

**“I’m making a
difference in
someone’s life”**



Annual General Report 2017/2018

COMMUNITY LIVING
Algoma



Inspiring Possibilities

**INTÉGRATION
COMMUNAUTAIRE**
Algoma



Inspirant des possibilités

Mission Statement



MISSION STATEMENT

“Community Living Algoma supports people with intellectual disabilities. We are committed to the advancement of a community in which all people: are recognized as full citizens; achieve personal dignity; enjoy the benefits and responsibilities of independence and are supported to reach their full potential.”

Énoncé de mission

L'Intégration communautaire d'Algoma appuie les personnes qui vivent avec une déficience intellectuelle. Nous nous engageons à l'avancement d'une communauté dans laquelle tous sont reconnus comme citoyens à part entière; atteignent la dignité personnelle; jouissent des bienfaits et des responsabilités de l'autonomie et reçoivent un soutien dans le but de réaliser leur potentiel.

Vision



Community Living Algoma – Vision

All People Belong, Join the Journey

The following points provide additional perspective and understanding of the key themes within the Vision.

ALL PEOPLE BELONG - This statement reflects a Vision that all people in a community belong to that community, are accepted, have the capacity to contribute and are full citizens. A healthy community is one that allows all of its members to belong, to participate and be full members.

JOIN - This term represents togetherness, working together, joining in and the collective sense of responsibility and opportunity that all the stakeholders have in supporting people with intellectual disabilities. The community, parents, staff, other service providers and the people supported all join together in this purpose and vision.

THE JOURNEY - The road to achieving inclusion and the supports needed by those with intellectual disabilities is a journey. That is, the coming together of many different individuals and resources on a path that leads to inclusion, accepts diversity and is supportive. The journey started when many parents came together to support their children with intellectual disabilities, and continues today towards reaching the key goals and outcomes of the people supported.



Values



Community Living Algoma – Values

Our Values (Service Principles)

We believe.....

Respect and Dignity

In respecting each person's individuality, dignity, right to privacy and to make independent choices.

Trust

In developing trust as the foundation for all relationships.

Honesty and Integrity

In being honest in all of our relationships and acting with integrity in all that we do.

Unity and Working Together

In the importance of being collaborative with all our stakeholders and working together to achieve the very best for each person supported.

Community Inclusion

In actively contributing each day to the building of inclusive communities that are accepting of all their members.

Accountability

In being accountable for the quality of our programs, acting professionally and caring about all of those that we support and work with.

Commitment

In being passionately committed to supporting people to achieve inclusion, personal dignity and full citizenship.

Values



REPORTS

President And Executive Director's Report



**We can change
the world
and make it a better
place. It is in your hands
to make a difference.**

-Nelson Mandela

President and Executive Director's Report



Report from Board President and Executive Director

MAKING A DIFFERENCE

As we prepare for the Annual General Meeting each year, we consider a theme for our Annual Report. This year “MAKING A DIFFERENCE” was selected as the theme. We borrowed a powerful quote from Nelson Mandela to prepare our report. **“WE CAN CHANGE THE WORLD AND MAKE IT A BETTER PLACE. IT IS IN YOUR HANDS TO MAKE A DIFFERENCE.”** Throughout his life, Nelson Mandela proved how one person can make a positive difference for millions of people, in fact, how one person can change the world. His life very much parallels the Community Living **JOURNEY, that ALL PEOPLE BELONG.**

This year, throughout the city of Sault Ste. Marie and the communities in the Algoma District, we are very proud to be celebrating sixty-four (64) years of building and advancing communities where all people belong. Although the journey of belonging, participating, rights, inclusion and citizenship is not complete, we are pleased to report to you throughout this past year, many people with an intellectual disability have experienced an enriched quality of life within their community. **MAKING A DIFFERENCE** is what we have come to understand is the key to success! We take this opportunity to express our appreciation to family, support professionals and leaders, the business community, community service providers and citizens throughout the Algoma District for your commitment to making our communities inclusive, establishing a sense of belonging and ensuring that all people have opportunities to participate.

Nelson Mandela's quote highlights the importance and significance of our place in society, that we all have the ability and opportunity “within our hands” to contribute to making a difference for all people. It also reminds us as to what can be achieved through unity, peace, commitment, passion and a drive for better outcomes.

President and Executive Director's Report



Community Living Algoma has spent a considerable amount of time this past year communicating and explaining our Mission Statement, Vision Statement and Values. We are very excited about how all these words on paper align with the theme of *“MAKING A DIFFERENCE”*. On the surface, it appears that the opportunities and experiences for people with an intellectual disability are limited. In fact, throughout the past sixty-four years, we have come to realize that the limitations to progress towards inclusive communities are minimal. With flexibility, creativity and imagination accompanied by vision, leadership, passion and commitment, communities can become places for all people to belong. We have moved from a community where families did everything they could to provide recreation and education opportunities for their sons and daughters prior to government funding made available to a service agency in 1954. Throughout the past sixty-four years, throughout our communities, throughout the province, the country and the world, we have witnessed tremendous progress with communities embracing all people and creating opportunities and experiences for all people. People and communities are *MAKING A DIFFERENCE*.

The business community has demonstrated their commitment to employing people with disabilities. The education systems are making progress towards more inclusive opportunities for all students. Not-for-profit agencies have stepped up with opening volunteer opportunities for all citizens. Government plans are focused on establishing thriving communities, citizenship and inclusion. Community partners are recognizing the importance and significance of fair and equitable access to supports and services for all citizens of Ontario. Human Rights Tribunal rulings are shaping new thinking and responses that consider people with intellectual disabilities as citizens with rights and driving change within service providers, employers and broader communities. All this to simply state that people with an intellectual disability are *MAKING A DIFFERENCE* within the communities of our region and the entire world.



President and Executive Director's Report



The empowerment of people with intellectual disabilities and the self-advocacy movement has been very impactful. It is through the lens of people with an intellectual disability that communities are becoming more aware of the need to be more inclusive. Other sectors such as care for seniors, people who experience mental illness(es), health care community services, etc. can all learn valuable lessons through the work being done within the developmental services sector to transform communities to be fully inclusive.

We are very proud of the role Community Living Algoma fulfils in *MAKING A DIFFERENCE* throughout the Algoma District to ensure that *ALL PEOPLE BELONG*. As with any vision, we see ourselves as work-in-progress; that we learn each and every day, stay true to our vision, overcome barriers and obstacles; use our imagination and creativity and continue to *MAKE A DIFFERENCE* each and every day.

We take this opportunity for expressing our appreciation to the people associated with receiving supports from Community Living Algoma, their families, the employees of Community Living Algoma and the numerous volunteers who contribute to our vision "*ALL PEOPLE BELONG. JOIN THE JOURNEY*". We thank the Ministry of Community and Social Services, the Ministry of Children and Youth Services, our Program Supervisors, Regional Managers and the Regional Director for supporting our ongoing efforts of building inclusive communities for all people. We applaud the role of each citizen throughout the Algoma District for making a difference towards building inclusive communities filled with opportunities and experiences for all people.

President and Executive Director's Report



In closing, we express our sincere appreciation and gratitude to people with an intellectual disability. It is through your gifts and contributions that we have become better people; better citizens within our community. It is you who is *MAKING THE REAL DIFFERENCE* for all people. We thank you for your patience and understanding as we try to figure out how to support you better; to experience an enriched quality of life; to provide you with more opportunities and experiences. We are committed to *MAKING THE DIFFERENCE* that each and every one of us has within our hands. The world, the country, the Province of Ontario and the communities throughout the Algoma District can all be better places for all of us.

