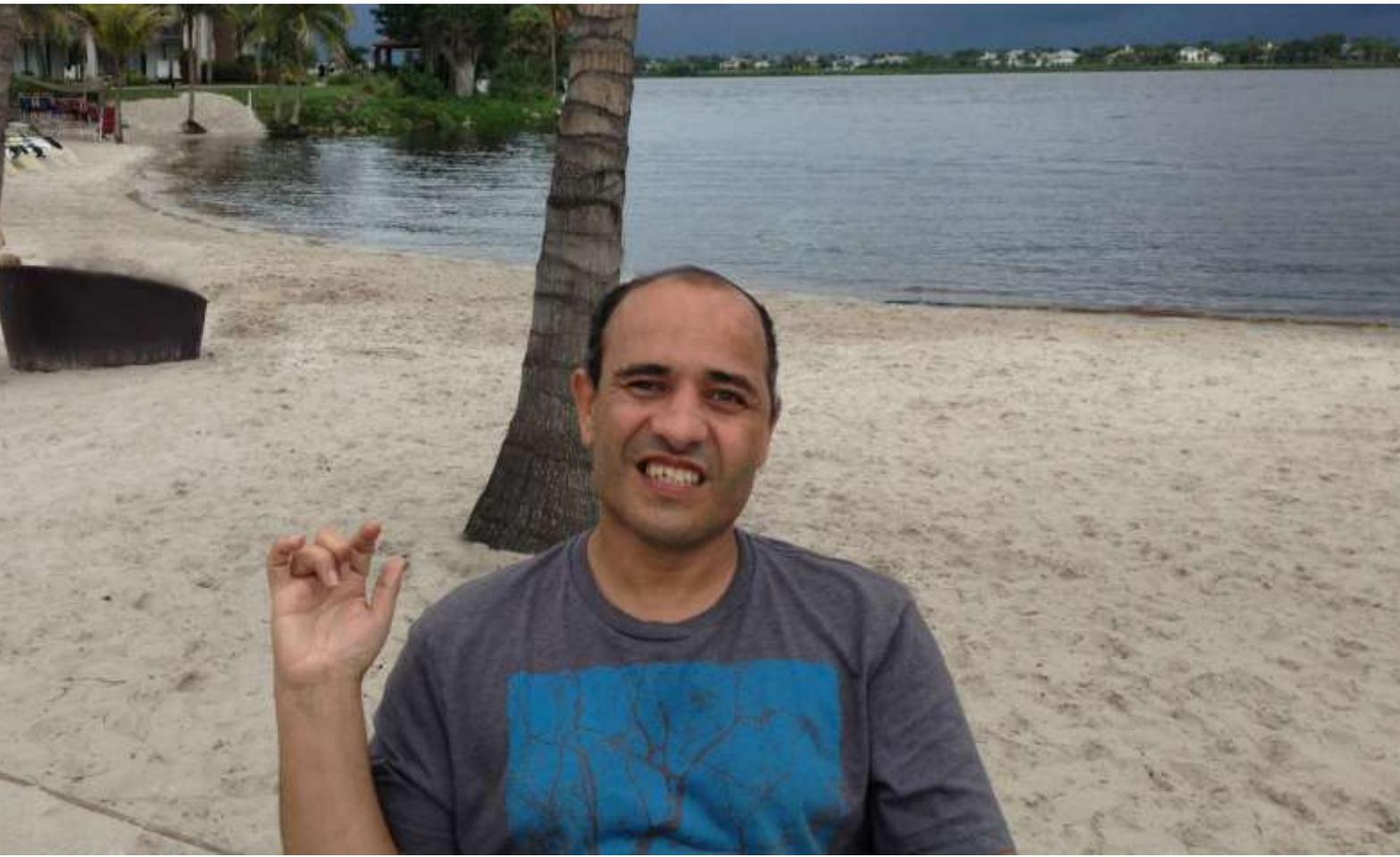




Annual Report  
2013-2014



## Our Vision

A community where everyone is valued.

## Our Mission

To offer quality services and supports built on choice and advocacy, while fostering the community's capacity to value all members.

## Our Values/Principles

We are enriched by embracing the uniqueness of each person and their contribution.

Everyone is heard. Services reflect what is important to and important for, each person.

Employees, volunteers and the community are vital to our success and future.

Growth and development occur best in safe, respectful and supportive environments.

We are accountable to the people we support, their families and the partners with whom we collaborate.

*Cover Photo: Nelson Domingos  
enjoying a Florida vacation*

April 2011

# Agenda for Annual General Meeting

**Please take a moment to enjoy the refreshments in the kitchen prior to the start of and/or at the end of the meeting.**

1. Welcome & Opening Remarks Terry Coyne
2. Durham Dream Catchers Rhythmic Gymnastics Presentation
3. The Jamie Ross Star of Excellence Award Christine Robinson Terry Coyne  
& Louise Renwick
4. Years of Service Awards Teresa McGuinness &  
Team of Managers
5. Approval of 2013 Minutes Glenn Taylor
6. Report of the Treasurer/Auditor Colin Kemp, Rick Chappell
7. Review of Board Succession Plan Glenn Taylor
8. Nominations from the Floor
9. Election of the Board
10. Installation of Elected Board Alice Johnson
11. Closing Remarks Terry Coyne
12. Motion to Adjourn

# A Message from the Chair and CEO

First, we'd like to say thank you to all of the employees and volunteers who are responsible for moving this organization forward, and thanks also to the people we support who, increasingly, are making important contributions within CLDN and in the larger community as well.

