



2016 - 2017 Annual Report



Community Living Kincardine & District (CLKD) is a not for profit organization providing support to individuals with developmental disabilities and their families living in the municipalities of Kincardine and Huron-Kinloss. Founded in 1963, CLKD has a rich history of advocating for inclusion and providing community-focused services.

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The accomplishments outlined in this report highlight the tremendous effort and dedication of our staff and volunteers to ensure opportunities for success are found for the individuals who seek our supports and services.

Each year, the scope of our work grows while resources are harder to come by. However, we remain optimistic as we reflect on all our organization has accomplished in the face of these challenges.

The past year has been one of change and growth. CLKD continues to build our capacity to respond to the needs of people we support and their families and develop inclusive opportunities and attitudes within our community.

This Annual Report highlights many of CLKD's key accomplishments from 2016 - 2017, including:

- CLKD staff attending the annual Community Living Ontario conference to speak about our shift to community-focused, person-centred supports
- the introduction of the Jobs Work program where person-centred tools and practices assist with job readiness, resume writing and the process of finding, obtaining and maintaining a job
- the launch of the very popular 'Baby & Me Music' group, which promotes healthy development through music, singing and movement
- the success of the 'Lots of Socks' campaign, growing from 25 to 65 businesses demonstrating their support for World Down Syndrome Day

These accomplishments, along with the many others outlined in this report, highlight the tremendous effort

and dedication of our staff and volunteers to ensure opportunities for success are found for the individuals who seek our supports and services.

We would like to recognize and thank the 2016 - 2017 Board of Directors who volunteer their time to provide guidance and ensure that the organization is moving towards creating an inclusive, caring community where all people belong and have equal opportunity to participate. Our thanks to Jason MacDonald, Angela Hazlewood, Charles Liddle, Kim Andrews, Marnie Cassidy, Gail Walden, Dom Jackson and Alvin Lamont.

We must also express our appreciation to our funders the Ministry of Community & Social Services, the Ministry of Children & Youth Services, the Ontario Trillium Foundation, along with our many donors, community partners, volunteers and our hard working, dedicated staff. Each of you allows us to make a meaningful difference in the lives of people who have a developmental disability.

Respectfully,

Chris McCullough 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 and 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:

- a. The provision of quality programs and services
- b. The achievement of positive relationship
- c. Being ethical in all we do
- d. 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.

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 lifecycle.

Highlights from the Past Year

It has been another busy year of empowering individuals to achieve their personal goals, building new inclusive opportunities and watching as individuals flourish and grow.

CLKD's services are growing increasingly person-centred and community-focused. The strengthened planning process ensures individuals have an opportunity to make choices and decisions about how they would like to be supported. The dynamic and flexible plans, created collaboratively with individuals, their families, chosen advocates and staff, guide our service delivery and assists CLKD to gain a stronger understanding of each person's unique strengths, needs and wishes. Filled with

specific goals and objectives, the plans emphasize independence, focus on abilities and identify the supports necessary to enable each individual to thrive.

Coordinating with families, friends, volunteers, other service providers and community partners, CLKD is working to deliver supports in a holistic, community-focused way. The impact of our services can extend far beyond the individuals and families who are directly receiving services and supports. Through various forms of community development, the organization is achieving the service goals set out in our Strategic Plan and cultivating inclusive attitudes and practices across the region.

118 infants, children, youth and families received personalized service from the Family Support team

Family Support Services

The Family Support team provides a wide range of services, assisting families who have an infant, child, youth or adult family member with a developmental disability. Supports are tailored to each family's needs and may include case coordination, advocacy, transition support, therapeutic play and group-based activities. Services are offered in a variety of settings, including family homes, schools and community locations.

Baby & Me Music groups

With the support of the Community Foundation Grey Bruce, CLKD launched a new program, 'Baby & Me Music', in the fall. This free group welcomes all ages and abilities and focuses on promoting healthy infant development through music, singing and movement. The group provides an opportunity for families to build connections, learn about community resources and participate in a welcoming and inclusive program. Through growing partnerships, the program has been hosted in various locations, including the Davidson Centre, Pick Studios, the Bruce County Public Library and the Ontario Early Year's Centre. The group continues to grow in popularity and is connecting families and their children together through the common joy of music.