Respectfully submitted,

Lucille Norman
President



John Policicchio
Executive Director



President and Executive Director's Report





Together



we



make



**it
e**

difference





COMMITTEES

The Council



Annual Report of The Council for 2017/18

The Council is a group of self-advocates who speak out about change. The self-advocacy movement means that although a person with a disability may require the support of others; all people are entitled to be in control of their own life and can decide how they wish to have their supports directed. Council members for 2017 include: Jason Hebert (chair), Sharron Yadivisiak (co-chair), Mary Canale, Nancy Upper, Lynn Ingram, Ann Kirby, Krista Calcafucco, Jason Pratt, Jeannette Gravelle, Donnie Smith, Marcia Armstrong, Carol Daynard, and Mark Cuzzolino. They are provided support from CLA staff Chris Dunn, Anita Lefebvre, and Kathy Gruyters.

The Council challenges CLA to ensure that the highest quality of service and supports are always being provided. The Council holds CLA accountable for ensuring that Self Advocates actively participate in organizational decisions made that affect the lives of people supported. We continue to challenge CLA to ensure that all information shared throughout the organization is easy to read, understood by all, and images people respectfully.

The Council continues to promote the safety, security, rights and freedoms of people by offering Rights and Abuse training four (4) times each year. Participation in these sessions provides people with tools/information to identify potentially abusive situations and knowledge/awareness which helps to decrease instances of abuse. It empowers people to be strong, and to speak out against wrongdoings. The Council works to educate others to speak out and take charge of their lives through Empowerment Workshops. These workshops are offered twice a year and are an excellent opportunity for people to participate. The Course content helps people to grow personally and feel empowered to develop leadership skills and nurture healthy relationships.

Another goal of The Council is for people to have a job in their community where they get paid the same amount of money as everyone else. CLA works hard to ensure people are supported to gain meaningful employment at competitive wages.

The Council continues to recognize annually Community Living Algoma staff that is making a positive difference for people with intellectual disabilities through their five Outcome Awards.

The Council



The Caring and Kindness Award is to recognize a staff member who gives attention, appreciation, and encouragement to people. The recipient of this award will also display common courtesy to others.

This year's winner of the Caring and Kindness Award is Mel Enair and he was nominated by his Co-Worker Amanda Grunt.



Mel Enair

Caring and Kindness Award 2018



Joanne Lepore

Acceptance Award 2018

The Acceptance Award recognizes a staff member who demonstrates patience, awareness and acceptance of diversity by being polite and considerate and shows empathy and equity.

Our winner this year of The Acceptance Award is Joanne Lepore and she was nominated by Steven, Chance, Meredith and Cory - all people who she supports.



The Council



The Award of Trust is presented to an employee who recognizes the various needs of other people. Being trusting implies that one creates an environment of respect, honesty and dignity.

The Award of Trust is presented this year to Mary Gillespie who was nominated by her co-worker Nancy Nau.



Mary Gillespie

The Award of Trust 2018



Anita Lefebvre

Good Times Award 2018

The Good Times Award is presented to an employee who puts others in a good mood. They provide enjoyment, opportunities that are pleasantly entertaining, and are proactive in creating a positive environment.

This year's winner is Anita Lefebvre and she was nominated by Annmarie DeIBasso who is a parent of a young lady Anita supports.

The Council



Our last award is **The Keeping It Safe Award**. This award is presented to an employee who promotes and ensures safe environments as they apply to the physical, social, spiritual, financial, emotional, occupational, legal and psychological areas of life for the people they support.

This year's winner is Jeff Rendell and he was nominated by his former co-worker Stacey Newman.



Jeff Rendell

Keeping It Safe Award 2018



The Council



As always, The Council continues to hold monthly meetings on the third Thursday of each month (except in July and August). We meet from 2:30-4:00 pm at the office. These meetings are open, and all people supported are welcome to attend.



Respectfully submitted,

Chris Dunn
Staff Support to The Council

Education Committee



Education Committee Annual Report – 2018

This committee has the primary goal of ensuring inclusive and appropriate educational opportunities are available for students with an intellectual disability throughout the District of Algoma.

CLA's Education Committee remains very committed to the following definition of inclusive education:

“Inclusive education means that all students attend and are welcomed by their neighbourhood schools in age-appropriate, regular classes and are supported to learn, contribute and participate in all aspects of the life of the school.” (www.inclusiveeducation.ca)

Over the past year, the Education Committee continued its commitment to the Sault College scholarships and bursaries program by sponsoring the Marion Arthur Memorial Scholarship and the Mario Tosello Memorial Scholarship. Both of these scholarships are awarded to students that excel in the Community Integration through Cooperative Education program.

October 2017 was an exciting month for Community Living Algoma. Together with Inclusive Education Canada, we formalized our efforts to promote “Inclusive Education” through hosting a conference in which world class speakers inspired those in attendance about the urgency of ensuring



Education Committee



that children are supported to learn in inclusive environments. Creating Welcoming Communities: The Journey to Inclusion Begins at School was a successful start to ongoing conversations with students, families and our partners in Education.

February 2018 was National Inclusive Education month. This month provides an opportunity for schools across the country to celebrate the diverse abilities of all students. In addition, it emphasizes the importance of providing equal opportunities for children with disabilities. Inclusive schools are characterized as those that make every student feel welcome and provide the supports they need to learn, embrace the understanding that every student is unique, collaborate with families, and hold high expectations for student success.

On February 22, 2018, the Committee continued our efforts to promote inclusion by hosting a Breakfast of Champions. High energy and inspiring conversation occurred regarding success stories, challenges, the definition of inclusion, and next steps. Personalized “I WILL _____” action items reinforced our momentum on the journey that began at the conference in October.

Many thanks go out to the following committee members for their dedication to inspiring possibilities around inclusive education: Charlie Thomlinson, Jacques Ribout, Pat Mick, Rosanne Zagordo, Marilu Horton, Kristin Viita, Marty Young and Heather Hicks (CLA Staff Support).

Respectfully Submitted,

Lucille Norman, Education Committee Chair

Finance Committee



Finance Committee Report - June 2018

Members: Mary Lynn Riberdy (chair), Lila Cyr, Rob Gioia, Wade Lodge, Gary Wills and Rhonda Stone (staff support).

During 2017 / 2018, the Finance Committee met to review information and issues, and to make recommendations to the Board of Directors on matters related to budgets and requests for funds. Although we continue to have significant unfunded pressures, the Ministry has supported us and has consistently funded these situations on a fiscal basis. Due to restructuring and realignment decisions of prior years, our financial position across the organization was in a positive position again this year.

The Committee was responsible for review and recommendation of:

- 2017 / 2018 Audited Financial Statements
- Report on Personal Finances
- 2018/19 Budget Submission
- ODSP increase – full increase to people supported in residential services
- Quarterly financial reports
- Requests for Fund-raising and Donation Funds

As Chair, I would like to extend my appreciation to the members of the 2017 / 2018 Finance Committee.

Respectfully submitted,

Mary Lynn Riberdy

Chair, Finance Committee



Human Resources and French Language Services



Human Resources and French Language Service Committee

Annual Report 2017/18

This report summarizes some of the key activities for the 2017/18 fiscal year.

Membership of the Human Resources and French Languages Services Committee included: Jacques Ribout (Chair), Mac Headrick, Rhonda McCaig, Lucille Norman and Lynda Lewis. The committee is supported by John Policicchio, Executive Director and Niccette Reed, Manager of Human Resources. The committee is primarily responsible for reviewing information and making recommendations to the Board of Directors with regards to human resources and French languages policies of the Association.

As per the Purpose and Responsibilities of the Terms of Reference, the committee is responsible to monitor, review and make recommendations to the Board of Directors of Community Living Algoma with regard to the effectiveness of Human Resources and French Language services and supports provided by CLA for individuals with an intellectual disability. Recruitment strategies, promotions, performance management and performance standards, staff development, labour relations updates, Health & Safety, attendance management and overtime reports are reviewed. The committee also provides updates to the Board regarding regulation 284/11 of the French Language Act.