Sadly, we lost an extraordinary volunteer in January of this year. Jamie Ross was the Chair of our Board, a mentor to many of us, a wonderful connector and an ardent booster of Community Living. Henceforth, we'll honour his memory at our Annual Meetings by presenting the *Jamie Ross Star of Excellence Award* to the employee(s) who, in the support they have given to someone, in the pursuit of that person's goals or dreams, has best exemplified the mission and the values of this organization.

The developmental services sector is in crisis. For many years we have been underfunded. The resulting lack of available supports, the almost 20,000 people on wait lists and, most recently, some acts of desperation on the part of a number of families unable to cope any longer, have prompted an investigation by the provincial Ombudsman and the creation of an all-party Select Committee. In an apparent response, the recent Budget included \$810 M in new funding for developmental services. But that Budget failed and now, writing in early June still one week away from the election, we can only hope that the next government will match or exceed that funding commitment.

\$810 M would represent an unprecedented investment and it would make a decided difference. Before it dissolved, the government planned to use this money to pursue four related objectives:

- To help more families and individuals with a developmental disability who have an urgent residential need;
- To support more people during key life transitions;
- To promote innovative and stronger community partnerships to support employment and housing; and
- To support agencies and front-line workers providing community services.

This is an ambitious work plan, and as it would fall to us to implement it in the communities of north Durham, we hope to be very productively engaged in 2014-15.

Last year at this time we were celebrating the four year Accreditation conferred upon us by Focus Accreditation and also the opening of our brand new Coffee Kiosk in the Scugog Memorial Public Library. Focus Accreditation requires us to have a continuous Quality Improvement Plan in place. And, for the Coffee Kiosk undertaking, we remain grateful to the several community partners who helped make it possible – the Library for providing the venue, the Baagwating Community Association and the Rotary Club of Port Perry for the Kiosk itself, and the Ontario Trillium Foundation for funding the ongoing staff inputs.

Finally, we – and the A-TEAM too – would like to thank our own (board member) Terry Vos of Vos' YIG for the recent donation of a brand new Hot Dog Cart.

Terry Coyne  
Board Chair

Glenn Taylor  
Chief Executive Officer

# Durham Dream Catchers

Three years ago, we partnered with Special Olympics – Greater Durham, to create a Special Olympics Rhythmic Gymnastics team in Port Perry.

The staff from our Port Perry Community Support Program provided the core coaching support along with the assistance of some community volunteers. A number of staff have helped out along the way including Lisa George, Karla Woods, Kimmie-Jo Stone, Vivian Foster, Bing Pangilinan and Dan Dibello. Thank you to you and the entire staff team for your ongoing support.

Rhythmic Gymnastics involves athletes performing routines to music using a variety of apparatus (i.e. rope, clubs, hoop, ball, or ribbon). The routines can be modified to meet the physical needs of athletes to ensure that everyone can participate. Athletes can choose to participate recreationally or they may choose to compete against athletes and clubs from other communities.

Representatives of the team are with us this evening to provide a demonstration of one of their competitive routines using the ball, and to share the impact this sport has had in their lives.

Congratulations to all the athletes on their personal success and many thanks to Head Coach Lisa George for all her support!



# 2014 Star of Excellence Nominations

Below are the Big Believer High Achiever Winners from June 2013 until May 2014; submissions were made to the selection committee by a fellow co-worker, Manager or Director. The selection committee then chose the winner from the monthly submissions based on meeting the criteria listed below.

The specific bulleted criteria they achieved is noted in each. These employees have each been recognized in the staff newsletter for their accomplishments.

The Board of Directors then reviews all of these monthly winners and selects just one of them to be crowned with ***The Jamie Ross Star of Excellence Award*** at this evening's Annual General Meeting. Good luck!

- Supported a person to participate in the life of the community by interacting with members, developing social roles, building social capital and promoting opportunities for integration.
- Supported a person to connect to natural support networks, having meaningful friendships and explore the level of intimacy he/she desires.
- Supported a person to have a meaningful day, assisting the person with ongoing education of their interest or assisted them to achieve gainful employment or volunteer opportunities.
- Supported a person to discover their lifelong goals, accomplish those goals and celebrate their successes.

## **June 2013 Winner**

### **Dave Kelly from Victoria**

- **Supported a person to have a meaningful day, assisting the person with ongoing education of their interest or assisted them to achieve gainful employment or volunteer opportunities.**

Steven Ferlotte received a tablet through a generous donation from a local business. Dave booked and followed through with a speech assessment at the Heisman Centre. When this long awaited assessment returned with very little to no recommendations, Dave did not let this deter him and took the next steps into his own hands.

Dave and Steven downloaded a free version of “tap to talk” which Steven quickly mastered with daily practice sessions. Dave then successfully proposed that he assist Steven to purchase the full version and really get going on the progress.

Since this has been done Steven has been exploring different parts of the app daily and created his own account and his individual version based on his desires.

Dave has spent countless hours teaching Steven the technology and how to use the program. They are not done yet; the full version is endless and Steven still has a lot to learn; but with their regular practice sessions he is now able to communicate his wants, needs and desires!

This has helped Steven become more confident and has contributed to his other goal of staying at home independently as Dave is now teaching Steven how to request help on his tablet when needed.

## **July 2013 Winner**

### **Michelle Parker and Joanne Mantel from Port Perry Community Supports**

- **Supported a person to participate in the life of the community by interacting with members, developing social roles, building social capital and promoting opportunities for integration.**

Joanne and Michelle were pivotal in the creation of everything associated with the agency’s latest initiative, the Coffee Kiosk. The kiosk and its creation has supported people to work towards their goals with regard to employment and the agency’s strategic goals with regard to developing social capital, community partnerships and community awareness.

