



An Inclusive Caring Community.

# 2023-2024 ANNUAL REPORT

COMMUNITY LIVING  
Kincardine and District  
*Inspiring Possibilities*





## 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.

## OUR VALUES

Safety, Respect, Collaboration, Service Excellence

## A NOTE FROM OUR BOARD PRESIDENT & EXECUTIVE DIRECTOR

In this, my last year as CLKD Board President, I am proud to say I have served on the Board of Directors, working with an incredible group of hardworking board members, committed to excellence.

I have also been privileged to work with Executive Director Andy Swan and his talented, invested team. Andy and the staff at CLKD consistently strive to ensure that the individuals we support, thrive, learn and grow. This singular focus is part of the reason why CLKD has been successful in building strong partnerships in Kincardine and beyond.

The other reason we have enjoyed success, is that family members, the community, and businesses, consistently participate in fundraisers and public relations events (think Lots of Socks!)

The energy, resilience, generosity, innovation and flexibility demonstrated by all invested groups, have merged to make CLKD a force to be reckoned with!

Thank you to all our stakeholders for your enthusiasm in ensuring that we are the best we can be, supporting families in a positive, proactive manner that inspires us to make all things possible.

Sincerely,  
Gail Walden, Board President

Community Living Kincardine and District (CLKD) prides itself on the impact we make on our Community by providing person directed supports, with respect and dignity.

As we reflect on the great work we have done, we do not lose sight of what more we can do. As an organization that supports people of all ages, we are constantly learning and adapting supports to meet the needs of those we serve. Over the last few years we have become acutely aware of the growing need for support among the aging.

As we continue to work towards our vision of an inclusive caring community, we are exploring the possibility of expanding supports to people of all abilities who are aging, and their caregivers. Increasing value and resiliency for our organization, increasing access to supports for more people and sharing our knowledge as we collaborate with partners in the community will expand our vision to an inclusive caring community for all.

Respectfully,  
Andy Swan, Executive Director

# GOVERNANCE & LEADERSHIP



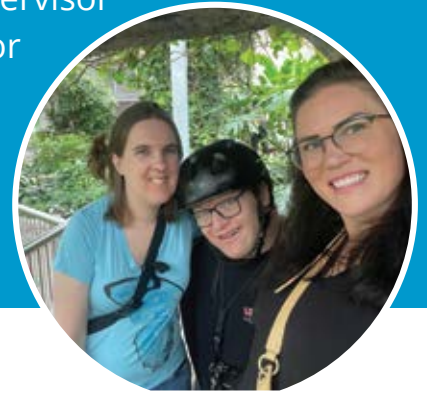
## BOARD OF DIRECTORS

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  
Dakota Shewfelt - Supervisor  
Aimee Kim - Supervisor

51 full time, part time  
and relief staff



## OUR SUPPORTS

38 INDIVIDUALS SUPPORTED

### COMMUNITY PARTICIPATION SUPPORTS

Individuals are supported to participate in, and explore the community where they live. People are encouraged to discover and grow their connections, strengths, skills and interests within the community and in alignment with their individual goals. CPS facilitates plans that allow individuals to take the lead on how they would like to participate in 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. Staff work closely with employers to understand the needs of local businesses and support them to welcome employees of all abilities into their workforce.

23 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 24 hours a day to ensure success in all areas of their living, both in the home and the community. Staff work to ensure a safe and caring environment with a highlight on fostering independence. Individuals are at the forefront of directing the care they need and determining how they would like to be supported. The team works with each individual's desires and values to ensure they are receiving the support required for their unique needs.

87 FAMILIES SUPPORTED

### FAMILY SUPPORT

The Family Support team provides a wide range of services to families who have a child or adult family member with a developmental disability. Support is individualized and tailored to each family's needs and priorities. Family Support workers provide service navigation and case management, short and long-term planning, funding coordination and referrals to professional services. Family Support Coordinators attend school meetings, conduct in-home visits, coordinate skill-building programs and foster peer networks for caregivers. Advocacy, education and outreach activities are also an important part of the team's mission.