Writing 'Meet Will and Jake - Best Friends Forever'

Over the past year, parents from the 'Homies with Extra Chromies' group have been working with the Infant & Child Development coordinator to write an original children's book. The book, 'Meet Will and Jake - Best Friends Forever', introduces readers to two young boys - one who has Down Syndrome and his best friend who does not have a disability. The project has been a great opportunity for the parents to work collaboratively and create a lasting legacy that will benefit both their own children and other children in the community.

The book was first read at CLKD's 'Lots of Socks Celebration' on World Down Syndrome Day where the message of acceptance, friendship and inclusion was well-received. Funds raised at the event will support the publication costs of the book and distribution in the community.





Developing children's social skills

CLKD partnered with Thames Valley Children Centre and the Bruce County Pre-school Resource program to offer a Social Skills Group for children under the age of 10 who have been diagnosed with Autism. The focus of the group was on emotional regulation and followed the “Zones of Regulation” program. The group provided a safe and non-judgemental environment for children to work on their social skills and practice various forms of communication. As a result of the success of the program and the positive response from parents, another social skills group session is being organized for summer 2017.

Making connections with youth

In the summer of 2016, CLKD once again offered the summer Youth Connections program for youth between 12 and 19 but made a few improvements. The program mixed group-based recreational and community-focused opportunities with two days a week of 1-to-1 sessions that focused on individual development and achieving personal goals. For the youth, highlights included jamming at Pick Studios, the ropes courses at Camp Kintail, visiting a local stable and the weekly cooking group. They also supported many community organizations as volunteers, including the Kincardine Scottish Festival, the Lighthouse Blues Festival, the Bruce Botanical Food Gardens and Lucknow's Music in the Fields.

41 adults were connected to recreation, education, social and volunteer opportunities with support from the CPSS team

Community Participation Supports

Community Participation Supports and Services works to connect adults with developmental disabilities 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 and develop skills and build authentic connections with peers and members of the community.

Growing volunteer contributions

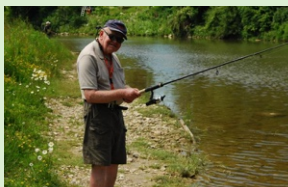
Over the past several years, Community Participation Supports and Services has increasingly connected individuals to volunteer opportunities that utilize their strengths and interests. Volunteering provides many benefits beyond helping others, including the development of new skills and the pride and self-confidence that comes from being a contributing and valued role model. Volunteering also provides opportunities for natural friendships to emerge as people meet and spend time together in the community.

In any given week, members may be supported to operate the camera on a Rogers TV show, sell coffee and snacks to residents at Trillium Court or volunteer at the Kincardine site of the South Bruce Grey Health Centre. Individuals can be seen helping out at community events, festivals and fundraisers.

Several individuals generously spend their time at St. Anthony's School, helping with their lunch program. This volunteer role now occurs three days a week as individuals grew more confident and were increasingly independent. The relationships with students and teachers has also provided opportunities to volunteer in a kindergarten classroom.



Remembering Donald Weatherhead



Donald Weatherhead passed away in February, 2017. He was 83.

Donald approached life with passion, a desire to get out and explore and a curiosity that taught him something new each and every day. He constantly wanted to understand how things worked. In the past couple of years, he learned how to search the Internet for videos on driving, trucks, and anything that contained mechanical content.

Donald was passionate about trucks - particularly vintage trucks. He would take any opportunity that was offered to him to "go for a truck ride". He was a regular at Kincardine's "Drift In Cruise Nights" and was often seen at the car wash, talking to customers as they waited to use the bays.

Donald lived the first part of his life in St. Helens, later moving to Lucknow. He would often be seen riding his bike and was well known in the community. In 2000, at the age of 66, Donald moved to Kincardine and quickly adapted to a very social life in the community. He worked for several years in Kincardine, picking up mail and running errands for businesses. Donald enjoyed swimming, bowling, literacy programs, track and field and attending services at the Kincardine United Church.

He will be greatly missed by his many family and friends.

Residential Supports

Adults with developmental disabilities 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 their unique needs.