The ladies worked tirelessly at developing the interview process for people, selecting and reviewing resumes, and then conducted the interviews. They created all the documentation associated with the kiosk, and completed price comparisons prior to purchasing supplies. In addition, they created an orientation process and power point presentation for new employees. This was a very comprehensive package. Great work ladies. Please take a trip to the Scugog Library and congratulate these ladies when you see them supporting people at the Kiosk.

### **August 2013 Winner**

**Lydia VanDenBerg from Reach**

- **Supported a person to discover their lifelong goals, accomplish those goals and celebrate their successes.**

Lydia received TWO nominations for her dedication in assisting the people she supports to achieve their goals.

Two of the men Lydia supports had goals to Explore Ontario and hang out in cottage country. Not only did she assist in setting up the trip, she went with them, participated in chosen activities and created a CD of photos to help celebrate and remember the time. Just two weeks after returning from the cottage Lydia continued to support the goals of another person by assisting them to take a trip to Florida. Not only did she assist in the planning process, but she was a source of support and comfort as they got on an airplane and made their way through customs. Lydia assisted this gentleman to participate in all of his chosen activities and to swim in the ocean. This memorable trip was captured in pictures and transferred to disk to be watched whenever he chooses. Congratulations Lydia, you deserve it!

### **September 2013 Winner**

**Caron Weber, Emily Pugh and Gail Love**

- **Supported a person to discover their lifelong goals, accomplish those goals and celebrate their successes.**

One of the guests at the Uxbridge Respite had a goal to eat out at a local restaurant. This goal involved a lot of steps to accomplish considering the guest was not even comfortable

eating at the respite home when she first started attending the program. Originally the guest would only eat in her room.

Caron assisted the staff by planning tasks and steps that were needed for the guest to be successful.

The guest was encouraged to eat with other guests at the respite home by staff placing the dinner plate on the kitchen table; then they encouraged her to come out and eat.

In addition, a picture board was created to reinforce the plan with the person outlining the final goal of eating out in public. The staff ensured that the person had a picture of the restaurant along with a countdown calendar.

The person worked two years on this goal with ongoing supports. The goal was not only about eating at a restaurant in the community; it was also an achievement to have the person feel comfortable around other people in the community.

The final step was accomplished at Boston Pizza with the supports of Gail and Emily. A quiet booth was chosen so the guest was not exposed to viewing other patrons as this creates anxiety for her. The guest chose pizza, ate it all up and some of the staff's food also...Good laughter and conversation was had by all.

This is a great example on how small miniscule steps towards a goal are sometimes needed to accomplish great things. Congratulations and great work.

### **October 2013 Winner**

**Deunne Hendrickson from Port Perry Community Supports.**

- **Supported a person to discover their lifelong goals, accomplish those goals and celebrate their successes.**

Deunne supported Angie Pascoe to achieve her goal of many years. Angie is a huge fan of the television show "Supernatural" and she has dreamed of meeting the main characters. Deunne and Angie spent time researching how they were going to make this happen. It just so happened that the actors from "Supernatural" were going to be at the Sheridan Hotel in downtown Toronto on Thanksgiving weekend.

Deunne and Angie budgeted for the trip, booked accommodations and arranged for supports to be put in place to get to Toronto.

Angie spent the weekend and was able to make her dream a reality. She met both of her favourite characters and will have pictures to prove it - in 3-7 days she informs me! We can't wait to see them. A job well done, Deunne!

## November 2013 Winner

**Greg Avery, Karen McKeown and Colleen Arbuckle**

- **Supported a person to participate in the life of the community by interacting with members, developing social roles, building social capital and promoting opportunities for integration.**

Back in 2008 the A-Team developed an action plan with many goals attached to it to build Social Capital and provide Advocates with disabilities education and information to become active participatory members of their communities. In this vision they wanted to host a conference. Hence the Birth of “Building a Confident You from the Inside Out”. The advisors mentioned worked tirelessly to put this event together. They created a theme and selected presentations to fit the theme and keep the audience engaged and interested. The event was a huge success; it was attended by 57 people region-wide. It went off without a hitch and felt as though they’d been in the conference business for years. The pride that the A-Team members felt that day was indescribable. The event was highlighted in a local newspaper, they solicited feedback from attendees – all of which was positive and it put our agency on the map once again; see quoted email from ED at Community Living York South – **“The people in Durham North continue to raise the bar of excellence. Please register early.” Don**

The A-Team Advisors continue to support the A-Team to participate in the life of the community by interacting with members, developing social roles and building social capital. Congratulations on a huge accomplishment!

**There were no nominations for December 2013.**

## January 2014 Winner

### **Junnette Rivers from Uxbridge Community Supports**

- **Supported a person to have a meaningful day, assisting the person with ongoing education of their interest or assisted them to achieve gainful employment or volunteer opportunities.**

Last month, The Enquirer ran an article entitled *Information Meets Opportunity*, submitted by Junnette Rivers.

While attending a work-related conference, Junnette learned about the resources available through DeafBlind Services Ontario and realized how beneficial that agency could be for someone she supported at the Resource Centre.

After returning from the conference, she made the connection with DeafBlind Services. This in turn led to some great strategies around communication and that advice has since been put into practice.

Junnette receives this month's Big Believer High Achiever award for taking the information she learned, making the community connection and thereby increasing the quality of supports she and her team are able to provide not only to that one person, but to other people they support as well. Congratulations Junnette!