The committee continues to review, and strives to improve, compliance with legislative requirements of the Ministry of Community and Social Services with regards to how French Language Services are provided per Regulation 284/11 of the French Language Act. Over the past years we have improved interior signage at 99 Northern Avenue, as well as Wawa and Elliot Lake. Exterior signage is also present in Wawa and Elliot Lake, and we have completed translation of CLA's website.

We strive to provide fluent French/English speaking support staff when requested, and have been able to do so thus far. Recruitment of French speaking employees is an ongoing effort. In 2017 we reviewed the Statistics Canada census to try and ensure French staff are available where needs are

Human Resources and French Language Services



present. The 2011 statistics showed that 19% of the Wawa population is French speaking, as well as 18.5% in Blind River, 16% in Elliot Lake and 4% in Sault Ste. Marie. Overall in the District of Algoma it is 6.5%. The 2016 census results showed 20% for Wawa, 17% in Blind River, 15% in Elliot Lake and 3.3% in Sault Ste. Marie. The District of Algoma had 5.6% overall.

The annual French Language Services (FLS) Compliance Report 2018-19 was submitted to the ministry by the deadline of March 31, 2018. One of the line items was a question as to whether or not the Board had reviewed and approved the report. This was not done for the last report but was done at the April 5th, 2018 meeting. One item that needs improvement is to ensure that management and staff receive training/orientation on FLS Legislation. This also applies to board members. Another area of improvement required is to ensure public forums and/or consultations are offered in both English and French with accompanying materials. An example of this would be to have French advertising for job fairs, and ensuring French materials and personnel are available at the job fairs.

Census results regarding Aboriginal peoples came out in October of 2017. The statistics show that those indicating Aboriginal Identity amount to 14% in the District of Algoma. Sault Ste. Marie has 12.5%, Blind River 17% and Elliot Lake 10%. We have been exploring Aboriginal Cultural Awareness Training as was recommended in the Truth and Reconciliation report. We have contacted several agencies that can provide this service, including the Indian Friendship Centre in Garden River.

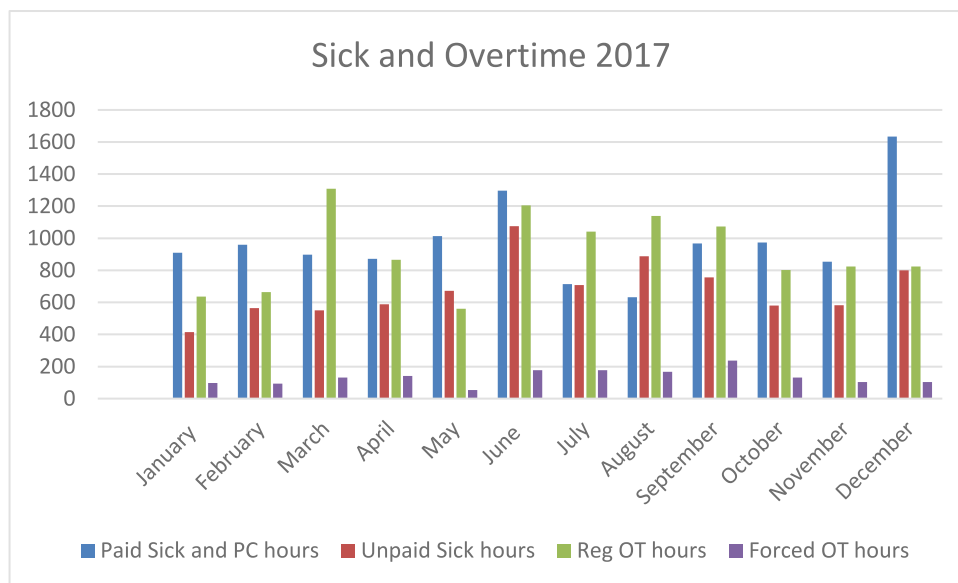
CLA's WSIB NEER statement for 2017 was rebate of \$8,591.78, which was 113 lower than in 2016. The trend has been going downward as of late but it has risen as a result of supporting individuals with specific challenges. Efforts are being made to analyze the data and keep costs low. We reported 28 injuries in 2017 compared to 17 in 2016.



Human Resources and French Language Services



Month	Paid Sick and PC Hours	Unpaid Sick Hours	Regular OT Hours	Forced OT Hours
January	909	414.92	637	97
February	959.5	563.54	665	94.5
March	897.25	550.74	1307.75	131
April	872	587.94	865.92	140.67
May	1012.5	672	561.25	53.5
June	1297.31	1075	1205.89	177.01
July	714.83	708.84	1040.75	178.25
August	633.25	888.28	1140	168
September	968.43	756.64	1074.08	236.5
October	972.5	581.2	802	131.5
November	853.24	583.27	823.5	103.5
December	1634.09	800.09	823.5	103.5
Total	11723.9	8182.46	10946.64	1614.93



Human Resources and French Language Services



Community Living Algoma and CUPE Local 1880 begin negotiations on March 6th and 7th, 2018. During discussions, several issues were raised pertaining to scheduling. As a result, the Union brought forward proposals for discussion and the parties agreed to host two Joint Town Hall Meetings on March 13, 2018 at the Quattro Hotel. Members in attendance provided feedback on several issues relating to scheduling which included but were not limited to, current challenges and concerns as well as suggested changes for consideration. In addition, surveys were circulated to solicit further input from the members regarding the current scheduling practices and suggested changes. The guiding principles of scheduling is to provide members with work/life balance and the goal of eliminating forced overtime. Meeting were then held on April 26th to review the feedback and finalize parameters of a trial scheduling procedure with the possibility of implementing in May.

Bill 148 Bill 148 “Fair Workplaces, Better Jobs Act, 2017” was passed on November 22nd, 2017 which has made some major changes to the Employment Standard Act (ESA), such as Parental Leave, Critical Illness Leave, Minimum Wage Increase, Public Holiday Pay, Vacation with Pay, Pregnancy Leave, Family Medical Leave, Domestic or Sexual Violence Leave, Personal Emergency Leave and Scheduling.

Human Resources continues to undertake recruitment for qualified candidates. This has been a challenge to meet prerequisite skills and French language requirements. We will continue to participate in career fairs and inform students of the credentials and values required for a career with CLA. We held our first-ever Job Fair and 38 interested applicants attended. CLA worked with Sault College to develop a Developmental Services Support Certificate program and first classes were held in March of 2018. Eight students completed their classroom studies and commenced placements with CLA. We are striving to make progress in our efforts with Sault College to partner with CLA to reinstate the Developmental Services Worker program. CLA has also hired a management consultant to assist HR with modernizing our recruitment process.



Human Resources and French Language Services



Several Plans and Policies were reviewed and approved by the Board. This included the Employee Work Accommodation procedure to ensure we meet the Accessibility for Ontarians with Disabilities Act (AODA). Others included the Occupational Health and Safety, and the Early and Safe Return to Work policies. Another one we are working on is a Prescribed Medical Marijuana policy and any procedures required to comply with the upcoming legalization of marijuana. Another one that may be necessary is a Physician Assisted Suicide policy.

A review was held regarding the Terms and Reference of the committee as well as the 4 + 1 Planning Model. From this exercise the following were considered as goals or next steps to take:

- Follow up with Sault College on the possible implementation of a DSW (Developmental Services Workers) program in the community
- Conduct a follow up survey across the agency regarding who is requesting French Language Services
- Continue to recruit French speaking staff

It was also noted that the Terms of Reference of committees includes that 6 – 8 people be on committees. We recruited two more members and are at 5 now. We decided to alter the terms of reference to say the committee could include 4 – 8 people. The upper limit is consistent with other committees' Terms and Reference.