Supporting Health and Wellness

Over the past year, several residents made goals to improve their overall health and fitness. Some were looking to improve their strength and participate in athletic competitions and events while others were committed to eating a healthier diet.

Working in partnership with families and volunteers, the residential teams supported many individuals to achieve their health-related goals. From signing up for classes at the local gym to hopping on their bikes in the summer, individuals were supported to get out and get active while having fun. They also worked towards achieving personal bests in track and field competitions, local running races and at fundraising walks.

Residential staff also supported individuals to improve on their cooking skills. By using fresh and easy to use ingredients, individuals were encouraged to be as independent as possible in the kitchen and make their own healthy and delicious meals.

17 adults were provided with 24 hour support in two residential group homes



Embracing Technology

A major focus over the past year was to support residents to get connected to their friends and family using technology, including cell phones, tablets and Facebook. By utilizing apps for appointment reminders, creating their own email addresses, capturing memories on camera and Face-Timing with family, individuals are becoming more independent and strengthening their relationships through the use of various technology.

Home Improvements

Many improvements have been made to the residential homes to make them more comfortable and safe. In one location, carpets were removed and replaced with beautiful and durable laminate flooring. The smooth surface of the flooring has improved accessibility for the residents who have vision impairments and those who use mobility devices. Many areas of the home received updated paint colours chosen by the residents. New leather furniture in the living rooms and new dining sets completed the fresh new look.

Additionally, one individual was supported to move into her own lower-level apartment within the home. She is enjoying living on her own and has a great deal of pride in her new home and growing independence.



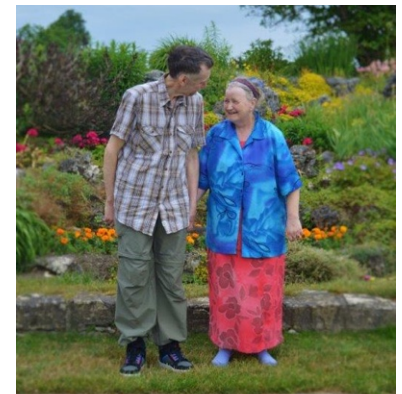
Supported Independent Living

Adults with developmental disabilities receive personalized assistance with elements of daily living in order to live as independently as possible. Individuals are supported to develop broad peer and community connections, access 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.

Moving into a home of their own

SIL had several successes throughout the year worth celebrating, but a highlight was supporting a newly married couple to move into their very first apartment together and fulfill one of their long-term dreams. Staff assisted with the move, creating budgets, coordinating with Bruce County Housing staff and supporting the personal transition for each individual and their beloved pet cats. The healthy and happy couple are enjoying spending time together in their new space and being a part of the social community in the building.

20 adults were supported to live independently in the community in their own homes and apartments



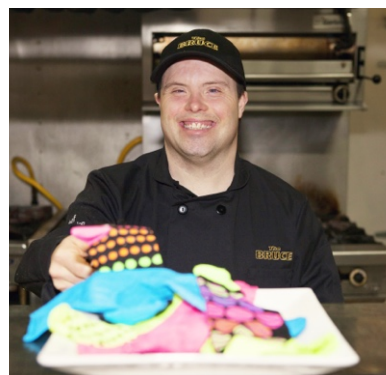
Out of Home Respite Coordination

CLKD receives funding 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 or caregivers with children and youth (up to 18 years of age) who have high needs and require 24 hour care.

The past two years have shown an increase in demand for respite services. Carers have expressed gratitude for the support, saying it benefits both them and their children.

31 families were able to receive short-term respite funding for their children

30 individuals with disabilities have been supported to maintain, advance or achieve their career goals



Employment & Employer Supports

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

ODEN brings their message to Kincardine

CLKD invited Joe Dale, the Executive Director of the Ontario Disability Employment Network (ODEN) to Kincardine in June to share the message that employment has been proven to be the 'quickest and most direct route' to inclusion. Dale spoke to CLKD members, families, youth and those working in the education system to break down common misconceptions about inclusive employment and consulted with CLKD staff to identify ways to enhance the agency's employment supports.