## February 2014 Winner

### **Jeanette Fulford and Katrina Cooke from Victoria**

- **Supported a person to discover their lifelong goals, accomplish those goals and celebrate their successes.**

Congratulations to Jeanette Fulford and Katrina Cooke for being this month's Big Believer High Achiever winners for supporting David Cheyne to take a trip to Bahamas. Jeanette assisted David to research different vacation destinations after learning that David really enjoyed the Woodman boat cruise. Jeanette asked David if he would like to sit on the beach and go on a boat. David indicated using his iPad that he would like to go. Katrina Cooke was able to accompany David on the trip. David enjoyed six days and five nights away. David experienced the boat cruise from Port Canaveral to the Bahamas. Lots of pictures were taken of David enjoying his vacation.



*And here is David enjoying his trip with Katrina Cooke*

## March 2014 Winner

### Wayne Jones from Island Road

- **Supported a person to discover their lifelong goals, accomplish those goals and celebrate their successes.**

Congratulations to Wayne Jones for being this month's Big Believer High Achiever winner for supporting Jim Sadgrove to meet and arrange visits with his beautiful daughter, Aleccseyiah.

Wayne has assisted Jim with investigating his legal rights involving his daughter. Jim and Wayne had monthly visits to the Children's Aid Society as well as the courts. Jim had to prove his paternity with DNA testing and now that it is official, Jim has started having regular weekly visits with his daughter. Jim is now receiving counselling and education for all the responsibilities that comes along with parenthood. We wish Jim continued success with this lifelong venture!

This is a truly life changing goal achieved for Jim and could not have been achieved without the support of Jim's family and Wayne.

## April 2014 Winner

### Aprilee Banfield from Ewen Drive

- **Supported a person to participate in the life of the community by interacting with members, developing social roles, building social capital and promoting opportunities for integration.**



Congratulations to April's Big Believer High Achiever Aprilee Banfield. Alice Johnson has worked very hard over the years to eat healthy and lose weight, and wanted to share this success with others.

Aprilee supported Alice to create a power-point presentation on her weight loss journey.

They spent time researching and putting together information from the resources that Alice had collected. From this information they were also able to put together a pamphlet to give out for group members to take home.

Once all this work was completed, April connected Alice with a local weight loss group and

Alice was able to share with others her story, her encouragement and her advice. April and Alice are continuing on this journey and plan to do more presentations in the future. Congratulations to you both!!

### **May 2014 Winner**

#### **Michelle Parker from Port Perry Community Supports**

- **Supported a person to have a meaningful day, assisting the person with ongoing education of their interest or assisted them to achieve gainful employment or volunteer opportunities.**

Michelle continues to work diligently in supporting people to achieve goals in relation to gainful employment and to have a meaningful day.

The first success story is about a young man, named Troy, from the Port Perry High School. His dream was to work in a feed store. Michelle took the lead by making numerous calls within the Port Perry and Uxbridge communities. In fact, two placements were secured for Troy in Uxbridge allowing him to learn different skills and to build an opportunity for future employment. Michelle continues to be the main contact for the employer and the school. Troy is busy now four days a week and loves his new jobs.

The second success story is about Michael who was laid off from his paid position at a pet store; Michelle found an opportunity for Michael to deliver papers within three apartment buildings. He now delivers papers once a week and is enjoying his pay cheque!

A huge thank you goes out to Michelle for her commitment to the people we support and the enthusiasm for paid employment.

*Jim Sadgove and his lovely daughter Aleccseyiah*



# Years of Service Recipients

We are proud to acknowledge the following dedicated staff and volunteers for their years of service to our organization. Congratulations to each of you!

## Five Years

Greg Avery  
Craig Boduch  
Lee Braiden  
Marti Crooks  
Elizabeth-Dawn Desouza

Crystal Hill  
Mary McArthur  
Kevin Patterson  
Junnette Rivers  
Liliana Escobar

Heather Thachuk  
Bobbi Wallis  
Jennifer Wisdom  
Bryan Williams

## Ten Years

Colleen Arbuckle  
Melissa Burgess  
Kristy Howie

Kelly Nealon  
Deborah Nelligan

Michelle Parker  
Deanna Slama

## Fifteen Years

Helen Fasolino  
Leslie Hancock  
Joseph Hetherman

Katherine Lewyckyj  
Tammy-Jo Mullen

Matt Parr  
Danielle Ritchie

## Twenty Years

Christine Mowat

Gail Noordam

## Twenty Five Years

Stacey Albert  
Diane Chapman

Linda Donnelly  
Christine Robinson

Monica Taylor  
Sheila Wotten

# Annual General Meeting

## MINUTES

June 24, 2013

1. Jamie Ross, President, opened the meeting at 7:10 p.m. by welcoming all present.
2. **MOTION** by Larry Leonard, **seconded** by David Maian, that the agenda be adopted.

**CARRIED.**

3. Jennifer Keilty-Friesen and Janeen Halliwell of Focus Accreditation paid us a visit; a surprise visit, for most of us. Following upon the on-site in mid-May, this visit was to formally present us with their Validation Report and our Four Year Accreditation.
4. We were then treated to the “Welcome to Community Living Durham North” video that Amanda Carkner created as a welcome to Focus Accreditation when they visited in May.
5. Muttukumar Chandrakumaran of the Ontario Trillium Foundation presented us with a plaque symbolizing the five year grant that we recently received in order to launch our Coffee Kiosk at the Scugog Memorial Library. Betty Somerville, representing the library, and Tracy McGarry of CLDN, were at the podium with Chandra.
6. After a short intermission, Leeanna Cliff, Manager, Human Resources, and Jamie Ross, President, reviewed the concepts behind our Annual Star of Excellence Award and then introduced and congratulated our winners – Javan Thomas, Jason Teel and Gail Noordam of the team at Island Road.
7. Christine Robinson, Manager, Human Resources, and the entire Management Team presented Years of Service Awards to both staff and volunteers, specifically to people completing five, ten, fifteen, twenty, twenty-five and thirty years of service. The recipient of the last mentioned thirty year award was Jeanette Fulford.