Respectfully Submitted,

Jacques Ribout
Chair, Human Resources and French Language Services

Planning Development and Advocacy Committee



Planning Development and Advocacy Committee 2017-2018 Annual Report

The Planning Development and Advocacy Committee is a committee of Community Living Algoma's Board of Directors. The committee attempts to ensure that supports and services offered by CLA and the community are pertinent and responsive to the people we serve and are consistent with the principles of positive approaches and inclusion.

The committee is responsible to make recommendations for improved individual access to and utilization of government, health, education, other social service agencies or other organizations.

This past year the committee spent time really looking at the definition of what "Planning" "Development" and "Advocacy" means and what areas the committee should focus on to be aligned with the terms of reference.

This past year the committee focused on updating their priorities and just recently developed the following priorities:

1) Supports and Services

a) Individualized Funding

2) Empowering People We Support

a) Rights

i) money

ii) citizenship

b) Employment

3) Educating the Community

a) Housing

b) Inclusion

The committee continues to review videos, newspaper articles, and reports as it relates to people with disabilities and aging families.



Planning Development and Advocacy Committee



Every year the committee is forwarded nominations for volunteer of the year, and the committee continues to choose the volunteer of the year from those nominations.

This year the committee recommended to the Board of Directors to revisit/update CLA's Strategic Plan.

The committee would like to take this opportunity to thank the Board of Directors for their ongoing support. I would also like to thank our dedicated committee members Nancy Upper, Paul Coghill, Mona Boucher, Joe Laforge, myself Lila Cyr and Tania Gagnon (staff support). The committee would like to thank Charlie Thomlinson who has moved on, and would also like to thank Betty Allen and Ivy Browne who have retired from committee work and we wish them all the best in their future endeavors. The committee also welcomed a new member Lynda Lewis.

Respectfully submitted,

Lila Cyr
Chair, Planning Development and Advocacy Committee, Board Member

Quality Enhancement Committee



Quality Enhancement Committee 2017-2018 Annual Report

The Quality Enhancement Committee is a sub-committee of the Board of Directors whose responsibility is to make recommendations to the Board in regards to Community Living Algoma's ongoing 'continuous quality improvement' efforts. The committee monitors and reviews the effectiveness of services and supports, as well as compliance to Ministry standards and licensing requirements.

The Quality Enhancement Committee applies The Council on Quality and Leadership (CQL) Personal Outcomes Measures philosophy to its work. This ensures the effectiveness of CLA's supports and services with the aim of meeting the identified needs and goals of people supported and their families.

This past year the committee has focused on updating their agenda items and have developed the following priorities:

- 1) CLA's Abuse Work Plan
- 2) Accountability with Personal Outcome Measures
- 3) Quality Assurance Measures
- 4) Accreditation

The committee has reviewed CLA's 2017 Personal Outcome Measures report, and data was shared from the internal self-assessment. Both of these reports discuss areas of strength and areas needing improvement as they relate to outcomes for people supported and individualized supports. The committee looks at how the organization makes decisions based on their data to continue to move forward in improving the quality of life for people supported.

The committee continues to monitor the information gathered from the Ministry Compliance reviews. In May 2017 and March 2018, the Ministry of Community and Social Services completed an agency compliance review. The compliance review looks at documentation/training required for staff, documentation for people supported, Board records, policy and



Quality Enhancement Committee



procedures, records and documentation for the organization, host family files, and site inspections. In May 2017, the Ministry reviewed: 8 group living sites, 44 people supported files, 24 staff files, 6 host family files, and 3 Board of Directors files.

In March 2018, the Ministry reviewed: 2 group living sites, 27 people supported files, 10 staff files, 5 host family files, 1 volunteer file, and 9 Board of Directors files. The committee reviewed the reports from the Ministry as well as CLA's correspondence to the Ministry on addressing the non-compliance items. On both reviews, CLA addressed all their non-compliance items within the 10 business days and the committee reviewed the compliance letters from the Ministry.

The committee recommended to the Board of Directors for CLA to pursue accreditation with CQL commencing October 2020, which was recently approved by the Board.

The committee would like to thank CLA's Board of Directors for their ongoing support and commitment to quality improvement. I would also like to take this time to thank our dedicated committee members: Rhonda McCaig, Linda Headrick, Ben Pritchard, Mac Headrick, Emily Kelly and Tania Gagnon (staff support). We would also like to thank Sally Garland who has moved on from committee work, and wish her all the best in her future endeavors.

Respectfully submitted,

Anke Lansky-Johnson Chair, Quality Enhancement Committee, Board Member

Rights Review Commission



Rights Review Commission 2017-2018

People exercise their human and civil rights. Each person defines which rights are most important. Rights include basic protections, personal freedoms and guarantees afforded to everyone. The Universal Declaration of Human Rights of the United Nations and the Canadian Charter of Rights and Freedoms apply to all people. These rights include freedom of speech, freedom of religion, freedom of association, equal opportunity and equal protection under the law. (Personal Outcomes Measures-CQL)

What is a rights restriction? It's a rule, action or situation that limits the actions or controlling of someone or something. If a restriction is imposed for the protection of the person, limitations on a person's actions and freedoms must only be imposed after honest efforts at using a non-restrictive supportive approach have been tried or when a person needs immediate protection.

What is due process? Regardless of the source or intent, when limitations are imposed, it is expected that people will have the opportunity to protest and to be heard by a fair and impartial body. The Rights Review Commission is that impartial body, and is made up of volunteers from outside the organization that meet once a month. Where rights have been restricted, the Commission will review recommendations and plans set out to enable people to retain or regain his or her rights as well as and to safeguard the human, civil and legal rights of all people who receive services at CLA.

In 2017 the Rights Review Commission saw 102 people supported and reviewed 321 restrictions. Those restrictions were:

- Psychotropic Medications (any medication used to alter a person's behavior): 168
- Movement (examples are gates, mechanical cuffs, brakes on wheelchairs, seatbelts, bedrails, Safe Management Consults): 38



Rights Review Commission



- Money (examples are ODSP in trust to CLA, limiting amount of money that can be spent, unable to purchase items): 22
- Personal Possessions (examples are locked closets, fridge, cupboards, access to medications, access to cigarettes): 17
- Behaviour Support Plan (reviewed only for recommendations): 16
- Privacy (examples are bedroom checks, visual/audio monitors, door/window chimes, 1 to 1 supports/community access): 34
- Diet (examples are liquid amount restrictions, being on a diet, certain food restrictions): 9
- Intimacy: 2
- Miscellaneous (examples are having to wear bodysuits/one piece clothing, helmets): 10
- Smoking: 2
- Administering Medications: 3

In 2017 17 psychotropic medications were discontinued and 10 rights restrictions were also lifted such as:

- Privacy: 5
- Movement: 2
- Behavior support plan: 1
- Personal Possessions: 1
- Miscellaneous: 1

Important stats to note:

- Personal finances-have increased by 5 people, part of this change is people supported and/or families are requesting that their money be in trust with CLA for extra safeguards
- Behaviour Support Plans-have increased by 7 people; due to change to Ministry compliance regulations re: PRN protocols
- Privacy: have increased by 16 people; this is due to safety for people who have dementia, or seizures
- Psychotropic Medications have decreased by 44 in 2017
- Access to personal possessions have decreased by 9
- The total number of restrictions reviewed in 2017 have decreased by 13

Rights Review Commission



Staff and managers have been diligently working on trying to eliminate restrictions by working on action planning and skill building with the hopes of eliminating restrictions for people supported.