Strengthening CLKD's Employment Supports

As part of an effort to improve and streamline CLKD's employment supports, the new Jobs Work program was soft launched in the fall. Over the past year, staff have established a strong foundation to continue growing person-centred employment supports in a sustainable manner.

Already, several individuals have been connected to the Jobs Work team. They have taken part in a personalized discovery process and are developing comprehensive plans that highlight their strengths, interests and career goals. The Jobs Work team has assisted 5 individuals to begin new jobs and has provided customized on-site coaching and support. CLKD is also building stronger relationships with the business community. More than 35 interviews have been completed to help the Jobs Work team better understand the staffing needs and hiring practices of local businesses and offer more effective support to employers.



Community Outreach & Education

Presenting at the Community Living Ontario conference

CLKD representatives were invited to speak about the organization's ongoing shift to community-focused and person-centred supports at the annual Community Living Ontario conference. Reflecting the conference's theme 'Inclusive Communities - Engaged Citizens', the presentation highlighted some of the benefits that the agency has experienced as a result of its growing investment in community development. Presenters Jane Hoy and Jenny Raspberry-Martin noted that this approach has been positive for the agency, its members, families and the entire community as a whole and has led to the creation of more authentic and truly inclusive opportunities for individuals with developmental disabilities. They also emphasized that everyone involved with the organization has a unique and important role to play to increase engagement with the community, including members, front-line staff, management and those in top leadership positions.



Outreach in the schools

As part of the month long celebrations in May for Community Living Month, CLKD members visited four local schools to share a message of inclusion, acceptance and abilities. Parents and babies supported through Infant Development spoke to students about the school communities they hope their children will experience as they grow up - one that is welcoming, friendly and where they won't have to hear the hurtful R-word. Students especially enjoyed learning a few phrases in sign language and watching the CLKD members sign along to 'You are Beautiful' by Christina Aguilera. The assemblies concluded with a fun production by the Lighthouse Players and an opportunity for students to meet the performers and try out the different puppets used in the play.

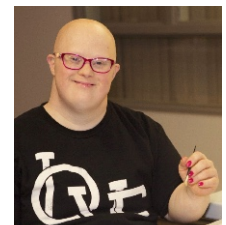
Celebrating World Down Syndrome Day with 'Lots of Socks'

Building upon the success of the first Lots of Socks campaign in 2016, the Kincardine community came together to once again show their support for World Down Syndrome Day. Participation grew from 25 businesses last year to more than 65 stores, organizations, schools and community groups displaying a CLKD portrait and wearing their brightest and most colorful socks.

On World Down Syndrome Day, the Bruce Steakhouse and CLKD hosted a sold out 'Lots of Socks Celebration'. With a fun West Shore Clothing fashion show and a speech by the campaign's inspiration Amy Boudrais, the evening highlighted that everyone deserves to feel like they belong and are welcome. Amy presented the Golden Sock Award to Kincardine Dentistry, who decorated their clinic with more than 300 socks. The funds raised from the event will support the publication of the children's book, 'Meet Will and Jake - Best Friends Forever', written by the families of the 'Homies with Extra Chromies'.

Thank you to all of the businesses that displayed our portraits. It was neat to see all of the posters of me and my friends. I liked seeing my picture at St. Anthony's School, where I volunteer. I am really proud of Lots of Socks Day in Kincardine. I hope it encourages people to be nicer to each other and to treat everyone the same.

- Amy Boudrais



Community Awards and Recognition

The 2017 CLKD Inclusion Award was presented to Leah Lance of Lake Huron Video at the Kincardine & District Chamber of Commerce's annual Community Achievement Awards gala. The award is presented each year to a business, individual or organization that recognizes that individuals with disabilities can contribute to and fully participate in the community while motivating and inspiring others to embrace the inclusion of all people. Magnum Total Fitness and Trillium Court-Revera were also nominated for this year's award.

Danielle Douglas received the Audrey and Lester Ferguson Award, presented annually to a KDSS student furthering their studies in social sciences.

Volunteers make a difference

Volunteers continue to make a positive impact on the lives of individuals receiving support - whether they are working directly with members or helping out behind the scenes. They have made programs such as dance, drumming, art and cooking classes possible and play a huge role at fundraising and agency events. The enthusiasm and generosity of our volunteers makes an incredible difference and embodies the caring, inclusive community CLKD envisions.

