



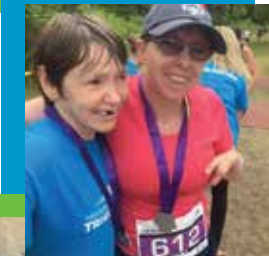
2019-2020 ANNUAL REPORT



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A NOTE FROM OUR BOARD PRESIDENT & EXECUTIVE DIRECTOR

This past year Community Living Kincardine & District continued to strengthen our foundation by investing in our employees and the community through our commitment to Collaborative Performance Management and Conscious Care and Support. These two training initiatives combined with our continued focus on Person Centered principles are the pillars that guide our work.

We successfully hosted our first “A Night to Celebrate Abilities” highlighted by a musical performance from KiSara and comedy from comedian Michael McCreary. We acknowledged two amazing groups with our Partners Inspiring Possibilities award. The Kincardine Recreation department who have been a valued partner with CLKD for years and the local parent support group “Homies with Extra Chromies” for their successful release of the children’s book “Meet Will and Jake, Best Buds Forever” and for using this book to spread their message of inclusion. Additionally, we successfully achieved another 4-year accreditation from FOCUS accreditation, which validates the dedication and hard work that all our employees demonstrate each day.

We would like to recognize and thank the 2019-2020 Board of Directors who volunteer their time to provide guidance and leadership. Our thanks to Gail

Walden, Alison Lawrence, Marnie Cassidy, Karyn McIntyre, Tammy Thompson, Michelle Wright and Phillip Craig. We would like to express our gratitude to our staff who demonstrate ongoing and unwavering commitment to the people we support, their families and the community. We remain appreciative of the positive relationship we have established with our stakeholders, including the Ministry of Children, Community and Social Services, our community service partners, sponsors, donors, supported individuals and their families.

COVID-19 and the global pandemic has had a profound effect on all of us. Like everyone, we have needed to adjust, adapt, shift and pivot in just about every aspect of our work. As we focus on supporting everyone successfully during this pandemic, we will continue to pursue our vision of an inclusive caring community, where all people belong and have equal opportunity to participate.

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: The provision of quality programs and services, The achievement of positive relationships, Being ethical in all we do and 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



38
ADULTS
SUPPORTED

COMMUNITY PARTICIPATION SUPPORT

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.

29
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.

51
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 onsite 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.

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.

82
INDIVIDUALS
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.

22
ADULTS
SUPPORTED

SUPPORTED INDEPENDENT LIVING

SIL is attuned to individual personal needs of the individuals utilizing this program, providing daily supports to maintain independence and fulfill identified goals in Individual Support Plans. The quality of support and service was confirmed when receiving 100% in CLKD's Quality Assurance Measures assessment.

