



2025-2026 ANNUAL REPORT



VISION

An Inclusive Caring Community.

MISSION

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

VALUES

Safety,
Respect,
Collaboration,
Service Excellence



A NOTE FROM OUR BOARD PRESIDENT & EXECUTIVE DIRECTOR

Dear Individuals, Families, Staff, Volunteers, Donors, and Community Partners,

As we reflect on the past year, we are proud of the progress we have achieved together in supporting individuals with developmental disabilities to live meaningful, inclusive, and self-directed lives. Our mission remains grounded in the belief that every person deserves the opportunity to participate fully in their community, pursue their goals, and be recognized for their unique strengths and contributions.

Over the past year, we have continued to enhance the quality and reach of our services while responding to the evolving needs of the individuals and families we support. Through our programs, we have created opportunities for greater independence, personal growth, and community inclusion.

These accomplishments would not have been possible without the dedication, compassion, and professionalism of our staff. Every day, they demonstrate an unwavering commitment to supporting individuals in achieving their aspirations and living lives of choice, dignity, and purpose. We are also deeply grateful to our volunteers, donors, community partners, and Board of Directors for their continued support, leadership, and advocacy.

We recognize that the developmental services sector continues to face significant challenges, including increasing demand for services and the need for sustainable resources. Despite these challenges, our organization remains focused on innovation, collaboration, and continuous improvement. We are committed to ensuring that the voices of the people we support remain at the heart of everything we do.

We are thankful for the strong partnerships we have built with our stakeholders, including the Ministry of Children, Community and Social Services, the Ministry of Seniors and Accessibility, community service partners, sponsors, donors, supported individuals, and their families. These relationships strengthen our ability to provide high-quality services and advocate for meaningful change.

The stories and achievements highlighted throughout this report demonstrate the power of working together to build inclusive communities where everyone belongs. They remind us that lasting and meaningful change is possible when individuals, families, staff, volunteers, and community partners unite around a shared vision.

As we look ahead, we remain dedicated to strengthening our services, expanding opportunities, and advocating for a society that embraces diversity, inclusion, and equal opportunity for all. Together, we will continue creating communities where every person can thrive.

Thank you for your continued trust, partnership, and commitment to our mission.

Sincerely,

Colin Graham,
Board President

Andy Swan,
Executive Director

GOVERNANCE & LEADERSHIP

BOARD OF DIRECTORS

Colin Graham – President
Marnie Cassidy – Vice President
Gail Walden – Past President
Tammy Thompson – Treasurer
Karyn McIntyre – Director
Michelle Wright – Director
Kimberlee Feick Lowry - Director
Taylor Candler – Director