8. Glenn Taylor, Executive Director, acknowledged the reports submitted by our Special Education Advisory Committee (SEAC) reps, and thanked them for their efforts during the previous year.
9. Glenn Taylor then reviewed the minutes of the Annual General Meeting held June 27, 2012.
10. **MOTION** by Colin Kemp, **seconded** by Lisa Edgar, to approve the minutes of the Annual General Meeting held June 27, 2012. **CARRIED.**
11. Colin Kemp, as Treasurer, delivered a brief report and informed the membership that we ended our fiscal year with an almost negligible operating deficit (some \$94 on a total budget of about \$10 M). Colin complimented finance staff on the timely and accurate presentation of information to the Finance Committee throughout the year, and concluded by introducing Vessa Vilander of the firm *Smith, Chappell, Marsh, Vilander*.
12. Vessa Vilander, a principal with our firm of auditors, presented his report on this year's audit. He stated that our financial records were in good order, that CLDN has the necessary controls in place, and that monies were spent in a manner consistent with the mandate of the Association.
13. **MOTION** by Larry Leonard, **seconded** by Neil Bradley, that the reports of the Treasurer and our Auditor be received for information, and that the audited financial statements be approved. **CARRIED.**
14. Glenn Taylor, Executive Director, then reviewed the Notice of Motion that was mailed to the general membership approximately 30 days prior to the AGM. He explained the proposed by-law amendment and its rationale; questions were solicited and the opportunity for discussion was afforded.
15. **MOTION** by Larry Leonard, **seconded** by Colin Kemp, that the proposed by-law amendment be approved, as presented. **CARRIED.**

16. Glenn Taylor proceeded to explain the situation with respect to Board succession. He explained that four people were automatically entering into the last year of a two-year term; i.e. Terry Coyne, Mary Helen Leddy, Colin Kemp and Jamie Ross.

In keeping with the by-laws, Carol Hunt had already been appointed to the Board by the A-TEAM – the agency’s group of self-advocates.

Two people having completed a two-year term, stood for re-election, as they were eligible to do: i.e. Lisa Edgar and Neil Bradley.

Finally, five people stood for election to their first full term: Lisa Kowal, Nicky Jones, Terry Vos, Brenda DeJong and Bill McKee.

Glenn Taylor pointed out that these twelve people, if acceptable to the membership, would make up a legally constituted Board, as our by-laws stipulate a minimum of seven and a maximum of fourteen. However, he also made it clear that there was definitely room for nominations from the floor, and he called for nominations three times. None were forthcoming.

17. **MOTION** by David Maian, **seconded** by Colin Kemp, that nominations be closed.

**CARRIED.**

18. **MOTION** by Larry Leonard, **seconded** by Colin Kemp, that the slate of candidates put forward by the 2012/13 Board be elected by acclamation.

**CARRIED.**

19. The newly elected Board was sworn in by Alice Johnson.

20. Jamie Ross made a presentation to David Maian and Larry Leonard who have timed out and are stepping down from the board. The entire Board, and the management team as well, are very grateful for their contributions over many years.

21. Jamie Ross made some further closing remarks and called for a motion to adjourn.

22. **MOTION** to adjourn – Lisa Kowal.

# Special Education Advisory Committee Reports

## Highlights from the Durham District School Board

New position of **Mental Health Leader** was filled by Allison Potts. The mandate is to lead the implementation of the DDSB Mental Health and Addictions Strategic Plan 2013-2018

The website has been reorganized and is easier to navigate. Students can now sign in remotely.

Transition Planning for Post-Secondary Life – there has been much discussion on this topic: how it should look, the connection between the school system and beyond as well as the importance.

Transition planning for students with special needs was discussed as it relates to a need for a change in their day-to-day support personnel. This process is presently being developed.

Durham District School Board is now on You-Tube; videos highlight different events around the board.

Doug Crichton will no longer be the Superintendent of Education - Special Education /Grove School for DDSB. He will be assuming a new role with the board as the Superintendent of Education/Operations/Transportation and Leadership Development. The board has posted the vacancy and is intending to fill this as soon as possible.

In May, myself and another member of SEAC made our yearly presentation to the board trustees asking that consideration be made for flexibility in the funding allocations for students with special needs. The presentation highlighted the fact that the current number of identified students far exceeds the allotted funding and availability of support staff that is required.

Respectfully submitted,

Colleen Orr  
SEAC Representative  
Durham District School Board

## Highlights from the Durham Catholic District School Board

The board welcomed 11 new teachers who have taken on the role of Program Support Teacher (PST). Along with these new positions the board has instituted a Teacher Mentoring Program where experienced PST's will be paired with and mentor the new people entering the role.

Diane Mullane, the new Mental Health Leader, presented on her new role within the board which includes the development of a board strategy for mental health and addiction, resource mapping in schools and Suicide Prevention, Intervention and Postvention and Mental Health First Aid Training for staff.