I would like to take this opportunity to thank the Rights Review Commission members for their dedication and support to ensuring that due process is in place for people we support: Kim O'Reilly, Melanie Mahler, Gabriela Benitez, Justin Reid, Rosalind Ennis and Evi McKee.

Respectfully submitted,

Tania Gagnon



AWARDS



Champion of Inclusion Award 2018



Champion of Inclusion Award 2018

This award was created to recognize, celebrate and highlight educators who live, breathe and facilitate Inclusive Education. Champions may be active in the inclusion movement, but more importantly, their behaviour and the choices they make always reflect a positive attitude about the worth, value and ability of all students. The most significant ingredients for successful inclusion are attitude and effort.

- Champions of Inclusion celebrate all students attending their neighbourhood schools.
- Champions of Inclusion celebrate all students learning together with their age appropriate peers in regular classroom settings and participating in all aspects of the life of their school.
- Champions of Inclusion CREATIVELY adapt and UTILIZE appropriate strategies and materials to help students with disabilities learn and succeed.
- Champions of Inclusion celebrate supporting all students to show up in their schools as contributing citizens and valued friends.

Please join us in celebrating this year's Champion of Inclusion Award recipient Christina Ucci, an elementary teacher at both Our Lady of Lourdes and Our Lady of Fatima schools in Elliot Lake.

Inclusion by definition in the English Dictionary states: "to take in or comprise as part or parts of a whole". In school as a teacher, and also in her community as a dance teacher, Christina provides opportunities for children to be received as a whole. Her classes in both school and dance have a high number of children with different abilities.

Christina's nomination is supported through the words of an Educational Assistant: *"Christina is a person with high energy so she recognizes and encourages students that require some time out of class for movement breaks so that these same students can come back to the class and contribute with more concentration and make the most of their school time. She encourages her students to get involved in the community and participate in all fundraisers. Her smile, positive attitude and welcoming spirit allow all the students to learn in a happy and loving environment. Her students love being at school and it shows in their success. She leads by example. Christina sees the good in every student and encourages them to reach their full potential."*

Champion of Inclusion Award 2018



A parent shared: *“As a parent of a special needs student, it warmed my heart that he had a kind, caring and dedicated teacher like Miss Ucci. She took the time to get to know my son and his needs. Christina had expectations for my son and he grew throughout this year because of those expectations.”*

The receptionist at the Dance studio reported: *“Each of her students is valued and expected to learn to the best of their abilities. She sees potential in children that may not see that potential in themselves. The word exclusion is not part of her vocabulary; she is a person that considers all welcome. She has a strong sense of justice and a voice to speak up on behalf of those that have no voice.”*

Community Living Algoma is honoured to recognize and express appreciation to Christina for playing such an important role in promoting inclusion at school and within the community. Congratulations Christina!

Respectfully submitted,

Lucille Norman
Chair, Education Committee



Christina, Heather and John

Champion Inclusion Award



Christina with her class



Community Partner Award



Community Partner Award

The Elks Lodge of Sault Ste. Marie is one of this year's recipients for the Community Partner Award.

Since 1912, the Elks Lodge of Canada has given countless volunteers hours to promoting and serving community needs across Canada. With over 250 Lodges and 11,000 members the Elks continue growing into the future and helping wherever needed. The Elks strive to better the community we live in and help those who are in need.

The Elks Lodge #341 is our volunteer driven, not for profit, charitable organization that supports our community's needs through volunteer efforts. The lodge operates a weekly van service for cancer patients travelling to Sudbury and also assists with special needs of children when financial needs are not available.

Among the many efforts to raise money our local lodge hosts a monthly pasta dinner. Many volunteers are needed to make this a success. The local lodge is very welcoming and inclusive accepting all volunteers.

Ryan began volunteering for the Elks at the Pasta Dinners two years ago. He was welcomed and included right away. Ryan is always willing to help out in the kitchen with various tasks. He helps pack take out dinners, clears tables and resets the tables. This opportunity has done more than give meaning to his day. It has given Ryan more confidence. He is engaged and happy to be around so many people. He feels a sense of accomplishment and belongs to the group of volunteers giving back to his community.

Community Living Algoma would like to thank the Elks Lodge for their dedication and commitment to our community for the many opportunities they have opened for people with intellectual disabilities to develop relationships, friendships and a sense of belonging.

Community Partner Award



Community Living Algoma would like to express our sincere appreciation to The Elks Lodge and are pleased to nominate them for the Community Partner Award.

Respectfully submitted by,
Corry Cornacchio and Jennifer Wiwchar
Manager of Community Participation Supports and Transportation Services



Community Partner Award



Community Partner Award

The Sault Ste. Marie Public Library is one of this year's recipients for the Community Partner Award.

The Sault Ste. Marie Public Library is always seeking volunteers to help provide vital library services to everyone in the community. Areas of volunteer service include, The Friends of the Library Bookstore, the Visiting Library Service and special events. Volunteers generously offer their skills and time to help the library with events, operate the Friends of the Library Bookstore, and encourage public awareness and appreciation of library services in the community. People with intellectual disabilities have been accepted, welcomed and recognized as volunteers for the Library. The Sault Ste. Marie Public Library recognizes the contributions that people with disabilities make; they reach out and seek their involvement and engagement. They have a willingness to provide an inclusive environment for people with disabilities which has made the community stronger. They have shown initiative in prompting opportunities and providing volunteer opportunities for people with disabilities.

People feel respected and comfortable; the library is a place where each person shares a sense of belonging with other members, thus providing opportunities for people to engage in and be included in the library community with a sense of accomplishment and belonging.

Community Living Algoma would like to thank The Sault Ste. Marie Public Library for their dedication and commitment to our community for the many opportunities they have opened for people with intellectual disabilities to develop relationships, friendships and a sense of belonging.

Community Living Algoma would like to express our sincere appreciation to The Sault Ste. Marie Public Library and are pleased to nominate them for the Community Partner Award.

Respectfully submitted by,
Corry Cornacchio and Jennifer Wiwchar
Manager of Community Participation Supports and Transportation Services

Volunteer of the Year Award 2017-18



Volunteer of the Year Award 2017

One of this year’s recipients of the Volunteer of the Year Award is Vanessa Brown, a Respiratory Therapist employed at the Sault Area Hospital. What made Vanessa a deserving recipient of this award is her commitment to Dwayne. On her spare time when she is not working at the hospital, she looks for opportunities to help Dwayne participate in community events. They have become friends, and she continues to seek out ways to bring him out into the community – something Dwayne loves to do.

One of the events Dwayne was eager to attend was a Greyhounds hockey game, and Vanessa was determined to make that a reality for him. She took it upon herself to arrange getting tickets and seats to accommodate him so he can enjoy the experience to the fullest. After his first game, Dwayne typed out a sincere and heartfelt “thank you” on the iPad he uses to communicate.

After seeing the effect she had on him after the first game, she continues to bring him to games and other community events, including a Beauty and the Beast show. Dwayne appreciates these gestures, as it provides him with the sense of freedom he is always longing for. Vanessa enjoys his company, and is consistently looking for places to bring him when she isn’t working at the hospital.

Vanessa – on behalf of Community Living Algoma, we want to thank you for your time, dedication and selflessness. We appreciate all that you do!

Respectfully submitted,

Lezlie Wilson
Executive Assistant



Volunteer of the Year Award 2017-18



Volunteer of the Year Award 2017

We would like to take this opportunity to congratulate one of this year's award recipients, David Coyle. David was nominated by staff who work at Charlie's home.

Charlie's staff have been advocating for him to have a volunteer for at least the past 5 years. They were hoping to find a male volunteer who could spend some time with Charlie reading and talking to him.