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. 44 children received funding to hire a respite worker to provide families a much needed break.

# New Programming and Training Opportunities

## ALL KIDS CAN PLAY

In partnership with the Grey Bruce Inclusive Play Group and the financial support of the Community Foundation Grey Bruce, CLKD was able to offer several **All Kids Can Play** training sessions over the past year. The training program educates and empowers recreation leaders to create programs that are more inclusive so that children of all abilities are able to participate in local recreation activities. Two community presentations were organized, with more than 30 program leaders from 8 different recreation programs completing the sessions. Additionally, 5 direct consultations were offered to a variety of local recreation programs including library staff, preschools and summer camps. Altogether, more than 1000 local children are served by programs that have now completed the All Kids Can Play training.



## SAFETY FOR INDEPENDENT LIVING & PEERS

The ongoing support of Enbridge has enabled the Family Support team to provide additional skills-focused workshops and training programs for children, teens and adults. Over the past year, the Family Support team has offered 2 sessions of PEERS (Program for the Education and Enrichment of Relational Skills). This program supports individuals to recognize and interpret common social cues, practice their conversational skills, learn safety tips around electronic communication and identify opportunities to build authentic friendships based on shared interests.

In addition, 2 session of Safety for Independent Living training and 1 Home Alone Safety for Kids session were offered. These safety-focused programs continue to be very popular, with positive feedback being received from individuals and families.



## Education & Outreach

Over the last year, interactions with local elementary schools have grown exponentially. Infant and Child Development Coordinator, Jenny, has been visiting schools to discuss disability and inclusion. Students and staff have been embracing these conversations and have a lot to contribute about how they make their classrooms inclusive for all. To celebrate Inclusive Education Month in February, the Family Support team gathered resources and draft lessons plans to share with local educators. Students were encouraged to learn about inclusion and share their inclusive practices for a chance to win a class pizza party. Huron Heights has been a local leader in advocating for inclusion. Marianne has expanded her volunteer role with the school to include classroom assistance and recess monitoring, further normalizing disability in the community. Huron Heights welcomed three new students with down syndrome to their school this year and poured their hearts and souls into their "Lots of Socks" video submission. The school created a giant sock snake that slithered it's way through the whole school stopping for students to share myth busters and facts

about down syndrome. The competition was fierce with almost 100 businesses decorating for the World Down Syndrome Day event. The community voted and the coveted Golden Sock was awarded to Huron Heights. It was great to see so many displays and sock selfies sent in by community members. Sock selfie highlights came in from the OPP with their "rock your socks" submission and from the Doctors at the Kincardine Family Health Team.



## Youth Connections

Abby MacDonald coordinated an exciting summer of fun activities as leader of our Youth Connections summer program. Youth participants from 12 – 19 spent time volunteering, building new skills and exploring the community. Highlights included a trip to Camp Kintail, visiting the Bruce County Museum, volunteering at the cat shelter, baking and getting ice cream with friends.

# Partnerships & Community

The residential teams have had an eventful year, both in their homes, and out in the community. Individuals have been working within their homes to plant gardens, with great success in growing vegetables from seed and using them to cook homemade meals. The Kingsway backyard project is complete and residents have been taking advantage of the beautiful space, reading on the back deck, or playing guitar in the gazebo. We have had the pleasure of welcoming some amazing volunteers into the residential homes where they have helped to facilitate even more community participation based off the interests of individuals. People living residentially have been supported to be active participants in the community. Horseback riding at PRANCE, attending local markets, sunset walks, family trips, movies, as well as volunteering and working in the community are just a few examples of activities people are engaged in. Everyone has been enjoying getting out and active, taking full advantage of the Davidson Center facilities for swimming, basketball and working out. Recently, individuals have been using the accessible amenities at the Davidson Center pool, allowing everyone supported the ability, and option, to swim. The teams expanded and increased their capacity to support individuals with passport funding, helping to provide goal directed, personal supports for meaningful activities in the community. People have been supported to attend the Butterfly Conservatory, go out to movies and plays, and visit local art galleries and museums; both in our local community and the surrounding area. The team is looking forward to continuing their support in-home to provide a safe and caring living environment, and in the community to assist individuals to participate fully.