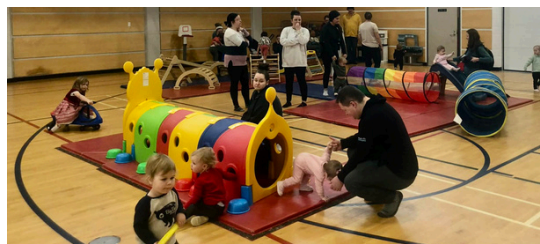
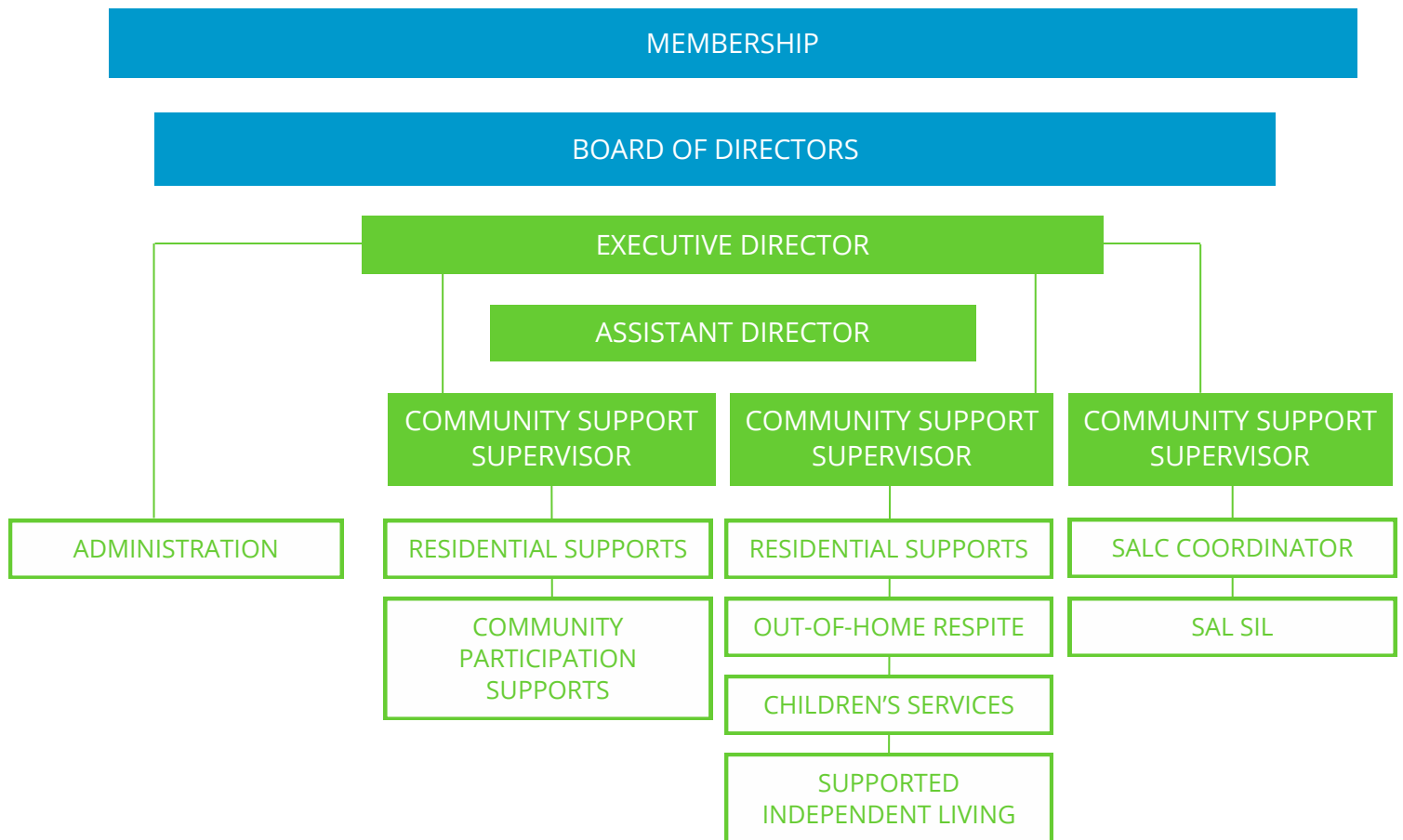
MANAGEMENT

Andy Swan - Executive Director
Catherine Evans - Assistant Director
Dakota Shewfelt - Supervisor
Aimee Kim - Supervisor

STAFF

27 Full-Time (includes 3 contract)
17 Part-Time (includes 1 contract)
4 Relief

ORGANIZATIONAL CHART



SUMMARY OF FINANCIAL STATEMENT

To view our most recent audited financial statements, visit our website clkd.ca/resources



38 COMMUNITY PARTICIPATION SUPPORTS

Individuals Supported

Community Participation Support Services (CPSS) facilitates plans that allow individuals to take the lead on how they would like to participate in the community. Individuals are encouraged to discover and grow their strengths, skills and connections, in alignment with their personal goals, by exploring and participating in the community where they live.

23 INFANT & CHILD DEVELOPMENT

Infants Supported

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. Additional supports for young children and their families include facilitated baby groups, information sessions, and in-home visits.

23 SUPPORTED INDEPENDENT LIVING

Adults Supported

Attuned to the needs of the individual, the Supported Independent Living (SIL) program provides daily supports to maintain independence and fulfill identified goals in Individual Support Plans.

101 FAMILY SUPPORT

Families Supported

The Family Support Team provides a wide range of services to families who have a child or adult family member with a developmental disability. Family Support workers provide individualized and tailored supports based on the needs of each family including: service navigation, case management, referrals, education, funding coordination, in-home visits and advocacy.

23 JOBSWORK

Individuals Supported

Building on their strengths, interests, abilities and experience, individuals enhance their career readiness through a person-directed discovery process. JobsWork staff support the individual throughout the entire job search process, and also work with employers to understand the needs of local businesses. Staff offers business support to welcome employees of all abilities into their workforce.

18 ACCOMODATION SUPPORTS

Individuals Supported

Individuals are supported 24 hours a day to ensure success in all areas of their lives, both in the home and the community. With a focus on fostering independence, staff use a person-directed approach to determine how each individual would like to be supported and ensure they are receiving the support required for their unique needs.