In 2016 David approached CLA stating that he was currently doing some respite work for CLA and would like to gain some more experience in the field and was hoping to do some volunteering. We met with him, discussed his likes, interests etc. and thought he would be a great match to volunteer with Charlie.

Initially David was interested in reading to Charlie once a week. Soon, David was coming to read to Charlie 3 times a week.

David has Charlie's best interest at heart, and he is a good advocate for him. His company and the reading material selected are enjoyed by Charlie. Staff have stated: "What a pleasure it is to have David come to read to Charlie. He is genuinely caring towards Charlie. Charlie really enjoys the time he spends with David.

David quickly realized that he could possibly be related to another lady who recently moved into the same house as Charlie. David has shown interest in JF as well. He will sometimes play cards with Charlie and JF. He is starting to form a relationship with JF. She loves to talk and he is a good listener and caring friend.

When he is not able to come he always calls to let us know. David is a very reliable and responsible person.

Volunteer of the Year Award 2017-18



The staffing team have put forth his name for volunteer of the year, and he was selected by the Planning Development and Advocacy Committee as one of this year's recipients.

Congratulations David on winning volunteer of the year 2017!



David Coyle - Volunteer of the year 2017

Respectfully Submitted,

Lila Cyr,

Vice-Chair, Board of Directors



HIGHLIGHTS



Abuse, Awareness and Prevention 2017-2018



In 2017 Community Living Algoma committed to a process of engaging all stakeholders in discussions on how to eliminate abuse and neglect against people with intellectual disabilities. Throughout the year we held discussions in Sault Ste Marie, Wawa, Hornepayne, Blind River and Elliot Lake with people supported, employees, family members, community partners and the Board of Directors. Discussions were based on CLA's internal data in regards to serious occurrences that constituted alleged abuse.

Once all the data was collected, an abuse working group was developed from representatives of each of the stakeholder groups to go through all information provided and develop 3 priorities as a starting point of how the organization can be proactive against abuse and neglect. The 3 priorities that the agency will begin to work on are:

- 1) Health and wellness of staff
- 2) Update policies and procedures for a) abuse; b) investigation process
- 3) Training for a) people supported; b) families; c) community; d) staff

All the information was compiled into a detailed abuse report for 2017, which includes ideas shared, who, when and where the meeting was, action plans etc. If you would like a copy of this report please contact Tania at ext. 3404.

Community Living Algoma is committed to a zero tolerance approach to abuse, we have and we will continue to share information, work on identified abuse priorities and raise awareness about abuse and abuse prevention, with the hope that all people with intellectual disabilities will be free from abuse.

Respectfully submitted,

Tania Gagnon

Community Participation Supports



The last year has proven to be very successful in the area of Community Participation and Supports. We have been able to address the wait list, providing supports now to 135 people. Community Support Workers continue to pursue and provide opportunities for people supported to connect, engage, and be included in their community. When we say “connecting to the community”, this isn’t just about the places a person goes or the number of “outings” a person has; it’s not simply the destination. Being connected to your community is so much more. It’s the connections that are made, the relationships that are built, and it’s a feeling of belonging!

Educating the community on the benefits of inclusion for all people and the gifts and strengths people have to share, focusing on empowering people who receive services through advocacy, and education has made way for many welcoming places in our community. No longer is it just us reaching out to community looking to be accepted and welcomed; we are now being sought out and invited. The gifts, talents, and strengths that people share are being recognized and appreciated.

As we look back on the past year and into this upcoming year, our focus within community participation and supports will be on building natural and unpaid relationships, promoting independence and growth in people, supporting people to belong, empower people to engage and participate, and inspiring all people to see potential and the possibilities. We believe each of us has many talents to share, and we all deserve a life lived as a valued, contributing, and respected member of the community. The more social roles a person is involved in increases relationships, thereby creating a stronger web and sense of belonging within the community.

Respectfully Submitted,

Corry Cornacchio & Jenn Wiwchar,

Managers, Community Participation Supports



Community Participation Supports



Anthony and Carter chasing strikes at the Northcrest Bowling Alley



Anthony showcasing his creepy crawlers at Entomica



Bryce selling Rotaryfest draw tickets

"There is no power for change greater than a community discovering what it cares about"
Margaret J. Wheatley



Carter and Cst. Sonny Spina giving a thumbs up on McHappy Day



Donnie lending a hand at Habitat for Humanity



Frank going to the beat of his own drum

Community Participation Supports



Ryan showing off his cool ride



Richard selling daffodils for the Canadian Cancer Society



Sean selling draw tickets for the fancy trailer behind him

“Relationships are central to thriving and the oxygen of life”
Dr. Peter Bensen – Search Institute



Andy in the holiday spirit at Operation Christmas



Cassandra and Bill enjoying the greenhouse view



Jason inviting the public to try their luck in the Habitat for Humanity Winter 50/50 Draw



Employment Services



Employment Services

This past year has once again seen growth in the both the summer and main employment areas.

We continue to educate all stakeholders about the services we offer, as well as prepare people for summer and main employment.

The summer of 2017 saw 23 students employed at various businesses in Sault Ste. Marie. Previous summer employers were on board once again. We also saw the addition of new employers including The Museum Ship Norgoma, The Water Tower Inn, Grand Gardens, Sault Asphalt, Great Lakes Honda, and Yellow Cab. New businesses saw firsthand the value and commitment summer students brought to their place of work.

As each summer ends, some students that have worked are entering their last year of school. With the experience they have gained through summer employment, it continues to make the transition into main employment easier.

The department continues to participate in job fairs to promote both our main and summer employment. Sault College's job fair in March 2017 saw a great turn out once again for students looking for summer positions.

In the main employment, the employment advisors continue to approach new businesses. The impact of Bill 148 has led employers to be somewhat cautious on hiring new people. They are assessing how this new legislation will affect their bottom line. While growth is at a slower rate, the employment advisors have still been successful in securing new job opportunities. The total number of new jobs created last year was 22. We continue to track the businesses we are approaching, and the number of visits it actually takes in order to secure a position for someone.

Another area of growth for the department has occurred is businesses who want to hire people for shorter periods of time. Accommodating such requests adds another level of customer service that keeps businesses returning.

Employment Services



Community Living Algoma has remained a strong advocate and financial supporter of employment services. We are now starting to see the results of this support with the continued growth of the department and more opportunities for people with disabilities.

Our employment team remains committed to ensure that people with disabilities are presented with options in the area of employment.

Chartwells – St. Mary’s College



Canadian Tire



Employment Services



Adler



Respectfully submitted,

Kim Metzen & Mike Hall
Managers, Employment Supports and Services





SUCCESS

SUCCESS

SUCCESS

The Journey to Inclusion



THE JOURNEY TO INCLUSION - A “KICK-START” FOR ALGOMA

October 11, 2017 will be remembered as the beginning of a journey towards greater inclusion for children and youth in Sault Ste. Marie and the Algoma District. This date marked the beginning of a two-day conference hosted by Inclusive Education Canada and Community Living Algoma entitled “Creating Welcoming Communities: The Journey to Inclusion Begins at School”.

For the past several years, Community Living Algoma has focused efforts on ensuring that all people (children, youth and adults with developmental disabilities) are citizens who are actively engaged, participating, and contributing in meaningful ways to community. The organization is proud of our community champions; our community possesses much strength and there have many successes. We have witnessed remarkable progress towards inclusion and the positive impact on the quality of life of people we support.

Despite successes and progress, more can - and needs - to be done. Each and every person has a critical role in this, and CLA strongly believes that the starting point for this journey is school. On October 11, 2017, CLA challenged the community to enhance its efforts to create an even more welcoming community in which ALL people play a role, are accepted, and belong.

