



2018-2019 Annual Report

A Year of Accomplishments



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Community Living Kincardine & District (CLKD) is a not for profit organization providing support to people in the municipalities of Kincardine and Huron-Kinloss. Founded in 1963, CLKD has a rich history of advocating for inclusion and community-based services.





A NOTE FROM OUR PRESIDENT & EXECUTIVE DIRECTOR

Community Living Kincardine & District has celebrated many successes this year and we are thrilled to profile some of the successes in our report. Our new three year strategic plan was approved in September 2018 and we are focussed on the following five Strategic Directions and their aligned strategies for the 2018 to 2021 period:

1. Deliver Quality Supports and Services
2. Strengthen Family and Community Engagement
3. Collaboration and Partnerships
4. Capacity Building
5. Ensure Financial Stability

We will strive to successfully advance these strategic objectives over the next few years. This past year we have continued our emphasis on building capacity across the agency. Our agency has a rich history of providing meaningful support to the individuals in our community and we are aware that a focus on continuous growth for all staff is necessary in order to ensure excellence in all of our work. To that end, we've been involved in several learning opportunities: Person Centred Thinking, Conscious Care and Support and Collaborative Performance Management.

The work we undertake on a daily basis enhances the lives of the individuals we support and in turn,

adds meaning to our lives. Our work involves helping the individuals we support to imagine their potential and then to support the realization of their goals. In order to become an even more person-centred agency, we must take the same approach to our own agency-wide development. The work we've undertaken has enabled the agency to achieve its current levels of success. It will require an additional set of skills, knowledge and attitudes in order for us to reach our potential as a leading agency in the sector.

The commitment and guidance of the Board of Directors is critical to the agency's continued success and sustainability. We would like to thank our 2018-2019 Board of Directors: Kim Andrews, Gail Walden, Marnie Cassidy, Alison Lawrence, Karyn McIntyre, Tammy Thompson, and Kala Stuckless. We are appreciative of the relationship we have with many of our stakeholders, including the Ministry of Children, Community and Social Services, our community service partners, sponsors, donors, those we support and their families, our volunteers and our dedicated staff.

Respectfully,

Jason MacDonald, **Board President**
Andy Swan, **Executive Director**





OUR MISSION

In partnership with their families and the community, CLKD promotes and facilitates the full participation and inclusion of people who have a developmental disability to lead enriched and meaningful lives.

OUR VISION

An Inclusive Caring Community, where all people belong and have equal opportunity to participate.

OUR PRINCIPLES & VALUES

We believe in

Quality of life for each individual that provides for basic needs and community supports, is safe, fosters good health and provides choices, along with opportunities to take risks.

Respect and dignity for every person and as an individual being sensitive to their different needs and perspectives, protecting their confidentiality and their experiences.

Being a Learning Organization that continually evaluates its work, employs best practices and is innovative in its approaches.



Being accountable to the individuals and families we serve, the community and our partners through:

1. The provision of quality programs and services
2. The achievement of positive relationships
3. Being ethical in all we do
4. Being fiscally responsible with our resources

An organizational culture that continually values and recognizes the contributions of staff and volunteers; fosters strong team approaches; supports effective staff training and is open, honest and inviting in its communication practices.

Working collaboratively with our stakeholders and community partners in developing and providing programs, supports and services that are responsive to the changing needs of individuals and families.

Engaging in lifelong planning with individuals and families, across all ages, ensuring they are informed, prepared and able to adequately respond to the changing needs within their life cycle.



OUR SERVICES & SUPPORTS



39 ADULTS SUPPORTED | **COMMUNITY PARTICIPATION**

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.

36 INDIVIDUALS 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.

26 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 supported to develop links 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.

90 FAMILIES SUPPORTED | **FAMILY SUPPORT SERVICES**

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 but may include case coordination, short and long-term planning, respite, advocacy and transition support. Family Support coordinates popular inclusive cooking programs as well as the Youth Connections summer program.