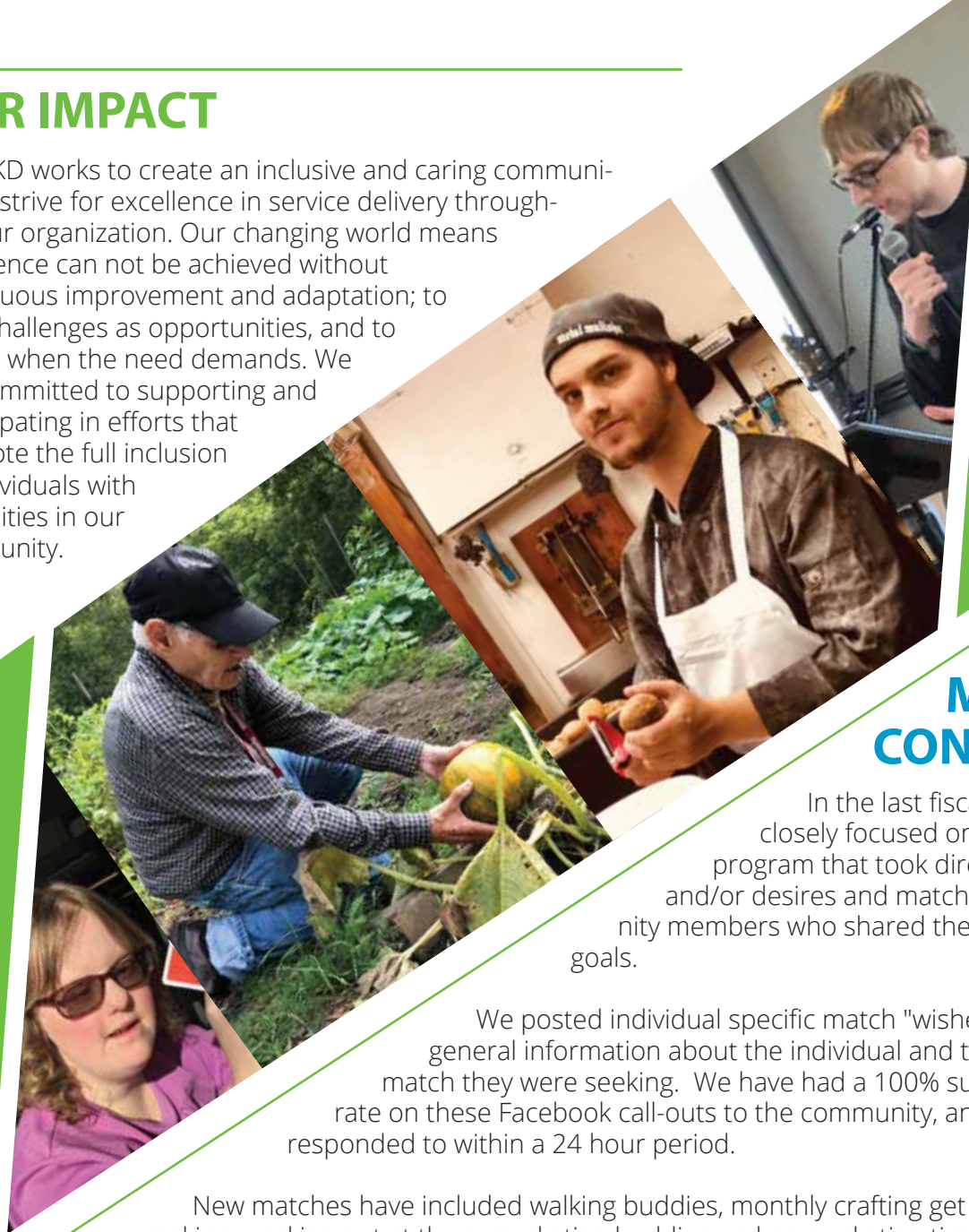
35
CHILDREN
SUPPORTED

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. 81 families applied, of which 24 were new applications, emphasizing the continued demand for relief and support. Even though there has not been an increase to this budget since its inception, 35 children received funding to hire a relief worker.

OUR IMPACT

As CLKD works to create an inclusive and caring community, we 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 disabilities in our community.



MAKING CONNECTIONS

In the last fiscal year, we more closely focused on our matching program that took direct individual needs and/or desires and matched them with community members who shared the same interests and goals.

We posted individual specific match "wishes" that contained general information about the individual and the type of volunteer match they were seeking. We have had a 100% successful response rate on these Facebook call-outs to the community, and most were responded to within a 24 hour period.

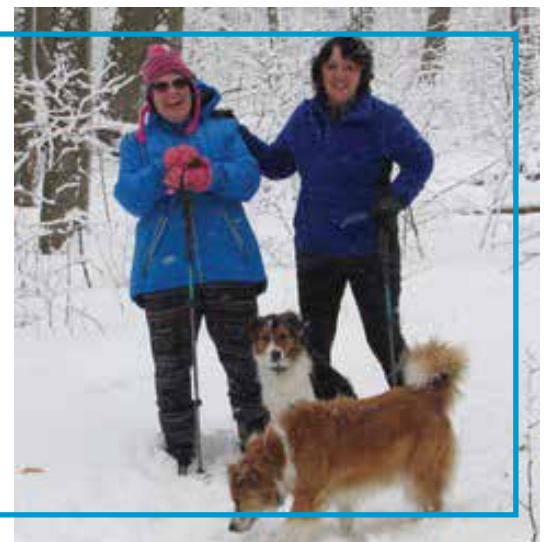
New matches have included walking buddies, monthly crafting get togethers, music making, working out at the gym, skating buddies and some skating tips as well, photography hobby sharing, video gaming and hanging out socially.

We also brought on two new high school students who helped with our Youth Sports Group in the early part of the year.

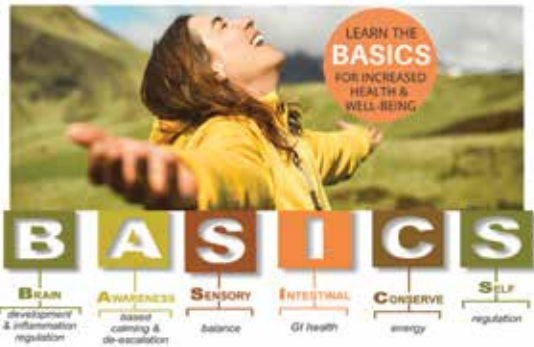
We have a very dedicated group of individuals that volunteer for CLKD and have shared how much joy they get out of their new friendships, as well as being able to share some of their skills and hobbies.