Dr. Carla Baetz along with Nicola Dunning, a Speech and Language pathologist, presented on the different technologies being used by the board for those students who do not use words to communicate. The use of iPads, iPad minis along with the use of speech-generating software have increased students independence and ability to communicate, as well as their ability to interact with their peers.

Transition planning continues to be a focal point for the board. This year Michelle Meraw applied for and received a Parents Reaching Out Grant which enabled the board to host a Transition Planning Day. Parents, educators and students had the opportunity to learn about options for those students with special needs as they are preparing to leave secondary school. The event, "Pathways to the Future," was well received by all who attended. So much so, that another grant application has been submitted for the 2015 year, with the hopes of hosting a similar event.

Finally, SEAC and its members participated in the regular review and updating process ensuring alignment with the Special Education Plan for the 2014/15 year. This annual review involves an evaluation of past practices and a re-commitment to the board's guiding principles, beliefs and mission.

Respectfully submitted,

Tracy McGarry  
SEAC Representative  
Durham Catholic District School Board

# Financial Statements

## COMMUNITY LIVING DURHAM NORTH

### STATEMENT OF OPERATIONS - GENERAL

#### FOR THE YEAR ENDED MARCH 31, 2014

	<u>2014</u>	<u>2013</u>
<b>REVENUES:</b>		
Donations and fundraising	\$ 20,677	\$ 27,010
Membership dues	600	581
Miscellaneous	47,991	31,531
	<hr/>	<hr/>
	69,268	59,122
<b>EXPENDITURES:</b>		
Supplies	1,414	3,099
Vehicle operation	-	146
Volunteer training	1,336	179
Employee relations	13,786	-
Advertising and promotion	-	696
Central administration - general	10,211	10,211
	<hr/>	<hr/>
	26,747	14,331
<b>EXCESS OF REVENUES OVER EXPENDITURES</b>	<hr/> <b>\$ 42,521</b> <hr/>	<hr/> <b>\$ 44,791</b> <hr/>

**COMMUNITY LIVING DURHAM NORTH**  
**STATEMENT OF OPERATIONS - CONSOLIDATED PROGRAMS**  
**FOR THE YEAR ENDED MARCH 31, 2014**

	<u>BUDGET</u> <u>2014</u>	<u>ACTUAL</u> <u>2014</u>	<u>ACTUAL</u> <u>2013</u>
<b>SUPPORT:</b>			
OMCSS - operating	\$10,201,491	\$10,201,487	\$ 9,706,788
<b>REVENUE:</b>			
Rent	738,216	757,654	746,891
Pathways	-	-	18,104
Other funding	64,607	76,009	72,356
Ontario Trillium Foundation	65,000	65,000	-
United Way	-	27,716	-
Children's Aid Society	95,194	72,514	-
Respite	39,000	39,850	35,535
	<u>1,002,017</u>	<u>1,038,743</u>	<u>872,886</u>
<b>SUPPORT:</b>			
Amortization of Deferred Contributions (Note 8)	-	92,610	98,161
	<u>11,203,508</u>	<u>11,332,840</u>	<u>10,677,835</u>
<b>EXPENDITURES:</b>			
Wages and salaries	7,542,325	7,365,197	7,155,494
Employee benefits	1,368,028	1,314,122	1,280,767
Staff travel	85,384	75,696	75,935
Supplies	47,418	73,328	52,297
Vehicle operation	105,020	83,728	78,292
Utilities and taxes	156,605	182,586	168,045
Purchased services	187,115	274,328	159,564
Insurance	89,959	64,094	75,305
Food	239,904	229,270	222,883
Personal needs	74,059	59,126	63,500
New furnishings and equipment	27,425	191,307	80,049
Advertising and promotion	8,473	1,401	3,149
Repairs and maintenance	200,974	110,430	110,220
Staff training and conferences	55,489	30,335	35,185
Rental	191,218	171,545	149,658
Central administration - general (reallocation)	240,048	245,830	258,373
- staffing	584,064	579,835	560,649
	<u>11,203,508</u>	<u>11,052,158</u>	<u>10,529,365</u>
<b>EXCESS OF REVENUES OVER</b>			
<b>EXPENDITURES BEFORE AMORTIZATION</b>	-	280,682	148,470
Amortization	-	277,455	259,872
<b>EXCESS (DEFICIENCY) OF REVENUES</b>			
<b>OVER EXPENDITURES</b>	\$ -	\$ 3,227	\$ (111,402)

# Board Succession Plan

## PRIOR TO THE CALL FOR NOMINATIONS FROM THE FLOOR

The following by-laws are paraphrased:

- 18.0 The Board shall consist of between 7 and 14 directors.
- 6.3.1 Board members are elected, typically, to serve two year terms.
- 6.3.2 These two year terms are staggered such that, typically, half of the directors are automatically entering into their second year at any given AGM. Having served a two year term, the director must stand for re-election if he or she wishes to remain on the Board.