48 OUT OF HOME RESPITE

Children Supported

Out of Home Respite (OHR) provides supports to give breaks to the caregivers of children under 18 in Bruce and Grey counties with the highest needs.



Community Participation Support & Services (CPSS) spent the year focused on personal advocacy and enhancing community skills. This spring several participants gathered to explore the world of storytelling. Practicing skills such as comprehension, public speaking, collaboration and, of course, creativity!

We have continued to build strong community connections with the Lucknow Bowling League, multiple new connections through our “Try-It” Sessions, and have embraced our passion for giving back through volunteering.

CPSS continues to expand and offer new experiences for individuals to connect to their community. During the past year we have been working on a solution that puts choice back in the hands of the individuals. By launching our new online “shop” of experiences, we hope to inspire independence, provide people with a variety of options, and spark conversation.

At **Saratoga and Kingsway** there were plenty of opportunities for travel and new experiences this year. Music and festival fun at Lucknow’s Music in the Fields, and a trip to Toronto to cheer on the Blue Jays became some of the summer’s biggest highlights for residents.

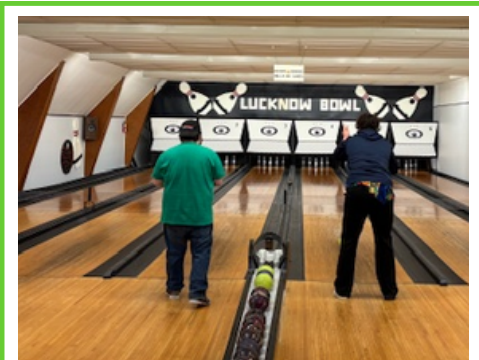
People stayed busy tending to their gardens, taking part in the local pipe band parades, Monday Markets, gathering for coffee with friends and taking part in some of the special events held in Kincardine.

In the fall, Rick adventured all the way to Timmins, Ontario for a few days of visiting with his brother; a trip he has not stopped talking about since!

Several residents enjoyed a memorable day at Blyth Creek Maple Farm filled with maple syrup tasting, pancakes, wagon rides, archery, bonfires, and time spent together. Whether volunteering, travelling, trying something new, or simply enjoying time with friends, this year was full of growth, joy, connection, and unforgettable experiences.

Infant Development continues to build on our community outreach and advocacy by expanding our popular inclusive playgroup programming to include new themes, new locations, and new partnerships. Our most recent update is a once monthly Inclusive Playgroup in Point Clark to support more families in the Huron-Kinloss area.

We were also pleased to host a number of post-secondary students over the past year who were eager to assist at our groups to learn via fun experiences with the children and their families. Through these programs, children of all abilities are brought together to learn and grow, fostering early inclusion and a sense of belonging.



CONNECTION & ADVOCACY

ActiveLiving55+
KINCARDINE & AREA



Fee For Service:

Active Living 55+ has expanded its services over the past year to include, a community support program for aging adults in Kincardine and surrounding areas.

The Senior Independent Living Program was developed to help older adults maintain their independence and reduce barriers that may impact daily living. The program is designed for individuals who may require additional support at home or in their community.

Services are personalized to meet each individual's unique needs and may include light housekeeping, meal preparation assistance, transportation to appointments and errands, wellness visits, social connection and support navigating community resources.

Active Living 55+ continues to be a vibrant and essential part of our community, offering inclusive, engaging opportunities that support the health, connection, and well-being of older adults. Designed to reduce isolation and encourage lifelong learning, the program provides a wide range of accessible activities that reflect the diverse interests and experiences of adults aged 55+.

Over the past year, we were proud to serve a growing number of participants from across the community, creating meaningful spaces where individuals can build friendships, stay active, and feel a sense of belonging.

1885

Community Members
55+ served last year

30-40

Programs per
Month

12

New Community
Partners



Supported Independent Living (SIL)

The path to Independent Living is ever changing, and rarely straight forward. From the passing of a long standing and admired citizen, Bob West Gaul, in his words, "A good man", came the start of a new journey for a young man who moved into his own place for the very first time. The Supported Independent Living program is constantly adapting to meet the support needs of individuals throughout their various stages of adulthood.