We continue to appreciate them on a regular basis through Facebook, our newsletter, and emails from our Volunteer Coordinator.

We currently have 18 volunteers who are non-board members.



A LEARNING ORGANIZATION



The Learning and Development Committee was established

"To support CLKD's goal of building organizational capacity through learning opportunities and wellness initiatives. To strive to create an environment that promotes wellness and learning opportunities for both employees and the individuals we support. This is an advisory committee and reports to the Management team."

Extensive, agency wide training in Conscious Care and Support (CCS) from the Centre for Conscious Care was provided for CLKD staff, families and the public at large. Three staff of CLKD received more detailed orientation in CCS to enable them to provide continued CCS learning. Along with Person Centred Thinking and Collaborative Performance Management, CCS is now a 3rd pillar in the organizational framework of CLKD.

Person Centred Thinking is provided as orientation for new staff and modules continue to be delivered internally with other staff for ongoing professional development.

Not only is CLKD a learning organization, it is now also a teaching organization, sharing the lessons learned in Person Centred Thinking and Conscious Care and Support.

Several external organizations commissioned CLKD trainers to deliver Person Centred Thinking training to their Managers and front line staff.

Two local communities also hosted open public training in Person Centred Thinking with a number of diverse professionals in attendance.

DEVELOPING & MAINTAINING OUR CULTURE

HR practices, communications and protocols have been steadily streamlining for the purposes of ensuring consistency and compliance for CLKD employees.

A major focus has been on recruitment and orientation, which ensures that all new staff receive the same pertinent info, the same messaging about the importance of our values and mission/vision, the same training, and the same follow through during the critical first few months of work.

Creating a successful on-boarding program can attribute significantly to employee retention, something we, as an organization strive for so individuals we support and staff are familiar with

each other and programming can be more personalized through that familiarity.

Three staff attended the 2020 Ontario Developmental Services HR Sector Forum in March of this year and were able to gather new ideas and approaches to problem solving, resource share with other agencies in the DS sector, and discuss many important topics related to HR in the DS Sector including how to increase the pool of qualified DS professionals.

We are also proud to report that CLKD successfully achieved their FOCUS re-accreditation.



WALK FOR INCLUSION



Last spring we visited local schools to talk about Inclusion and help run our Inclusion Walks. We loved hearing the accessibility minded ideas of the younger students after they watched our fun agency-made videos that presented "What would you do?" scenarios.

STUDENT WORK EXPERIENCE



February of this year saw a University student joining us for her community placement and coming along for music groups, home visits and more. We felt honoured that this student chose us to learn from and we poured as much information into her as we could. She hopes to connect with us professionally again some way in the future and expressed that she loved meeting our supported individuals and their diverse families.

JUMPING JELLYBEANS!



We ran our first ever Jumping Jelly Beans Program last May, aimed at helping children who entered school this past fall to prepare for social, gross motor, and fine motor challenges while adding academic skills to their school readiness repertoire. A fully inclusive group, we saw lots of budding friendships form between children of all abilities who would soon become classmates.

BABY & ME MUSIC GROUP



In the fall the popular Baby and Me Music Group returned, and was welcomed back with a large turnout with tons of fun and laughter. We enjoy our continued partnership with the Library, RVilla retirement community in Ripley, the Early On Centre and more. The Infant & Child Development Coordinator, Jenny Raspberry, continued to visit local parent groups to share developmental information and car seat safety tips.

MEET WILL & JAKE, BEST BUDS FOREVER



Over the summer the Infant and Child Development Program focused on transitioning sales of our popular children's book, Meet Will and Jake, to online sales. Parents from the Homies with Extra Homies Group reached out to popular bloggers and FB story tellers and sent away our books for them to read and share with their followers. One family with a large Ontario following shared a video of them reading the book on their platform. Our next goal is to be featured on the well-known disability web community "The Mighty".

HOME VISITS



We have experienced one of our busiest years to date for our home visiting program. We are so proud to be able to provide evidence based, personalized services to meet the needs of each family. It is always so rewarding to see the progress the children on the caseload make. Working together to do case management with other agencies makes us a strong team indeed.

EDUCATION TO EMPLOYMENT

This past year has been one of reaching for big goals. Five young people completed their last year of high school and graduated in June 2020. We have been engaged in many discussions about options and next steps as they each navigate through this transition and decide the direction of their path forward.

The path to employment has been a focus of the Family Support Team along with the JobsWorks program and the trend lends itself to the expectation of post secondary school or employment after high-school for individuals of all abilities.