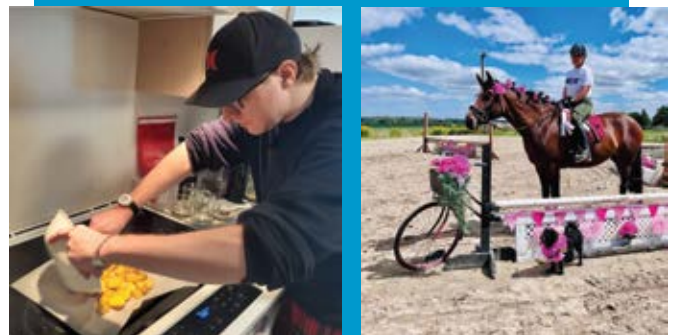


The Community Participation Support team has been working hard with individuals to continue to grow in the individual planning and supports they are providing. Staff have been assisting people to help grow planning capacity and ensure supports and connections are present within the community. This year has seen great success in the schools, forming connections through volunteering with milk programs, and working with teachers and students in the classrooms. Other volunteer opportunities include

community events, the good food box, programs at The Bridge, CLKD at the golf tournament, McHappy days, Tim Hortons Camp Day, PAWS and more. Individuals are continually connecting with groups based off their interests and direction. Support has been provided for people to attend public swims, the gym, going for coffee dates with friends, walking local trails and attending local events such as the Monday Markets. The CPS team has worked to support individuals to advocate for their desired community participation, connect people with their friends and to sign up for skill building programs to increase skills they are interested in growing. The team is excited to continue supporting people to participate in community that is meaningful to them.



This year, the Supported Independent Living (SIL) program has had the privilege of getting to know 4 new people who have moved into the area. We have supported them to navigate through available supports and services in our local community as well as the supports we offer. The focus of our supports are person-directed and can be as varied and flexible as people's lives tend to be. This year the SIL program supported people to study for their driver's licenses, pass on-line educational courses, increase their cooking and housekeeping skills, participate in, or volunteer at, community events of their choosing, budget their money to mitigate the effects of an increasing cost of living and celebrate achievements. We have also supported people through complex medical conditions this year. The SIL program continues to support people to increase their capacity and independence so that they can live an enriched and full life.



# Ontario Trillium Foundation Grant

The Ontario Trillium Foundation's (OTF) mission is to build healthy and vibrant communities across Ontario. Last year, CLKD was awarded funding from the Ontario Trillium Foundation to increase our organization's post pandemic resiliency. Since then, we have been working to audit our current supports and services, look for opportunities in supports among vulnerable populations in the community and work to build recommendations on how we can help to fill support gaps as a local service provider, while ensuring people are supported to reconnect.