Gone, but not forgotten

Bob West Gaul

"A Good Man"

1955-2025



Family Support launched a new initiative to support educators and promote inclusive practices within local schools. Monthly resource kits featuring ready-to-use lessons and activities were created to make it easy for educators to bring inclusion into everyday learning. Schools were invited to designate accessible spaces for these materials, with new kits delivered each month to encourage ongoing engagement. Developed in collaboration with the Advisory Committee, this initiative ensures the content is relevant, practical, and meaningful for both educators and students. In February, we celebrated inclusion through our annual Inclusive Education competition. Congratulations to Mrs. Graham's Grade 6 class at Huron Heights School for sharing their work on, "Strengths and Barriers: Valuing Others, Ourselves and Equity." They were the deserving winners of our Pizza party!

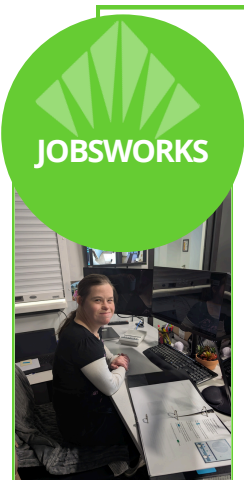
The **Parent/Caregiver Group** was successfully re-started this year after receiving a grant from Community Living Ontario. The support group, that saw strong participation pre-pandemic, had been struggling to return since 2020. After a slow start, the group really picked up momentum with monthly, in-person, casual meet-ups to cover topics from IEPs, Navigating Systems, Advocacy, Local Resources, Disability Tax Benefit, RDSP, The Glass Child Concept, and many more. The environment is supportive, warm and welcoming, hosting any parent or caregiver of a person with a different ability. Family activities were planned as part of the group to help build meaningful connections and create natural support networks between siblings, parents/caregivers, and supported individuals.



Student Placements at CLKD

Providing a workplace experience where the next generation of workers have experience with people of all abilities has been a priority for our organization. This past year we hosted 3 students, Cole Grubb, Alex Cosyns and Hannah Grotto, from various colleges, and one secondary school student, Ella Vokey. Each student left the placement with a deeper understanding and appreciation for human diversity.

Youth Connections 2025, led by Becca Martin, offered an engaging and meaningful summer experience focused on skill development, community involvement, and personal growth. Participants explored volunteer opportunities, connected with their community, and took part in a variety of recreational and learning activities. Throughout the program, the youth built confidence, developed valuable life and employment skills, and formed friendships.



The **JobsWork** program made a meaningful impact by supporting individuals in achieving their employment goals.

Participants demonstrated positive employment and volunteer retention, with the majority maintaining their roles, contracts, or seasonal positions for the duration of their placement period. In total, 61 job coaching hours were delivered to support skill development and workplace success.

The program engaged 14 employer partners across diverse sectors, including retail, hospitality, maintenance, administration, manufacturing, municipal services, personal care, education, and healthcare. These partnerships continue to support inclusive employment opportunities within the community. The JobsWork Program continues to build confidence, enhance employability, and foster meaningful community participation for the individuals it serves.

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.



Ainslie Martyn
Amy Fry
Ann Marie Schenk
Anne Rock & Chris McCullough
Bayley & Scott Austin
Bervie Women's Institute
Bonnie Wheeler
Brandon Dunlop
Brian & Betty Thompson
Charles Liddle
Cody McGee
Colin Graham
Community Living South Huron
Community Living Stratford & District
Corey Morgan
Dale and Louise Pollock
Damian Gunaratne
Dan Johnson

David MacKay
Debbie Bodkin
Dianne Gottschalk
Dianne Simpson
Donald Simpson
Donna & Dave Dunlop
Donna MacDougall
Douglas Smith
Elizabeth Dillman
Estate of Etje Broer
Fred Whittington
Gary & Anita Rutledge
Gil & Leona Graham
Harry Forrester
Hugh & Janey Campbell
In Memory of Anne Ritchie
In Memory of Bill Simpson
In Memory of Bob West-Gaul

In Memory of Gord Dadson
In Memory of Lisa Klein-Haar
In Memory of Margie Austman
James Eirk Kirk
Jason Cook
Jeremy McQuillin
Jim Schut
John & Judy Gates
Kala Stuckless
Karen Arciszewski
Kate Morgan
Kelly Lush
Kevin Smith
Kim Reid
Linda Bowers
Lynn Shewfelt
Margeret Dunlop
Mark Murdoch
Merri and Larry Kirk

Mike Murdoch
Nancy Rantz
Paul McDermott
Peter MacDonald
Rachelle Gagne
Reinhardt & Kellie Pirch
Richard French
Rick and Bente Plantt
Scott Stoll
Shannon Deschambault
Sharon Bolen
Susan Yun
Susi Matchett
Tania Dickson
Todd Thompson
Wayne Swann
William Young