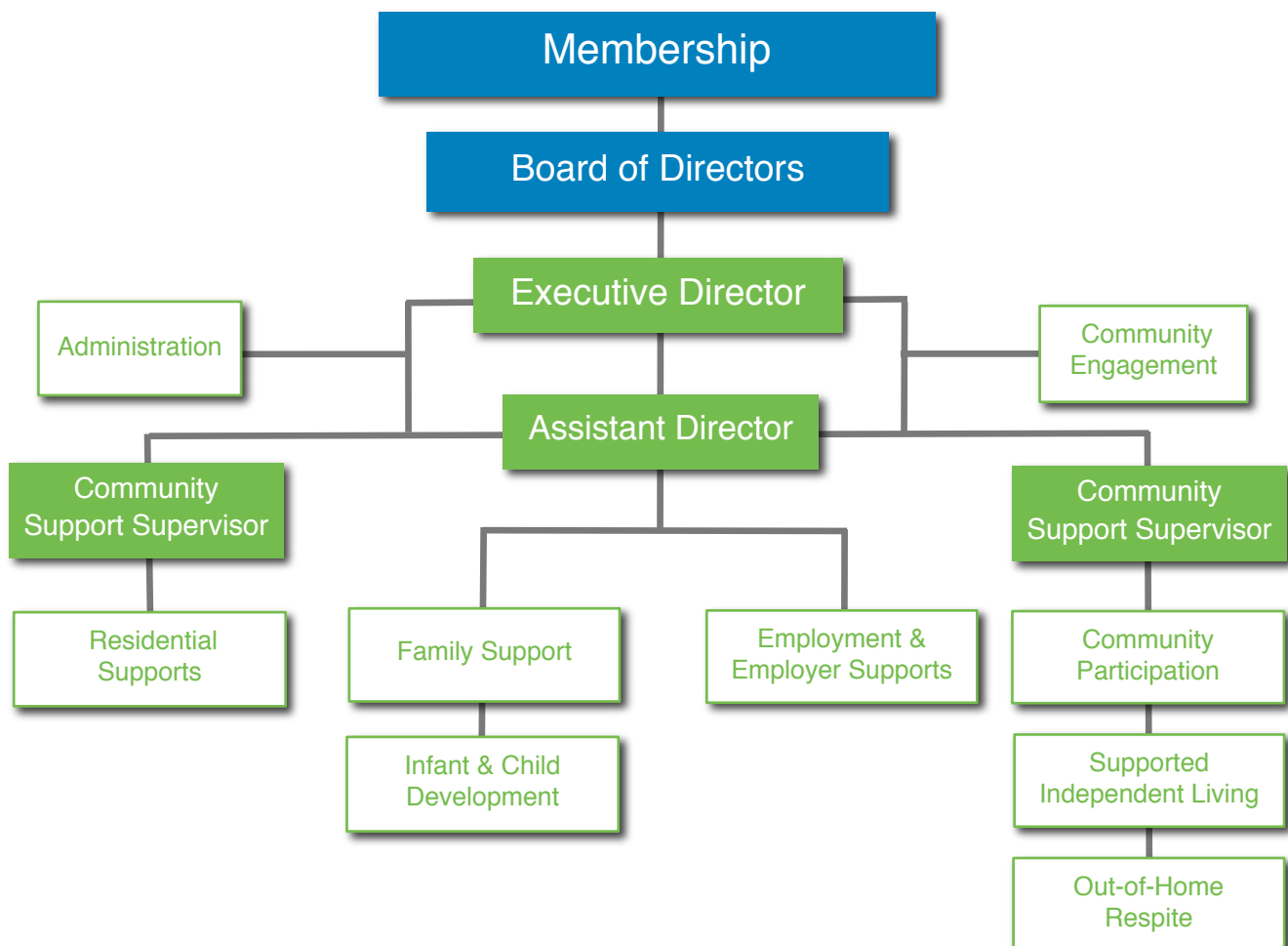
Board of Directors

President	Chris McCullough
Vice President	Jason MacDonald
Vice President	Angela Hazlewood
Treasurer	Charles Lidde
Director	Kim Andrews
Director	Marnie Cassidy
Director	Gail Walden
Director	Dom Jackson
Self Advocate	Alvin Lamont