During his keynote address, Dr. Gordon Porter of Inclusive Education Canada shared that the secret ingredient for inclusion for children with developmental disabilities is the other children at school. School is where we begin to learn about fairness, the importance of friendships, and develop a sense of belonging to the larger community. In our formative years, our interactions with other children help us to understand and accept diversity. Children who experience inclusive classroom and school settings grow up to be adults who include people with developmental disabilities as friends, neighbours, volunteers and work colleagues-reinforcing the idea that the journey to inclusion truly does begin at school.

The Journey to Inclusion



We acknowledge that changing schools to become more inclusive is hard work. Community Living Algoma is prepared to work closely with families, our four local school boards, and our partner children's service providers to develop a shared vision and culture of collaboration towards more inclusive education opportunities for children and youth. Our community can no longer afford the missed opportunities for children to learn alongside other children. Our community can no longer deny the legal obligation to provide schools that are accepting and inclusive.

Community Living Algoma's optimism, our hope and our confidence in community, as well as the resilience and trust people with disabilities and their families have placed in our organization have allowed us to grow and have provided us with the energy, confidence, and courage to keep moving forward towards our vision that all people belong. Our community has demonstrated a high degree of readiness as many older youth and adults have been provided with opportunities and experiences to achieve their personal goals, and enrich their quality of life within the community. Imagine the strength of our community if those opportunities and experiences started in inclusive school settings. The success for each future member of our community will come from our ability to work together to ensure that each child belongs and is included at school.

For CLA, October 11, 2017 marked the kick-start to renewed energy, focus and commitment to inclusive education. As Stephanie Vucko of a2z Consulting said at the conference, it is time to roll up our collective sleeves, get messy, and tackle the hard stuff. It is time to move away from a focus on the defective student and have an honest look at what system changes are needed in order to achieve the goal of inclusion at school. There is a strong sense of urgency in this work for Community Living Algoma. The well-being of future generations cannot wait!

Respectfully submitted,

Heather Hicks, Director, Community, Family & Children Services

Developmental Services Support Certificate

First Cohort March-April 2018



Through partnership with Sault College, Community Living Algoma was thrilled to offer this certificate program designed for students passionate about a career in Developmental Services, wanting to have a positive impact on the lives of those with developmental disabilities and looking for personal and professional satisfaction.

Course work focused on professionalism, health and wellness, building relationships and advocacy for community inclusion. Members of CLA's Management team developed and delivered the curriculum. Special thanks to Tania Gagnon, Christine Gregoire, Terry Mackey, Lucas Cliffe and the other staff and managers who joined specific classes to present and share their wisdom and expertise.

Students also participated in field placement hours at locations across the organization. Thank you to the many staff mentors who provided very positive real-life 'work' experiences and to people supported who welcomed students into their lives.

Eight students successfully completed the certificate and were guaranteed an interview with CLA for potential employment.

Planning is underway for a second offering of the certificate program in September 2018.



Community Living Algoma Awareness Month 2018



Community Living Awareness Month 2018

For us Canadians, the month of May usually represents the bridge between our spring and summer seasons. We think of the long weekend as the unofficial start of summer, and we pay tribute to all that our mothers do on Mother's Day.

The month of May is also Community Living Awareness Month, and for us at Community Living Algoma, it is an eventful time of year. And though it seemed our spring was delayed, our community outreach initiatives heated up very quickly as we moved into the high-paced world of social media. That's right! We've moved out of the stone age, and into the future with how we communicate and interact with the community.

Community Living Algoma is now active on Facebook, Instagram, Twitter, LinkedIn, and YouTube. Quite frankly, it couldn't have happened at a better time in the year. We were able to generate considerable buzz around our new platforms just in time to share our experiences at the Employee Appreciation Luncheon/Dinner and the Volunteer Appreciation Dinner. We were able to post, share and tweet what was happening at CLA in real time so our community can stay in the know.

In light of Community Living Awareness Month, we planned a number of contests using Facebook to spread the word about our new presence across our platforms. We had a weekly giveaway for a variety of prizes, ranging from gift cards, to free rounds of golf, to dinners.

Why did we do this? The results are in the Likes, Follows, Shares, and the overall reach of our posts throughout the month of May. The CLA Facebook page jumped from 101 Likes to 710, the CLA Instagram page grew from 0 to 134 Followers, and our overall reach on our posts soared to 29,130 people – and that was after just one month! Our post engagement was the highest of all Community Living pages in Ontario throughout the month. Not a bad start for the Algoma District!



Community Living Algoma Awareness Month 2018



Also posted on our social media pages was The Water Tower sporting the CLA colours during the week of May 7th-11th. In the night sky, the tower was lit in blue and green and could be seen for miles. Our building at 99 Northern Ave. was also lit up for the entire month of May in celebration of Awareness Month.



May is a month where all of us at CLA can celebrate what we've accomplished, and project the direction we are headed in the future. We invite the community to 'Join the Journey' as we continue to forge the path to make Sault Ste. Marie and the District of Algoma a Leader in the inclusion of people with developmental disabilities.

Respectfully submitted,

Jerret Semczyszyn

Communications/Public Relations

Community Living Algoma Awareness Month 2018



Employee Appreciation Luncheon/Dinner 2018



Community Living Algoma Awareness Month 2018



Community Living Algoma Awareness Month 2018



Volunteer Appreciation Dinner 2018



SSMADC 16th Annual Charity Golf Tournament



It was a cold wet rainy day Friday, August 18, 2017, but 144 dedicated players, along with staff from the airport and 15 volunteers from Community Living Algoma came out to enjoy the Sault Ste. Marie Airport Development Corporations 16th Annual Charity Golf Tournament.

This was the fourth consecutive year that Community Living Algoma was chosen as the recipient along with Hope Air. Community Living Algoma is extremely thankful to be part of such a great day and a great group.

The proceeds of the golf tournament continue with the upkeep and maintenance of the Memorial Walls in each office in the district. Each year we hold a Memorial Wall Celebration of Life for the people and staff supported that have passed away throughout the year.

The Opportunities and Experiences Fund continued with the financial assistance to help people supported participate in community activities.

A special thank you as well to Community Living Algoma's community partners for gifts donated for prizes to the golf tournament.

Many thanks to the SSMADC Golf Committee and the caring employees that gave of themselves, both volunteering and playing the game. We have developed a great partnership with the Sault Ste. Marie Airport Development Golf Committee and hope to continue this for years to come.

Respectfully,
Lezlie Wilson
Executive Assistant

SSMADC 16th Annual Charity Golf Tournament



Volunteers



SSMADC 16th Annual Charity Golf Tournament



Players



SSMADC 16th Annual Charity Golf Tournament



Players



SSMADC 16th Annual Charity Golf Tournament

Players



SSMADC 16th Annual Charity Golf Tournament



Memorial Wall



Opportunities and Experiences Fund



Opportunities and Experiences Fund

The “**Opportunities and Experiences**” fund has been quite successful. When we hear from the people supported that have been granted the funds about how they are enjoying or enjoyed their opportunity it is very rewarding. This is also a great way to spend time in the community and meet new friends. Their fear of being in the community and not being accepted is slowly diminishing. Staff and patrons are recognizing them as they attend the clubs weekly, and have been very accommodating and accepting. One fellow received a hat and shirt from the workers in the restaurant. Often, they will go for lunch or coffee before or after swimming, and the staff calls them by name now, and knows what they want to order. They feel very welcome. Conversations and friendships are being made.

Thank you for creating smiles and for allowing these opportunities where they may never have happened without these contributions. These funds have allowed several people to get out and experience inclusion in the community.