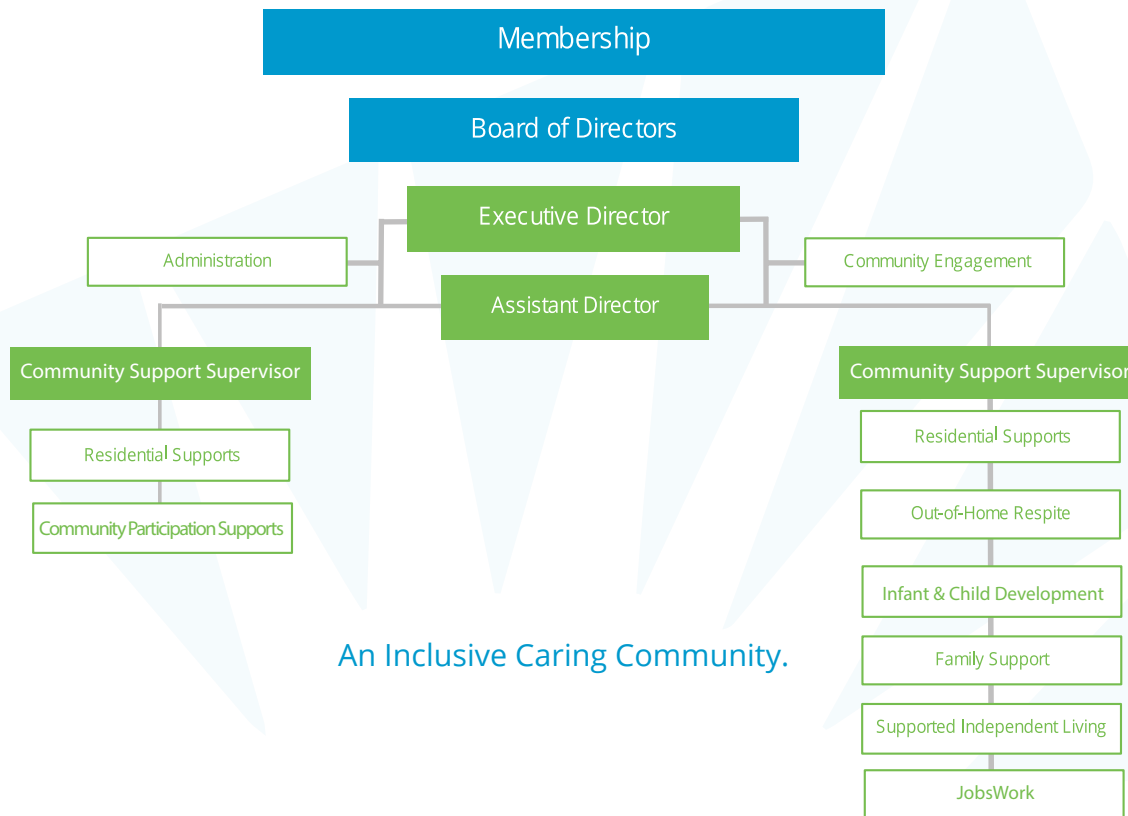
We met with: people in the community to hear personal stories and feedback, advocacy groups, municipality contacts, other organizations, service providers and members from our local health care teams to collect as much information as possible. We analyzed our grassroots data, along with data from published local reports, and have identified several support gaps.

Our data showed multiple gaps in supports for the aging and their caregivers. As a result, we are working toward helping to fill identified gaps by partnering with local service organizations and community volunteers to bring more programming and supports to our community.

As we continue to work toward our mission of an inclusive caring community, we look to ensure that includes all community members.



## Organizational Chart



## 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.



Alison Lawrence  
 Anita & Gary Rutlege  
 Anne Rock & Chris McCullough  
 Beth French  
 Catherine Evans  
 Charles Liddle  
 Clayton Ford  
 Cody McGee  
 Colin Graham  
 Dianne Gottschalk  
 Dianne Simpson  
 Donna Dunlop  
 Donna MacDougall  
 Elizabeth Wittig  
 Gil Graham

Hugh & Janey Campbell  
 In Memory of Beverly Dunlop  
 In Memory of Cathy Dickson  
 In Memory of All Ferguson  
 In Memory of Glenda McCullough  
 In Memory of Wes Smith  
 In Memory of Mary Stone for John's  
 70th Birthday  
 In Memory of Mrs. S. Swan  
 Jennifer MacKenzie  
 Jessica Cormier in Honour of Amy  
 Boudrias & Jim Hardy  
 Jim Schut  
 Kate Duncan  
 Leon Cramer

Marnie Cassidy  
 Mary Lou Franklin  
 Mary & Nick Ritter  
 Nathaniel Swaan  
 Shannon McLeod  
 Tammy Thompson  
 William Young

MPP, Lisa Thompson



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