



*Inspiring Possibilities*  
**COMMUNITY LIVING**  
Kincardine and District **SINCE 1963**

An Inclusive Caring Community.



**2022-2023**  
**ANNUAL REPORT**

# GOVERNANCE & LEADERSHIP



## BOARD OF DIRECTORS

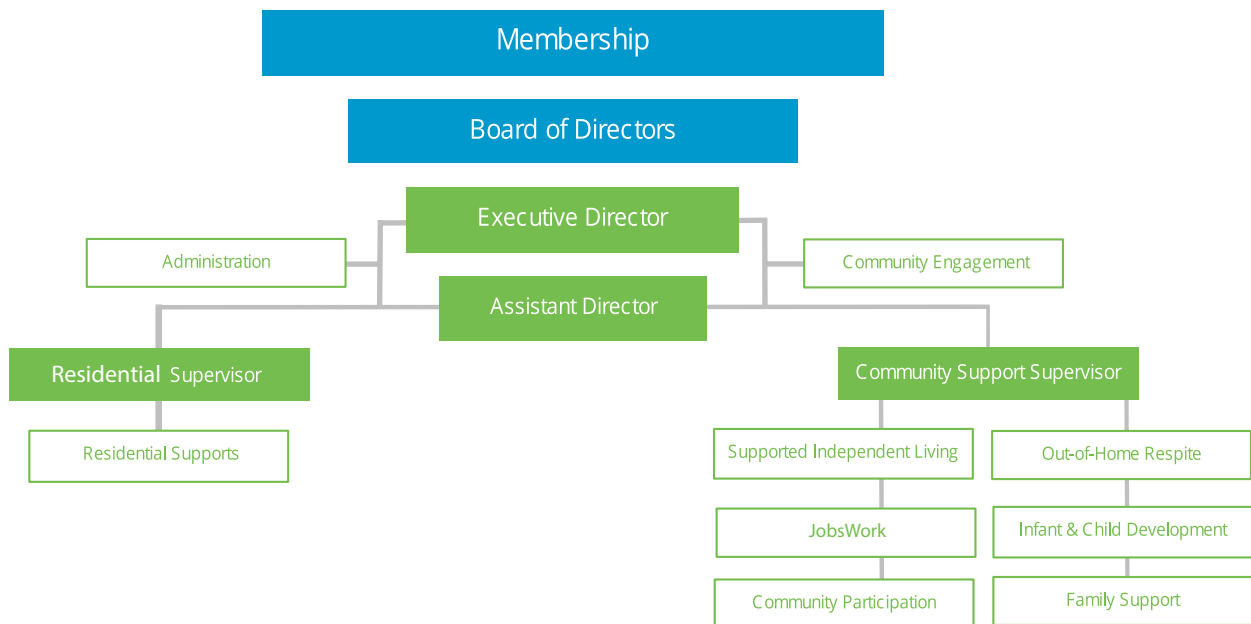
Gail Walden – President  
Marnie Cassidy – Vice President  
Alison Lawrence – Treasurer  
Karyn McIntyre – Director  
Michelle Wright – Director  
Colin Graham – Director  
Kimberlee Feick Lowry– Director  
Taylor Candler– Director

## MANAGEMENT & STAFF

Andy Swan - Executive Director  
Audrey Schlatman - Assistant Director  
Kim Andrews - Supervisor  
Stacey Palmer - Supervisor

44 full time, part time and relief staff

## ORGANIZATIONAL CHART



## OUR VISION

An Inclusive Caring Community.



## OUR MISSION

In Collaboration with stakeholders, CLKD promotes & facilitates the full participation of people to lead enriched & meaningful lives.

# A NOTE FROM OUR BOARD PRESIDENT & EXECUTIVE DIRECTOR

This year, we are celebrating our 60th Anniversary Year here at CLKD. Once again, we all have much to be proud of in the accomplishments and successful achievements of this organization. Much of our success and accomplishments are based on our strong community partnerships that the agency continues to foster and develop.

Over the past year, CLKD staff have shown incredible dedication to the individuals and families we support. We continue to strive to provide exceptional services to the infants, children, youth, adults and seniors living with developmental disabilities in our community.

Our strategic plan continues to guide the development of the structure, culture, and quality of services that we endeavor to provide every day. We believe that all people are capable of leading enriched and meaningful lives, and through the continued support of our stakeholders, An Inclusive Caring Community is possible for everyone.