33 CHILDREN SUPPORTED | **OUT OF HOME RESPITE**

CLKD received a limited amount of funds from the Ministry of Children and Youth Services to coordinate Out of Home Respite services for Grey and Bruce Counties. These funds support short-term respite for families with children and youth (up to 18 years of age) who have the 'highest needs' and require 24-hour care.

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.

22 ADULTS SUPPORTED | **SUPPORTED INDEPENDENT LIVING**

Adults living in their own homes or apartments receive personalized assistance with elements of daily living in order to maintain or grow their independence. Individuals are supported to develop broad peer and community connections, access inclusive recreation and social activities and work towards achieving their personal goals and dreams. SIL support is flexible and responsive, taking the lead from those receiving support.





OUR IMPACT

Highlights from 2018-2019

As CLKD works to create an inclusive and caring community, we must strive for excellence in service delivery throughout our organization. Our changing world means excellence can not be achieved without continuous improvement and adaptation; to view challenges as opportunities, and to evolve when the need demands. We are committed to supporting and participating in efforts that promote the full inclusion of individuals with dis-

abilities in our community. Here are some highlights from the past year that demonstrate CLKD's commitment to promoting a culture that works to raise expectations.

PARTNERS INSPIRING POSSIBILITIES

As part of the 55th Annual General Meeting CLKD introduced the 'Partners Inspiring Possibilities' award to recognize dedicated community partners who are making a difference in the lives of individuals with disabilities. We were honoured to recognize three truly outstanding community partners.

Glenis Vardy and the organizers of the Kincardine Health & Wellness Fair was recognized for raising more than \$20,000 for CLKD over the past five years. This event brings together health-focused groups and businesses and promotes a high quality of life for everyone. The organizers have become strong advocates of the agency and help to promote our services and supports in and around the community.

Jessica Cormier Studios has seen first-hand the power of inclusion through her art classes and her own personal journey to learn more about individuals living with disabilities. She has created environments where artists of all abilities feel welcome, supported and respected. She has also raised thousands of dollars for CLKD through her own personal art sales and Art Galas.



The Kincardine Women's Triathlon has welcomed racers and volunteers of all abilities to fully participate in the race. There have been racers and volunteers with physical disabilities, developmental disabilities and those living with life-changing illnesses. The Kincardine Women's Triathlon has also been a strong contributor to CLKD, donating proceeds from the event each year.



JOBSWORK- BETTER JOB, BETTER LIFE



Our JobsWork Team shares a common vision, that people with disabilities will have meaningful opportunities to participate in employment with the same rights, entitlements and opportunities to pursue fulfilling and rewarding work. Over the last couple of years we have started to see this vision come to life. JobsWork is constantly evaluating the services the program offers to meet the specific needs of employers and job seekers. The services are person specific, and by working closely with job seekers, tailored to fit their needs. When it comes to employment services, one size most definitely does *not* fit all.

The JobsWork Team fully engages with employers to learn individual work place cultures and practices to ensure successful job placements that benefit everyone involved.

Every business is unique and every employee has their own talents. Through regular evaluation and education, JobsWork has been able to stay on point with what we believe are best practices for the people we support. We challenge ourselves daily to keep our supports person specific and not lose sight of our vision. We have come to learn that if we continue to raise our expectations, people will rise to meet them, and will often surpass them.

Most importantly, we have come to understand that all people need real work experiences, at real jobs, making competitive wages to feel the full benefits of what employment can do for them. All people need support in some capacity to be successful at their jobs to stay motivated, stay on task, stay safe, remain positive, learn something new or ditch a bad habit. We strive to offer those supports to anyone in the community who experiences barriers to employment due to a disability whether developmental or physical. We believe people want a life, not a service. It is our hope that these supports will continue to grow and evolve as we learn more and strive to work together with our community partners to build strong, safe, healthy and sustainable communities.

In October 2018 JobsWork held an Employment Informational Event for employers and family's that featured Bill Graham, an inclusive owner of Foodland's in Markdale and Owen Sound as the keynote speaker. Rosie Laidler spoke about the value employment provides and the impact it has on her daily life.