Seven young adults have been successfully employed for the past year, one young woman just graduated from college while another plans to start college in the next year or so. One young man made the decision to move out of his family home and live on his own. We have been assisting him to take the steps necessary to move forward with this goal as well as to ensure that he has the skills and support to be successful.

A big part of our service is to assist individuals and families to look ahead and to plan for their futures. With the year closing in a global pandemic, this became an even greater challenge but with this challenge came new and creative ways to work as a team to support our children, youth and families to continue to move forward in their thinking and to keep planning for a positive future. It has been a pleasure to support them through this process and to look forward to their futures as adults and citizens in their community.



YOUTH CONNECTIONS

Through the Youth Connections summer program several youth had the opportunity to be actively involved in their community this past year by volunteering at festivals, the Botanical Gardens, and some of the community senior's homes.

It has been a challenging but exciting year for many as they look toward big changes and important decisions in their lives.

The children and youth stepped up to the challenge when we had the privilege of mentoring a couple of university students seeking practical career experience. The fresh ideas and energy they brought to our organized activities were awesome and welcomed by all!

It has been a pleasure to walk alongside the students in their journey of learning as we attempt to shape attitudes and expectations in our future leaders.

Fostering and nurturing friendships has been an important goal as well for our young people as they spent time together sharing recreational activities and experiences. Parents and caregivers were offered several opportunities to gather and to learn about resources and successful practices. On a couple of occasions, they were even invited to join their children for some fun family activities!



OPPORTUNITIES FUND PROJECT “JOBSWORK EMPLOYMENT PROJECT”



The Opportunities Fund, granted by the Government of Canada, has provided the JobsWork program with financial resources to support individuals, with an identified barrier to employment, to obtain employment assistance and work experience. In this fiscal year, this grant has supported 8 individuals to attend a variety of employment-based workshops, complete the Discovery process, and connect to work experience and on-the-job coaching.

A total of 15 new jobs have been obtained through the JobsWork program (this is inclusive of Opportunities Fund jobs accounted for above) in 2019-2020 fiscal year.

On October 7, 2019, JobsWork hosted an employment networking event in celebration of National Disability Employment Awareness

Month. The event was attended by over 35 business owners, managers, and job seekers.

A panel of 6 local business owners and managers answered questions about their experiences with inclusive hiring, their learning, and the impact it has had on their businesses. The panel shared that the on-going support offered through JobsWork ensures that new employees are able to retain their jobs, and continue to grow in their capacities.

Some of the inclusive businesses had booths set up for attendees to gain further information and insights on their experiences with hiring individuals with a disability, and how these individuals have made a positive impact on their business and staffing needs.

COMMUNITY ENGAGEMENT

The array of volunteering opportunities has expanded significantly for the individuals supported through CPSS, making it possible to achieve ISP goals that are consistent with individual needs and interests. This past fiscal year, individuals have volunteered at the Wellness Fair, the Women's Triathlon, the Good Food Box, the Huron Heights Breakfast Club, St. Anthony's Milk Program, Marine Heritage Festival, Davidson Centre Summer Camp, among others.

New Purchase of Service contracts enabled some additional individuals to participate in the CPSS program, attending swimming, Trillium Court Art Classes, library visits, etc.