---

The following people were elected to a two year term in June 2013 (therefore, they are about to enter automatically into the second year of that term):

*Lisa Edgar*

*Neil Bradley*

*Lisa Kowal*

*Nicky Jones*

*Brenda DeJong*

*Terry Vos*

*Bill McKee*

Our by-laws confer on the agency's self-advocate group, the A-Team, the right to name one person to the Board of Directors. Accordingly, *Carol Hunt* has already been appointed to the Board. The following people have just completed a two year term but they intend, and they are eligible, to stand for re-election:

*Mary Helen Leddy*

*Colin Kemp*

*Terry Coyne*

Finally, the 2013-14 Board has nominated the following two people:

*Clare Suggitt*

*Frank Gulanowski*

# A Year in Review

## Quality Supports

- We achieved a four year accreditation status with Focus Accreditation.
- We offer an annual recreational and skill building March break program to transitional aged youth.
- Our by-laws stipulate that one position on the Board is reserved for a person appointed by the A-Team.
- We received the Tip of the Hat Award from the Township of Scugog Advisory & Accessibility Committee for providing an inclusive training opportunity to people we support and for connecting people to their community.
- Our Hot Line, which provides a venue for people to have their voices heard, is in its fifth year of operation.
- Our Rights Review Committee continues to be active and, like the Board, includes one or more supported people.
- We have introduced a weekend Supervisor position to provide support and assistance to programs.

*George enjoying the cottage*



# Well Qualified Staff

- We have facilitated the enrollment of 29 employees into the DSW apprenticeship program. Three employees are currently in the placement component of the program which means they will soon graduate.
- 198 employees have been trained in Personal Outcome Measures. Allowing for turnover, 86% of full-time employees and 63% of part-time employees have participated in this training.
- New employees undergo a rigorous five day orientation before they begin to support people.
- We introduced a medication training module as a refresher for current employees. 40 employees have participated to date.
- Managers and Team Leaders have been provided with Health & Safety training via the Public Health & Safety Association.

*Patrick Knight had a busy year – he placed first in the long jump division of Special Olympics Provincial Track & Field Tournament and then he received the Circle of Excellence Award for his significant volunteer contributions to Reachview Nursing Home.*



# Partnerships

- *With Special Olympics – Greater Durham:* We have been offering a Special Olympics Rhythmic Gymnastics program in Port Perry. The group has already competed in several regional competitions.
- *With the Scugog Memorial Library, Port Perry High School & Community Living Oshawa/Clarington:* With the help of a five year grant from the Ontario Trillium Foundation, we opened a Coffee Kiosk on the premises of the Library. We are now welcoming high students to complete their co-op placements at the Kiosk. We have partnered with the Employment Support Program through Community Living Oshawa/Clarington to assist trainees to make the transition from the Kiosk to competitive employment. To date, three people have made the successful transition.
- *With Durham Region Police Services:* For the fourth consecutive year, members of the force have delivered a popular training module to people whom we support known as *Take Care; Beware*. Also, for several years now the DRPS has put a representative on our Rights Review Committee.
- *With Lake Ridge Community Support Services:* We were introduced to Adapted-Dialectical Behaviour Therapy (A-DBT) through the Networks of Specialized Care. One of our Managers participated in the training and subsequent development of a Durham Region A-DBT curriculum and therapy group. This has proved to be extremely beneficial to a number of people we support.

*Alice Johnston and Aprilee Banfield spreading the news of Alice's weight loss journey and inspiring others to do the same*



# Community Involvement

- We participate in a variety of presentations and community activities. In the past year, we were involved in over 30 events across the townships of Scugog, Brock and Uxbridge.
- The A-team and their advisors have had a busy year with the Hot Dog Cart. They have been at a variety of fairs, BBQs and community events such as Canada Day, Brock's Big Bite & Highland Games, to name a few.
- For the past seven years, we have entered a Community Living team in the Scugog Dragon Boat races.
- We enjoyed our third year of participating in the Uxbridge Fantasy of Lights in Elgin Park.
- We celebrated Community Living with our local hockey teams:
  - The Port Perry Mojacks welcomed members of Community Living to participate in an on ice contest during intermission.
  - We dropped the puck and sang the national anthem at the Uxbridge Bruins game. A local journalist was so moved by Danielle Buckingham's a capella rendition that he gave up his protest of "sitting" through the song and stood for her.

*Steven enjoying his new iPad which he uses not only for fun, but to communicate with others too*



# Donors & Sponsors

## Individual Donors

Sharon & Peter Vanderduim  
Donald Boyd  
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Robert Aggerholm  
Ellen Gerrow  
Heather Haliburton-Smith  
Robert Smith  
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Debbie Wray  
Patricia MacFarland

Beverley Bain  
Gerda Williams  
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Susan MacMaster

## Business Donors

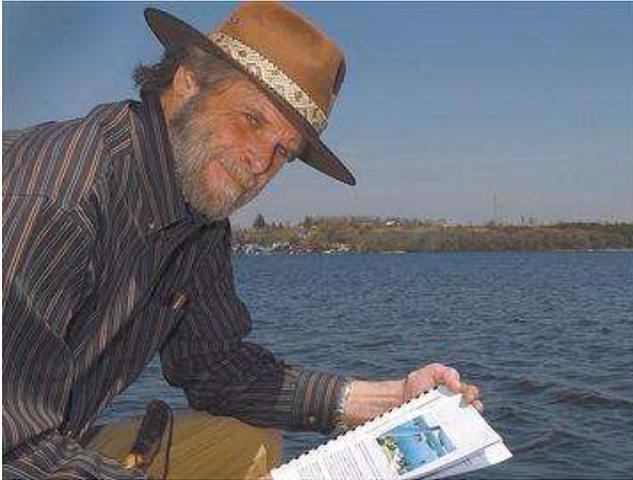
Ontario Power Generation  
Devonport Designs  
Crabby Joe's Tap & Grill  
Softtrack System Inc.

## Service Clubs/Groups

United Way Durham Region  
Trinity United Church  
Canada Helps  
Building Bridges Cttee  
International Brotherhood of  
Electrical Workers, L.U. 353  
Baagwating Community Assn  
Nourish  
Susie Sorabji Chapter-IODE  
Community Living Ontario

## Community Living Mourns the Passing of Board President Jamie Ross

*Reprinted from February 2014 Vista*



We met Jamie in 2006 when Paul Woodcroft, Past President, first introduced him to our organization.