JOBS DISCOVERY- EXPERIENCE FOR LIFE



Through the Jobs Discovery – “Experience for Life” Modernization grant, we worked in co-operation with the Kincardine District High School to develop and deliver an employment-focussed curriculum to students with developmental disabilities. We assisted in providing experiential work placement opportunities and exposure to the world of work for students. CLKD supported the school and the teachers involved to take on the role of job coaches at various experiential work placements to help create a sustainable program within the school system. We will continue to work with the co-op teacher to help students of all abilities fully participate in mainstream co-op classes.



BABY & ME MUSIC GROUPS



The Infant and Child Development Program hosted 11 Baby and Me Music Groups in various locations including the Davidson Centre, the Kincardine Public Library, The Early ON Centre, and RVilla Retirement Community.

Hosting these inclusive groups in the community helped to reach a wide variety of families that wouldn't typically seek our supports and services. Hosting programs in our community encourages families of children living with dis-

abilities to engage in more community based programs and playgroups with their children, lessening the potential feeling of isolation. Participating with families of children with typically developing children really highlights how we are more the same than different, and helps those other families feel more comfortable with disabilities as well. A wonderful partnership was seen with RVilla, where the elderly patrons love seeing the babies and toddlers and gain joy, build skills, and enjoy the stimulation of music right alongside the little ones.

WALK FOR INCLUSION



To celebrate Community Living Month, raise funds and help children learn how to include their peers of all abilities, CLKD hosted the annual 'Walk for Inclusion' at several area schools in May. CLKD members and staff visited with more than 1200 students at schools in Kincardine and Ripley to talk to students about disability, acceptance and to share the message that we are all more alike than we are different.

Students were eager to ask questions and members were proud to share stories about their lives. The key message

from these talks was that everyone should feel welcome in our schools and community.

Classroom visits were followed by school-wide assemblies in early May, with special guests from Kincardine District Secondary School (including Dwight the Knight), CLKD members and local community leaders. Following an interactive game designed to remind students that we are all more alike than different, students, teachers and CLKD members set off together on a 'Walk for Inclusion'.

MEET WILL & JAKE, BEST BUDS FOREVER



Published by Tellwell books, Meet Will and Jake: Best Buds Forever tells the story of friendship between two boys, one who has Down syndrome, and one who does not.

“Will and Jake are best buds. They have a lot of fun together, and like a lot of the same things. They are different in some ways though. Jake was born with an extra chromosome. This means he has Down syndrome, and he learns some things differently. That’s okay though, Will doesn’t mind and he appreciates what Jake brings to their friendship.

This story explains a bit about Down syndrome to young readers, and shares the key message that we are all more alike than we are different and the world is a better place when we are all included. Meet Will and Jake shows that if you take the chance to get to know somebody for who

they are, you might just gain a wonderful friend.”

The Homies with Extra Chromies parent support group and our Infant Development Program launched the Meet Will and Jake book in the fall of 2018 and since, it has been highlighted in the Kincardine Independent, on CTV news and through Community Living Ontario’s Friday Update digital newsletter. The Infant Development Program and members of the Homies with Extra Chromies Group have been visiting area schools to read the book to the students and use the story as a conversation starter to discuss Down syndrome, inclusion, and how we are all more alike than different.

The Meet Will and Jake Book tour has been a great example of CLKD staff and families working together as positive ambassadors.

THE CLKD INCLUSION AWARD



It was a sold out event for this year’s Chamber of Commerce Community Achievement Awards Gala. Congratulations to our nominees Heike Boettcher and Danielle Bois and to the winner of the Community Living Kincardine & District Inclusion Award, Jessica Cormier.

Photo Credit: Jamie Edwards



MONTHLY PARENT COFFEE GROUP

On the last Thursday of every month, CLKD runs a Parent Coffee Group at the 286 Lambton Street location. This group started as a group for parents of children who have autism to share information and discuss common struggles, challenges, and successes of raising children with autism. The group is now open to all parents who have a child or children with extra needs that are looking for a place to connect. Parents are free to bring their children as needed, and a volunteer of the program enjoys providing activities and play to keep the kids engaged while parents visit.

