	<u>-</u>	<u>(17,716)</u>	<u>(21,113)</u>
OTHER REVENUE (EXPENDITURE)				
Grants, donations and membership fees	17,367	28,313	45,680	54,453
Restricted donations	-	-	-	8,084
Interest income	5,989	73	6,062	7,034
Fundraising and other income (net)	-	13,540	13,540	21,391
Amortization	-	(120,055)	(120,055)	(109,243)
Gain on sale of property	-	-	-	43,587
Transfer to Operational Reserve	(7,269)	-	(7,269)	(2,881)
Allocation to operations from capital	13,000	(13,000)	-	-
	<u>29,087</u>	<u>(91,129)</u>	<u>(62,042)</u>	<u>22,425</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURE	<u>11,371</u>	<u>(91,129)</u>	<u>(79,758)</u>	<u>1,312</u>
SURPLUS (DEFICIT), BEGINNING OF YEAR	<u>(10,602)</u>	<u>1,942,670</u>	<u>1,932,068</u>	<u>1,930,756</u>
SURPLUS, END OF YEAR	<u>\$ 769</u>	<u>\$ 1,851,541</u>	<u>\$ 1,852,310</u>	<u>\$ 1,932,068</u>

Awards 2015

**EMPLOYEE SERVICE AWARDS:
~ 29 staff ~**

Five Years:

RICHELLE MISKOLCZI
AMANDA MOYER
VANESSA RUMSBY
ANITA STEVENSON

Ten Years:

MELISSA CANDLER
AMY CLARK
NICOLA GOODBRAND
CATHARINE PANKHURST
TAMMY TRIEMSTRA

Fifteen Years:

DEBORAH MITCHELL
BRADLEY WARNER

Twenty Years:

JAMES BERRY
SHARON HYLAND
AMY LACASSE
LEAH MARAGOUDAKIS
HOLLY NOLAN

Twenty Five Years:

CAROLINE COPELAND
JANET GREGOIRE
KATHRYN HARTE
KELLY KONKLE
SUSAN MATLEY
MARION MCCARTY
EFLINIS PETERS
TRACEY ROHRER
NANCY THOMAS
CORI VANDERSCHEER

Thirty Years:

TERESA D'ERCHIA
DEB GRIEVE-KNIGHT
JANE LOVELL

Thirty Five Years:

N/A

AWARDS TO EMPLOYERS:

**SOBEYS – GRIMSBY
STANPAC INC. – SMITHVILLE**

**COMMUNITY LIVING – GRIMSBY, LINCOLN AND WEST
LINCOLN**

SLATE OF DIRECTORS

FOR 2015 – 2016

Fred Cipryk
Wayne Fertich
Elizabeth Furness
Christine Hahn
James Howden
Zeau Ismail
Dave McNaughton
Alessandra Ottaviano
Chris Smith
Ian Smith
Rev. David Tigchelaar
Karen Unger

Community Living Grimsby, Lincoln and West Lincoln

**Board of Directors
Nominating Committee Report
2014-2015**

Members: Anneke Blom (Chair), Alessandra Ottaviano, David Tigchelaar

The Nominating Committee has met several times this year to identify potential nominees for the role of Director on Community Living – Grimsby, Lincoln and West Lincoln's Board of Directors. As is required by legislation, our organization as a publically funded entity is seeking a Board member who is bilingual and can provide a francophone perspective to our organization.

Once again, I would like to take this opportunity to sincerely thank our dedicated board members for their exemplary service over the past year.

As Past President of the Board of Directors and a Board member for 10 years of service I have submitted my resignation from the Board.

At this time, there are no new candidates to present for nomination for the upcoming 2015-2016 year.

12 Returning Directors include the following:

Fred Cipryk
Wayne Fertich
Elizabeth Furness
Christine Hahn
James Howden
Zean Ismail
David McNaughton
Alessandra Ottaviano
Chris Smith
Ian Smith
David Tigchelaar
Karen Unger

Respectfully Submitted,

Anneke Blom (Nomination Committee Chair)