We are grateful for the strong support and partnerships of many of our key stakeholders, including the Ministry of Children, Community and Social Services, service partners, sponsors, donors, those we support and their families.

We are extremely fortunate to have a dedicated group of volunteers which form our Board of Directors to govern the affairs of the organization. We would like to thank Marnie Cassidy, Alison Lawrence, Colin Graham, Karyn McIntyre, Michelle Wright, Taylor Candler, and Kimberlee Feick Lowry. Thank you for your vision, commitment, and unwavering support of this organization.

Together, we promote increased levels of inclusion, person-directed approaches that strive for service excellence leading to a community that is welcoming, inclusive and caring.

Respectfully,  
Gail Walden, Board President  
Andy Swan, Executive Director

## OUR SUPPORTS

38 INDIVIDUALS SUPPORTED

### COMMUNITY PARTICIPATION SUPPORTS

Individuals are connected to a variety of community based opportunities that match their interests and fulfill their personal goals. Individuals are encouraged to explore new activities, discover hidden talents, strengthen skills and build authentic connections with peers and members of the community.

30 INFANTS SUPPORTED

### INFANT & CHILD DEVELOPMENT

The Infant & Child Development program provides support for families parenting a baby or toddler who is at risk for a delay or has a delay or disability. Families receive resources related to their child's specific needs and are connected to community services. Facilitated music groups, information sessions with local experts and in-home visits help develop a strong foundation of support for young children and their families.

30 ADULTS SUPPORTED

### JOBSWORK

Building on their strengths, interests, abilities and experience, individuals enhance their career readiness through a person-centred discovery process. JobsWork staff support the entire job search process, from crafting resumes to providing on-site job coaching. They also work closely with employers to understand the needs of local businesses and support them to welcome employees of all abilities into their workforce.

22 ADULTS SUPPORTED

### SUPPORTED INDEPENDENT LIVING

SIL is attuned to the needs of the individuals utilizing this program, providing daily supports to maintain independence and fulfill identified goals in Individual Support Plans.

18 ADULTS SUPPORTED

### ACCOMMODATION SUPPORTS

Individuals are supported to live as independently as possible in comfortable, caring and safe residential homes. Support is available 24 hours a day to ensure a high quality of life, foster personal growth and facilitate participation in all aspects of community life. The residential teams respect each resident as an individual, honouring their personal values and being sensitive to meeting their unique needs.

83 FAMILIES SUPPORTED

### FAMILY SUPPORT

The Family Support team serves families who have a child or adult family member with a developmental disability. Support is tailored to each family's needs and may include case management, short and long-term planning, funding coordination, advocacy and transition support. Family Support coordinates the popular Youth Connections summer program, skill-building opportunities for children, and peer support networks for caregivers.

44 CHILDREN SUPPORTED

### OUT OF HOME RESPITE

Out of Home Respite (OHR) provides supports to the highest needs children under 18 years of age across both Bruce and Grey counties. 34 children received funding to hire a respite worker to provide families a much needed break. This year was particularly difficult for families to secure respite workers due to restraints of lock-downs, increased risk, and vulnerability for children with high needs. A combination of vigilance and flexibility enabled parents to find resources to provide supports when the lifting of pandemic restrictions allowed.

# New Programming and Training Opportunities

Many thanks to Enbridge who partnered with us to cultivate and deliver programs like our virtual “Friendship Training” in partnership with the Geneva Centre for Autism, and an inclusive baking group, where children were able to practice both kitchen and social skills. Our Enbridge partnership also supported our Children’s Services team to deliver PEERS training, Safety for Independent Living, and a Home Alone - Safety for Kids program in our community. These programs have been very well received by participants and families alike, and there continues to be interest and enrollment in these groups each time they are offered.



## Education & Outreach

To celebrate Inclusive Education Month, CLKD organized a contest for students from the Municipality of Kincardine and Township of Huron-Kinloss to showcase their inclusive practices for a chance to win a pizza party for their class. With resources compiled and shared from our Family Support team, teachers and students were able to learn about different abilities and inclusion in the classroom while celebrating their own inclusive practices. We were impressed with the examples that were shared through the contest entries, and very happy to see so many students and teachers showing their dedication to making schools a place where people of all abilities can belong.