Information is shared about community and CLKD resources and events available for families in the area.

The time is also spent discussing topics such as school, home life, what works for some families that may work for others, challenges, etc. It provides the ability to share common issues in a welcoming and comfortable environment, and to network with other parents in the community.

Occasionally we invite guest speakers, or local services visit to chat about their programs. CLKD welcomes suggestions from parents. Our guests to date have included a music therapist, Davidson Center Inclusion Day Camp Coordinator, a designate from the Thames Valley Children's Center Autism program, and representatives who run Keystone Anxiety Workshops.

GROWING THE CAPACITY OF SELF-ADVOCATES



Through the continued development of storytelling and public speaking training, supported individuals were given the opportunity to enhance their public speaking abilities and were coached on how to write and deliver meaningful and impactful speeches.

These workshops, hosted last spring, fall and winter by local teacher Philip Craig, focused on learning how to craft a great speech and share their personal stories and experiences. Philip's enthusiasm and guidance during the course helped each individual to feel more comfortable with the

idea of speaking out about their own lives and experiences.

CLKD staff witnessed participants blossom throughout the sessions and noticed the individuals seem much more confident on a day to day basis.

Some individuals have already put their new skills to use speaking to students at local schools and recording radio spots for MyFM. Josh Easton was our featured speaker at our Annual General Meeting, held on June 19th at the Kincardine Legion.

"Do not treat people with disabilities as 'special;' they just want to be treated like everyone else. Care, compassion and respect are cornerstones for building all relationships. People need to see the strengths, not point out weaknesses".

- Josh Easton

GLAMMIS ARTIST FEATURED AT VICTORIA PARK GALLERY



Carter has been drawing since she was old enough to hold a pencil, and for the past few years, has focused on painting with acrylics. She begins with a sketch of her idea on canvas, and then applies the paint.

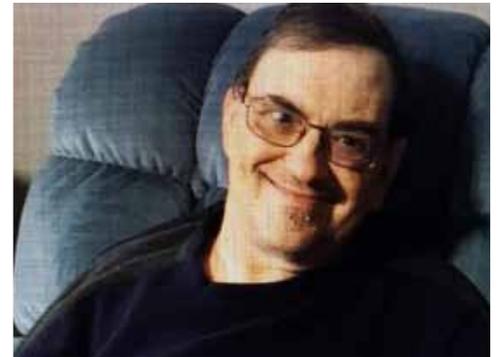
Her passion for vibrant colours is evident in her work at the gallery which includes paintings and cross-stitch. Also obvious, is her love of Halloween and Tim Burton, in such paintings as "Gothic Romance" and "Jack and Sally Holding Hands," and the cross-stitch, "Nightmare Bathtime." Carter designed many posters at Kincardine District Secondary School while she was a student there, and she just painted the front window at Sleepers Bed Gallery in downtown Kincardine.

Glammis artist Meaghan Carter was thrilled to have her work showcased at Victoria Park Gallery in downtown Kincardine for the month of May. The 23-year-old was born in Owen Sound and raised in Glammis. She went to elementary school and high school in Kincardine, and enjoys painting, sculpture, drawing, sketching, cross-stitching, knitting, crocheting, working with pastels, and braiding bracelets.

She was involved with Community Living of Kincardine and District, and through the agency's JobsWork program, was connected with Victoria Park Gallery and the opportunity to display her work.