From the beginning, it was clear that Jamie was not the kind of person to just come out to monthly meetings and join a committee or two. He requested extra briefings and asked a long series of hard questions in an effort to learn where the organization had been and where it was going.

He threw himself completely into the role and his natural leadership abilities were quickly evident. Jamie had a unique presence that could not be ignored. He was warm and welcoming to everyone and he touched the lives of so many people.

It was his huge social network that became his greatest gift to the agency. He recruited to the Board a succession of people with widely varying backgrounds but a common interest in making a contribution. And his personal connections reinforced our pre-existing relationship with community organizations like the Rotary Club of Port Perry and the Baagwating Community Association. Jamie was named to represent Durham Region on the board of Community Living Ontario only last fall; but for his illness his contribution on the provincial level would no doubt have rivalled what he accomplished locally.

Jamie was an incredible, deeply generous man. He and his partner Louise opened their lives and their home to all of us at Community Living. Besides his volunteer

work at Community Living, Jamie was also heavily involved with the Scugog Lake Stewards. He was passionate about dealing with the issue of water-milfoil in the lake and would happily take anyone out for a ride on his boat to show them the weevils at work.

Jamie received a number of awards in recognition of his volunteerism. In 2013, he was the recipient of the Queen's Silver Jubilee Medal, and in January of this year, he was given the Kawartha Conservation's Individual Conservationist Award.

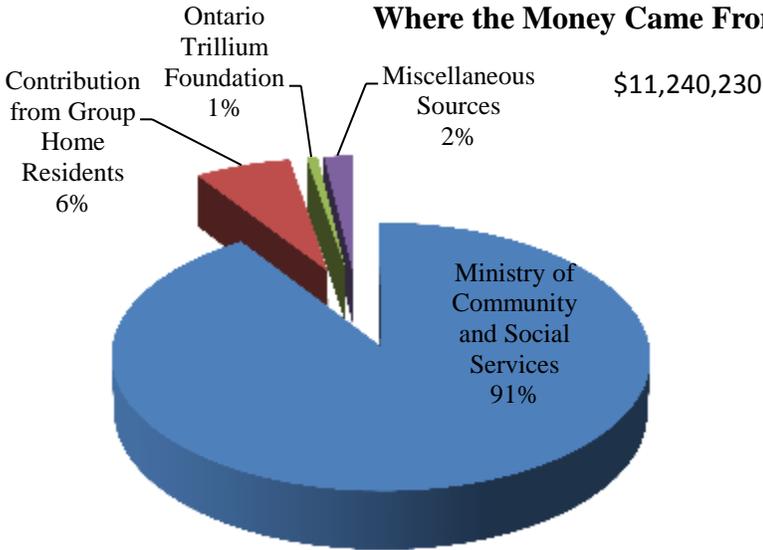
A Celebration of Jamie's life was held after he lost his courageous battle with cancer. It was hosted by the Baagwating Community Association and was a blend of religious and cultural traditions – a suitable reflection of our multi-faceted Jamie.

We will miss Jamie and his never failing commitment and dedication to our services and the supports we provide to people. He was truly a "hands on" President who cared deeply about everyone around him.

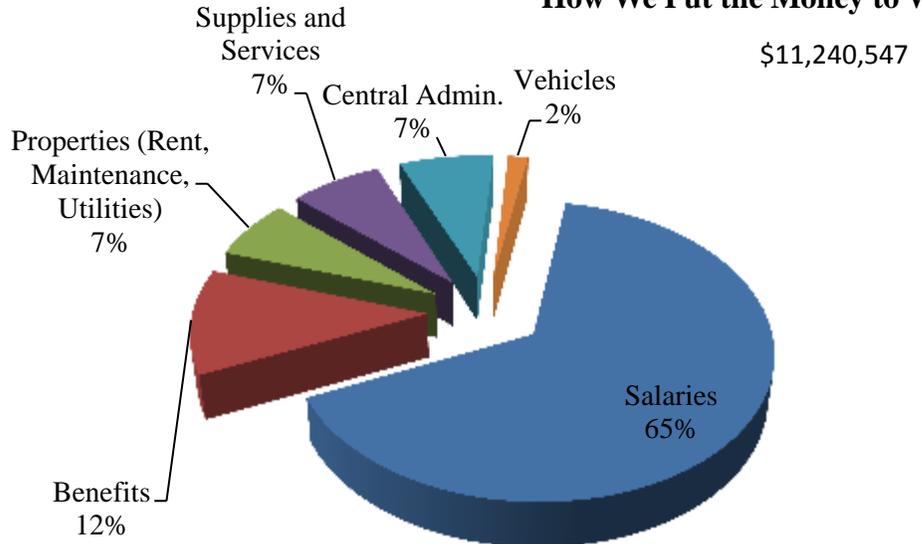


# Financial Information

## Where the Money Came From



## How We Put the Money to Work



## Board of Directors 2013/2014

Chair: Terry Coyne  
Vice President: Lisa Kowal  
Treasurer: Colin Kemp  
Carol Hunt  
Nicky Jones  
Lisa Edgar  
Neil Bradley  
Mary Helen Leddy  
Bill McKee  
Brenda DeJong  
Terry Vos  
Glenn Taylor (ex-officio)

*This listing reflects the loss of Jamie Ross (our Past President) and the resulting realignment of executive offices*



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