GOVERNANCE & LEADERSHIP

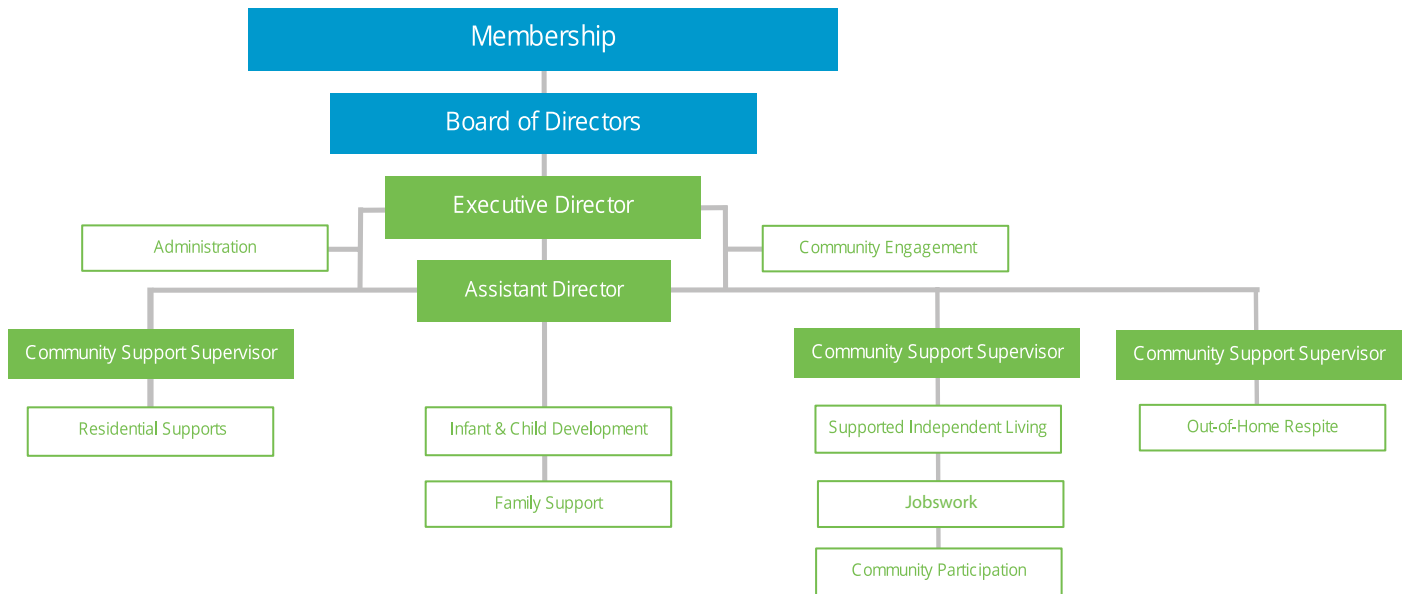
BOARD OF DIRECTORS

Jason MacDonald – President
 Gail Walden – Vice President
 Alison Lawrence – Treasurer
 Marnie Cassidy – Director
 Karyn McIntyre – Director
 Tammy Thompson – Director
 Michelle Wright – Director
 Phillip Craig – Director

MANAGEMENT & STAFF

Andy Swan - Executive Director
 Audrey Schlatman - Assistant Director
 Jane Hoy - Supervisor
 Cathy Pennington - Supervisor
 Kim Andrews - Supervisor
 48 full time, part time and relief staff

ORGANIZATIONAL CHART



SUMMARY OF FINANCIAL STATEMENT

Statement of Financial Position as of March 31, 2020

Assets		2020	2019
	Cash & Accounts Receivables	556,122	510,173
	Property & Equipment	1,627,706	1,682,768
	Other (Incorporation Costs)	100	100
		2,183,928	2,193,041
Liabilities			
	Cash & Accounts Payable	245,532	207,949
	Long Term Debt	690,838	731,922
	Deferred Contributions	922,459	954,123
		1,858,829	1,893,994
Fund Balances			
	Invested in Property & Equipment	14,409	(3,277)
	Unrestricted	452,289	443,853
	Externally Restricted	(141,599)	(141,529)
		325,099	299,047

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.



Health &
Wellness Fair



Moore Wealth Management of
RBC Dominion Securities



7Acres
Achievers
Alberici Constructors Ltd
Angela and Don Hazlewood
Anita & Gary Rutledge
Ainsdale Golf
Baker Tilly GGB LLP
Ben Lobb, MP
Bill & Tom Kempton Construction
Bruce A Social Club
Chris McCullough/ Ann Rock
Coffin Ridge Winery
Cowan Insurance Group
CRG Energy Projects Inc
CUPE Local 3315
Domm Construction Ltd
DC Ventures Inc – Little
Beginnings Daycare
Epcor Utilities
Estate of Margaret Jean
Ferguson

Frank Cowan Company
Grey Matter
Have It Made
Heritage Fire Co.
Home Hardware
Huron Shores Lions Club
Ideal Supply
In Honour of Courtney Bridge
In Memory of Allan Ferguson
In Memory of James Paul West
In Memory of Gayle Slate
In Memory of Helen Christie
In Memory of Marion W.
Anderson
In Memory of Michael
McCullough
Jessica Cormier
Kincardine & District Lions Club
Kincardine Rona
Maple Leafs Sports and
Entertainment

Nicol Insurance
Nicole Reid, RMT
Ottewell Lynn Froom Mullen
Pauline Wheeler
Pine River United Church
Women
Pooran Law
RPM Promotions
RBC Employee Group – c/c
Courtney Bridge
ReMax Realty – David
Patterson
ReMax Realty – Eian Farrell
Ripley & District Lions Club
Sherway Group
St. Anthony's Mission Day
SuperHeat FGH Technologies
Tanya Leppington
Tiverton Lions Club
Zone Seven Egg Producers

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)



COMMUNITY LIVING 
 Kincardine and District
Inspiring Possibilities

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