Leadership Team

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



Summary of Audited Financial Statements

Prepared by Collins Barrow SGB LLP

Statement of Financial Position

as of March 31, 2017

	2017	2016
Assets		
Cash & Receivables	379,873.00	346,882.00
Property & Equipment	1,792,991.00	1,765,465.00
	2,172,828.00	2,112,437.00
Liabilities		
Bank Indebtedness and Accounts Payable	173,151.00	108,498.00
Long Term Debt	868,498.00	911,810.00
Deferred Contributions	1,014,446.00	1,041,027.00
	2,056,095.00	2,061,326.00
Fund Balances		
Capital Asset Fund	(90,053.00)	(187,472.00)
Operating Funds	(141,529.00)	(141,529.00)
Board Fund	348,315.00	380,022.00
	116,733.00	51,021.00
	2,172,828.00	2,112,437.00



As we work to build an inclusive community, CLKD is grateful for the assistance of our valued funders, sponsors, fundraisers and donors. The generous assistance of the community inspires new possibilities for the infants, children, youth and adults receiving our support.

9th Annual CLKD Charity Golf Classic

Golfers had a perfect day to play a round on July 22nd, with clear skies and plenty of friendly competition. Tournament participants enjoyed 18 holes of golf at the beautiful Ainsdale Golf Course along with lunch, dinner and prizes.

Adam Dunlop was the featured speaker during dinner and shared several funny stories about his own experiences on the golf course, including several mishaps with golf carts. He also spoke proudly about his artwork, his job at the Bruce Steakhouse and his experiences being supported by CLKD.

Thank you to the sponsors, golfers, donors and volunteers who made the tournament a success. In total, over \$14,000 was raised to support CLKD's many programs and services.



All Abilities Beachside Run & Walk

After several years of being held by the Kincardine Rotary Club, CLKD hosted the All Abilities Beachside Run & Walk.

More than 120 walkers and runners of all abilities took part in the event on September 4th, which consisted of 10km and 5km runs, a 2km walk and a Kids & Family Fun Run. Thanks to the generous support of our sponsors and participants, more than \$13,000 was raised.



Third Party Fundraisers

Generous community members came together throughout the year to raise money for CLKD. The 3rd Annual Health & Wellness Fair, organized by Glenis and Nicole Vardy was held in April and continues to be a growing success. Gilley's Feedlot donated the proceeds of their Annual Golf Tournament to CLKD for another year in a row and Ashley Shultz braved the cold waters of Lake Huron for her 2nd Polar Bear Birthday Dip. John Powers of Powers Produce and Olivia, Sierra and Cole Griffen also generously fundraised in support of CLKD.



Growing partnership with the Kincardine Women's Triathlon

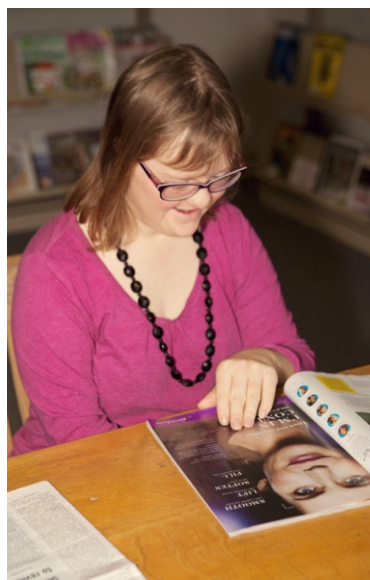
The long partnership with the Kincardine Women's Triathlon has been extremely positive, with an impact that goes far beyond the significant annual donation that is given each year to CLKD. The organizing committee has worked hard to create a welcoming atmosphere on the day of the triathlon and have embraced volunteers and competitors of all abilities. Several CLKD members eagerly anticipate the event each year and look forward to helping out along the race course and at the finish line. Since 2015, CLKD members have participated as part of a relay team and last year, were supported to compete by athletic community volunteers. The entire event is a fantastic example of inclusion and one that CLKD is proud to be a part of.