Photo and story courtesy of Liz Dadson, Kincardine Record

GONE BUT, NOT FORGOTTEN



Maurice Cotter

June 19, 2018

Amy Boudrias

August 10, 2018

Allan Ferguson

March 24th, 2019



GOVERNANCE AND LEADERSHIP

BOARD OF DIRECTORS

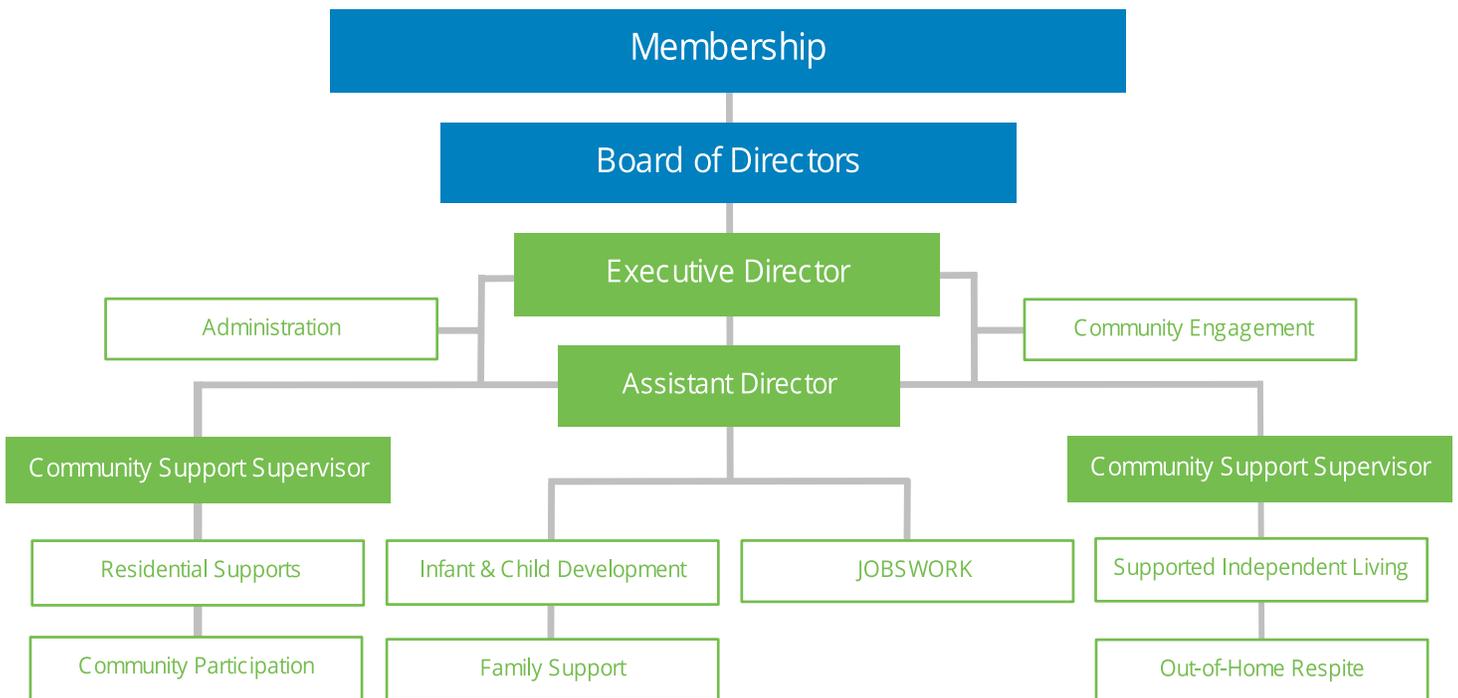
Jason McDonald, **President**
 Kim Andrews, **Vice-President**
 Gail Walden, **Treasurer**
 Marnie Cassidy, **Director**
 Alison Lawrence, **Director**
 Kala Stuckless, **Director**
 Karyn McIntyre, **Director**
 Tammy Thompson, **Director**

MANAGEMENT & STAFF

Andy Swan, **Executive Director**
 Audrey Schlatman, **Assistant Director**
 Jane Hoy, **Supervisor**
 Cathy Pennington, **Supervisor**

43 Full time, Part Time and Relief **staff members.**

ORGANIZATIONAL CHART



SUMMARY OF FINANCIAL STATEMENTS

Statement of Financial Position As of March 31, 2019

	2019	2018
Assets		
Cash & Accounts Receivables	510,173	473,750
Property & Equipment	1,682,768	1,737,830
Other (Incorporation Costs)	100	100
	<hr/>	<hr/>
	2,193,041	2,211,680
Liabilities		
Cash & Accounts Payable	207,949	224,868
Long Term Debt	731,922	824,273
Deferred Contributions	954,123	984,810
	<hr/>	<hr/>
	1,893,994	2,033,951
Fund Balances		
Due to/from Funds	-	-
Invested in Property & Equipment	(3,277)	(71,253)
Unrestricted	443,853	390,511
Externally Restricted	(141,529)	(141,529)
	<hr/>	<hr/>
	299,047	177,729

Copies of the audited financial statements are available, upon request.