Our annual Lots of Socks window display event continues to be a highlight in March when colourful socks flood the Municipality of Kincardine and township of Huron-Kinloss in support of World Down Syndrome Day on March 21st. Over 85 businesses participated in the event this year with South Bruce OPP Detachment winning the Golden Sock Award for their beautiful butterfly selfie display made entirely of socks.

Sock selfies were shared with us from all over, including a very special photo from the Ukraine of a grade 7 students rocking their socks!

In December, CLKD welcomed back the Community Christmas Party where Mrs. Claus and her elves flew in from the North Pole for cookie decorating and crafts, skating, snacks and Kindergym. It was such a success, we broke the record for Kindergym participants and our free skate saw the ice surface at capacity! It was a busy but wonderful way to welcome and celebrate the season with the community.

The Family Support team is working in partnership with the Grey Bruce Inclusive Playgroup on an “All Kids Can Play” initiative. The Community Foundation Grey Bruce has provided a grant to support this project, which aims to educate and empower recreation leaders to create programs that are more inclusive; enabling children of all abilities to participate in recreational activities together.

## Youth Connections

Jenna Franklin returned for another summer of leading the Youth Connections program, which provided fun-filled and engaging activities for over a dozen youth. Some highlights from last summer’s adventures included volunteering at the Cat Shelter, a field trip to Camp Kintail, and a visit to the Southampton Museum. We look forward to running this program again this summer, with a new Youth Connections Leader joining the team.



# Partnerships & Community

The Community Participation Support (CPS) program has supported individuals to continue to make connections in the community by re-engaging in recreational activities, advocacy projects, volunteering opportunities, and skill development. We have supported individuals to present at conferences such as Speaking Out, and at panels at our local schools to discuss issues such as mental health and inclusion. Individuals have enjoyed volunteering at events such as the Women's Triathlon, the Scottish Festival, Pride Parade and the CLKD annual golf tournament. CLKD trainings, such as Safety for Independent Living, have supported independent living skills development for those who participated. CPS also introduced cooking groups this year, which focused on both cooking and budgeting skills, based on an individual's goals. The team has connected individuals to opportunities of interest, such as: knitting groups, working out at the gym, basketball, local sports groups, the library, swimming lessons, horseback riding, and art classes. CPS continues to support individuals to reach their full potential by assisting with the development of their individualized plans and achievement of personal goals.



This year, the Supported Independent Living (SIL) program has strengthened community partnerships with service providers such as Home and Community Support Services (HCSS), Saugeen Mobility, the Nurse's Clinic, the Good Food Box, the Food Bank, the Tax Clinic at the Public Library, and St. Vincent de Paul. Community-based services such as these enable the individuals we support through SIL to increase their independence. The ability to book their own rides, attend medical appointments catered to their individual needs, access affordable grocery items, receive support with home management, and complete and file their taxes annually, have enhanced the daily lives of many people supported through SIL. Local downtown businesses are there to help those we support to be as independent as possible while in their places of business; bank tellers, Pharmacists, restaurant staff, and retailers have all contributed to making our community an inclusive and accessible place to live. The SIL team has seen so much growth in the people we support, watching them make connections and form relationships with others in the community continues to motivate us to build on, and seek, new partnerships that will maximize the quality of life and sense of belonging to those we support.

Our residential programs have had a busy year as Covid-19 restrictions lifted and many community events resumed in person. Residents enjoyed many activities within our community, such as watercolor art classes, plant workshops, attending the gym, community cooking classes, P.R.A.N.C.E., Pipe Band Parades, Music in the Park, Legion Jam Sessions, and so much more. Our Kingsway location is in the process of renovating their backyard with landscaping, a new walkway and gazebo to enjoy. Both residential locations have been re-painted by one of our very talented staff members. Residents played a big part in choosing the colors and have expressed that they are happy with the updated spaces and are enjoying the new wall colors. Some residents had the pleasure of resuming travel plans. Visits have been made to Bird Kingdom, Monster Truck events, and even Florida! We are looking forward to all of the events that 2023 has to offer and spending time out in the community with neighbors, family and friends.