Accent's by Gordons
 Ainsdale Golf Course
 Alberici Constructors
 Ashley Schultz's Polar Bear Dip
 Bank of Montreal
 Bill & Tom Kempton Construction
 Boston Pizza
 Bruce Power
 Bruce Steakhouse
 Collins Barrow SGB LLP
 Dar-lyn Pools and Spas
 Delta Toronto
 Domm Construction
 Edward Fuels
 Egg Farmers of Ontario
 Enbridge
 Evans Aviation
 Fine Fettle
 First Impressions Salon
 Gay Lea Foods
 Glenis Vardy – Isagenix
 Gordon Pharmasave
 Greenfield Speciality Alcohols
 Griffin Family
 Hair Connection
 Hanover Kitchen & Bath Gallery
 Harry E. Foster Foundation
 Harvey Financial

Home Hardware
 Homefront First Aid
 Homefront Acres
 HuronTel
 In Memory of Donald Weatherhead
 Jacques Law
 Jennifer Cook – The Cooperators
 Jerome Flower and Gifts
 Jim Scott Investments
 John Powers Produce
 Kincardine Dentistry
 Kincardine & District Lions
 Kincardine Health & Wellness Fair
 Kincardine Rotary Club
 Kincardine Theatre Guild
 Labatt Brewing Company
 Lake Range Realty - Mitch Twolan
 Lighthouse Blues Festival
 Magnum Fitness
 Maple Leafs Sports and Entertainment
 Matchett Financial
 Miller Insurance
 Montgomery Ford
 MPP Lisa Thompson
 NA Engineering
 Nuclear Waste Management Organization
 Ontario Science Centre
 Pick Studios

Prestige General Contractors
 Progressive Results Group
 Rankin Construction
 Re/Max
 Ripley & District Lions
 Rogers TV
 Roots Canada
 Royal Bank of Canada
 RPM Promotions
 Sherway Group
 Shoppers Drug Mart
 Sleepers Bed Gallery
 Somerhill Golf Course
 Sobeys
 Staples
 Steamwhistle Brewery
 Superheat
 The Keg
 Tim-br Mart
 Tiverton & District Lions
 Tiverton Fall Fair
 Victoria Park Art Gallery
 Wentworth Financial
 West Shore Clothing Shoppe
 West Shore Stone and Brick
 West Jet



As we move into the new year, CLKD will continue breaking down barriers for individuals with disabilities, undertake inclusive community development and prepare young adults for a range of post-secondary opportunities, including further education and employment.

Jobs Discovery - Experience for Life

Community Living Kincardine & District was awarded one of 38 grants from the Ministry of Community and Social Services' Employment and Modernization Fund in May 2017.

The project, 'Jobs Discovery: Experience for Life' will focus on enhancing support for young adults (18-29) with developmental disabilities to identify career goals, gain valuable job experience and work towards obtaining employment in the community.

CLKD will also support local educators to meaningfully prepare students with disabilities for a range of post-secondary opportunities, including further education, training courses and competitive employment.

Continuous Service Improvements

As directed by our Strategic Plan, CLKD has committed to enhance the communication and culture within the organization. CLKD initiated a Employee Engagement Survey in the fall of 2016 and working to address the areas identified as needing improvement.

CLKD is also actively soliciting feedback from our consumers - those that utilize our services,

including individuals and families and conducted a Service Survey earlier this year. Using that feedback, adjustments and improvements will be made as needed.

Family Support

In the year ahead, the Family Support team will be developing a Peer to Peer Mentor Volunteer program. The program will help students supported by CLKD to connect with their peers and pursue their high school volunteer hours.




Family Support is working closely with transitional aged youth to develop long-term Individual Support Plans focused on goals including further education, training, employment and being connected to our Jobs Work program while still in high school.

FOCUS Accreditation

CLKD is committed to remaining in good standing with FOCUS Accreditation by maintaining our high quality of service and fulfilling all ongoing requirements. The first Annual Quality Improvement Plan has been submitted and the agency is working to achieving the identified objectives.



Connect with CLKD

-  Community Living Kincardine & District
-  @CL_Kincardine
-  CommLivingKincardine

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