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.



THE HARRY FOSTER FOUNDATION



COMMUNITY FOUNDATION GREY BRUCE

Health & Wellness Fair



Moore Wealth Management of RBC Dominion Securities



Jessica Cormier Studios



7 ACRES
Alison Lawrence
Anita & Gary Rutledge
Angela & Dan Hazelwood
BDO Dunwoody
Beth French
Body & Soul Reflections
Boston Pizza
Chris McCullough/Ann Rock
Christine Newton
Colhoun Family Chiropractic
Colleen Steven
Colin Graham
Cowan Insurance Group
CUPE 3315
CUSW
Dar-lyn Pools and Spas
DOMM Construction
Edward Jones
Egg Farmers of Ontario

Glenis Vardy
Grey Bruce Kids
Heather Boettinger
Heritage Fire Company
Holiday Inn Kincardine
Home Hardware
Hugh & Janey Campbell
Huron Heights School
In Memory of Amy Boudrias
In Memory of Audrey Currie
In Memory of Gwen Harrison
In Memory of Jeff Matchett
In Memory of Kris Lowry
In Memory of Maurice Cotter
In Memory of Shirley Hayes
Jennifer Cook: The Cooperators
Joanie Vanbreda

John Adams
John Powers
Kempton Construction
Kincardine & District Lions
Kountry Kitchen Bazaar
KTTPS School
Lake Range Realty - Mitch Twolan
Les Cook
Marilyn Skingley
Marion Anderson
Mary Fraser
Matchett Financial
Melissa MacDonald & Shane Watson
MPP Lisa Thompson
No Drama Fitness
Owen Sound Attack
Pauline Wheeler
Progressive Results Group

RCB Employee Group c/o Courtney Bridge
Ripley & District Lions
Ripley Huron Community School
Rob Lance-Ideal Supply
Royal LePage Exchange Realty Co.
RPM Promotions
Senior Men's Slow Pitch
Sherry Parsley
Sherway Group
Sleepers Bed Gallery
Snobelen Farms LTD
St. Anthony's School
Tammy Thompson
Tiverton & District Lions
Tom Morris
West Shore Stone and Brick
William Young

Membership Application / Renewal

Name: _____

Address: _____ City: _____

Postal Code: _____ Telephone: _____

E-mail: _____

YES, I wish to become a member or renew my membership with Community Living Kincardine & District. My membership fee is enclosed for:

<input type="checkbox"/> General Membership	\$10.00/person	<input type="checkbox"/> Self-Advocate	\$5.00/person
<input type="checkbox"/> Life Membership	\$100.00/person	<input type="checkbox"/> Corporate Membership	\$100.00

General Membership – Open to any person who is 18 years of age or older, who supports the purpose and objectives of the Association and who pays an Annual Membership Fee, and who is not an employee or spouse of any employee of this Association. Full voting privileges.

Life Membership – Open to any person who supports the purposes and objectives of the Association and who pays a Life Membership fee. Must meet the requirements of General Membership. Shall be valid from the date of purchase for all future membership years. Full voting privileges.

Self-Advocate Membership – Open to any person who supports the purposes and objectives of the Association and who pays a Self-Advocate fee. Must meet the requirements of General Membership. Must be eligible to receive services. Full Voting privileges.

Corporate Membership – Open to any company which supports the Mission and objectives of Community Living Kincardine & District and pays a corporate membership fee. No voting privileges. Each corporate member will be acknowledged at www.clkd.ca

(Appendix A)





An Inclusive Caring Community, where all people belong and have equal opportunity to participate.