Families connected with our Infant and Child Development Coordinator for support with social skills and emotional regulation; key areas of development that were impacted during times of isolation due to Covid-19 restrictions. Our Infant and Child Development Coordinator developed and shared resources, and connected families to webinars and virtual meetings, to bridge the gap while in-person visits were paused. The experience of the pandemic enabled us to find different ways to support families, which we continue to offer in addition to home visits and centre-based supports, now that programs are in full swing again.



We expanded our beloved Baby and Me groups ran by our Infant and Child Development Coordinator in the summer of 2022 thanks to a generous NWMO grant and the help of our summer student. Throughout the summer we ran weekly groups, adding gross motor play and messy art sessions to our existing music group, rotating the theme each week. The NWMO grant has allowed us to continue to run these groups twice each month since last summer, reaching 50+ families in the community. These welcoming and inclusive groups are run at the Knox Presbyterian church, and support the learning of children and caregivers alike through the use of music, art, and gross motor play.

# Employee Years of Service

Recognizing our dedicated employees who have worked toward our mission of an inclusive caring community for 5+ years.

## 5-9 Years

Beth Blackwell  
Catherine Evans  
David Dadson  
Madison Flett  
Kasey King  
Jenny Raspberry-Martin  
Dakota Shewfelt  
Melissa Watson

## 10-14 Years

Elaine Mathers  
Barb McNee  
Debra Porter  
Julie Sharpe  
Leah Van Dyke

## 15-19 Years

Cindy Brown  
Aimee Kim  
Candice Wreford  
Sandra Wall

## 20-24 Years

Leisa Baird  
Linda Ebben  
Tammy Page  
Audrey Schlatman  
Angela Taylor  
Andy Swan

## 25-29 Years

Jackie Dennis

## 30+ Years

Sona Carroll



## SUMMARY OF FINANCIAL STATEMENT

To view our most recent audited financial statements, visit our website [www.clkd.ca/resources](http://www.clkd.ca/resources).

# Partners & Supporters

As we work to build an inclusive community that embraces and creates opportunities for individuals of all abilities, CLKD is grateful for the assistance of our valued funders, sponsors and donors. We are also grateful for the numerous events, fundraisers and in-kind donations that were organized on behalf of our agency.



Larry  
Bannerman



H.J. Campbell –  
Renewable Energy



Ontario Peninsula  
Farms Ltd.



Ben Lobb, MP  
Black Swan Jewelry  
BMO  
CUPE Local 3315  
Ewyn Weight Loss Studio  
Fit Body Boot Camp  
Goderich Sunset Golf Course  
Go Easy Care  
Huron Heights P.S. (Boo Too Bullying Fundraiser)  
Judith Denault – Family Mediation  
Kempton Construction  
Kincardine Dentistry  
Legacy Ridge Golf  
Lisa Thompson, MPP  
UBC Local 2222  
Michelle Wright Broker, Royal LePage  
Land Exchange Realty  
Municipality of Kincardine  
No Drama Fitness  
Ottewell Lynn Frook Mullen  
Owen Sound Attack Hockey Club  
Penetangear (Kincardine Yoga Fest)  
Perimeter Solar Inc.  
Ripley & District Lions Club  
RBC  
Saugeen Golf Club  
Tiverton & District Lions Club  
Zone Seven Egg Producers

Adam & Casey Bordman  
Alanna Favretto  
Angela & Don Hazlewood  
Anita & Gary Rutlege  
Anne Rock & Chris McCullough  
Carol Swaan  
Charles Liddle  
Christine Newton  
Clayton Ford  
Cody McGee  
Dianne Simpson  
Donna MacDougall  
Gil Graham  
Hugh Campbell  
In Memory of Bill Simpson  
In Memory of Ruth Hirtenfeld  
In Memory of Leander Wagler  
In Memory of Lararet McInnes  
In Memory of Rae Harrison  
In Memory of John Nevils  
In Memory of Tim Henderson  
In Memory of Beverly Dunlop  
James and Doris Kirk  
Jarod Logan  
Jessica Cormier  
Kara Stuckless  
Laurie Schell  
Linda Munro  
Marnie Cassidy

Mary & Nick Ritter  
Patricia Lytle  
Richard French  
Sandra Wall  
Tammy Thompson  
The Benchwarmers  
William Young



**COMMUNITY LIVING**   
 Kincardine and District  
*Inspiring Possibilities*

t. 519-396-9343  
 f. 519-396-4514  
 286 Lambton Street  
 Kincardine, ON  
 www.clkd.ca