SSMADC



Opportunities and Experiences Fund



To date the “Opportunities and Experiences” funds have been used:

Facility	Quantity	\$
The Roxy Bowling Center, Wawa	1	334.00
Club Cabana – one month trial memberships	4	228.00
Club Cabana – one year membership	3	1578.00
Greyhound Season tickets – 4 seats		2189.36
Ignite Gym – split half with family	1	400.00
YMCA – one month pass	3	75.00

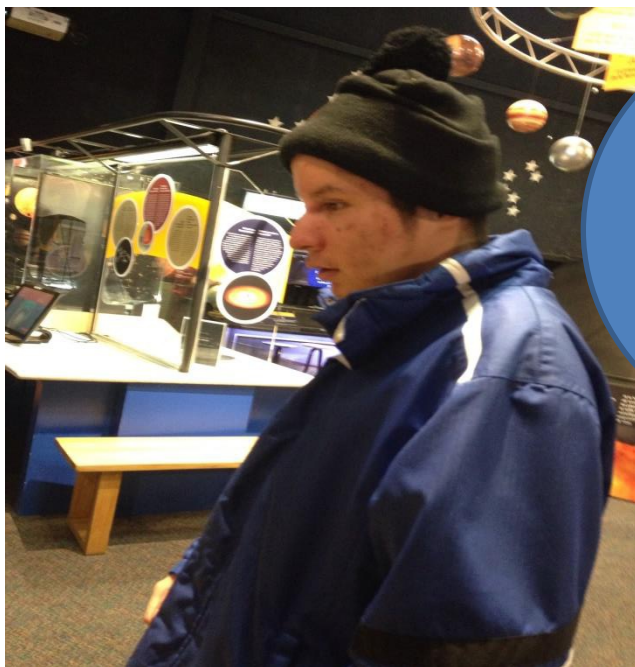


Opportunities and Experiences Fund



Facility	Quantity	\$
Cineplex Movie Passes	8	400.00
Theatre passes – King Arthur and Peter Pan	1	165.00
Rod and Gun club membership – split half with the family	1	175.00
Science North and Bush Plane Museum Day	1	125.15
Memorial Wall Ceremony and supplies expenses		917.62
Total:		\$6587.13

Opportunities and Experiences Fund



Cameron's first experience at Science North. He had a blast exploring.



Joey receiving a t-shirt and hat from the waitress at the Water Tower. He goes in for lunch after he works out at Club Cabana.



Opportunities and Experiences Fund

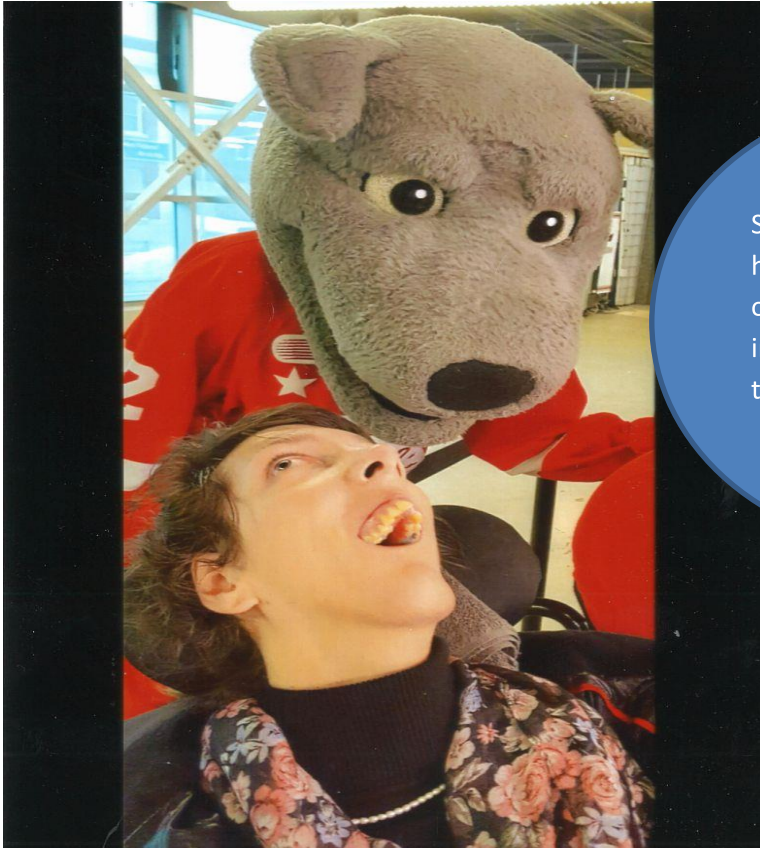


Joey loves the hot tub at Club Cabana. Actually Joey loves Club Cabana and the Water Tower a lot!



Philip loves going to the movies and he is appreciative of the movie passes.

Opportunities and Experiences Fund



Sarah loves attending the hockey games and getting out with family and friends in her community. A big thank you.



Opportunities and Experiences Fund



Dear S.S.M Airport Development Corp.
Big Thank-you ☺.

I Can't express to your Corporation how grateful I am to be able to get out into our community and enjoy quality time with my family friends and the people of our community watching cheering and loving every minute spent in the arena while the greyhounds play there hearts out. Because of your kind gesture I am often able to do this. I wear my Sault greyhounds sweater proud and scream & yell in excitement for the game. Thank-you so much with sincere kindness and gratitude ☺
L.S.A.M ☺ → Sarah Rienhardt.

Opportunities and Experiences Fund



Eva and Kailene in the hot tub at Club Cabana. The ladies enjoy their time there.

Community Living Algoma would like to take this opportunity to thank the Sault Ste. Marie Airport Development Corporation Golf Committee for allowing us to be the recipient of their Annual Golf Tournament. The proceeds have sure brought a lot of smiles to people and have been so instrumental in getting people more involved in their community.

Respectfully submitted by,
Lezlie Wilson
Executive Assistant



Summer BBQ



Community Summer Barbeque

This year Community Living Algoma held a “Community” summer bbq. 650 tickets were sold and the final count was 671. This was the biggest summer bbq to date. The theme was tiki/Hawaiian. Everyone had fun. It rained but that didn’t stop the guests from playing games, participating at the craft tables, dancing, games and face painting at the Kidz Zone. Thank you to the Council for their delicious popcorn, the DJ’s for your dancing and listening pleasure. M & M’s for the excellent burgers/hot dogs. A special thanks to all the Volunteers and the special characters, Mickey Mouse, Minnie Mouse, and Chewbacca for making this one of the best Summer BBQ’s.

Attendance from Community Partners was appreciated. Thank you to Mayor Provenzano for making an appearance. Thank you to Arthurs Funeral home for their kind donation of water and pop. Thank you to Lacey and Vanessa from VitalAire.

Respectfully,

Lezlie Wilson
Executive Assistant



Summer BBQ



Summer BBQ



Summer BBQ



Summer BBQ



Summer BBQ



Summer BBQ



Summer BBQ



Holiday Season Come and Go



Holiday Season Come and Go

It was a stormy day in Sault Ste. Marie On December 19, 2017 but despite the weather, the Holiday Season Come and Go was well attended. This was a gathering to celebrate the season with partnering agencies and people supported. The event was held at North Grand Gardens who once again outdid themselves on a very nice appetizer buffet. Thank you to the Volunteers that assisted with this event.

Respectfully submitted,
Lezlie Wilson
Executive Assistant



Holiday Season Come and Go



Holiday Season Come and Go



Volunteers - Dedicated Staff & Committee Members



Dedicated Volunteers, Staff and Board Members April 1-2017 to June 30, 2018

Board Members

- Lucille Norman
- Lila Cyr
- Joe Laforge
- Linda Headrick
- Lynda Lewis
- Anke Lansky-Johnson
- Emily Kelly
- Jacques Ribout
- Mary Lynn Riberdy



Volunteers - Dedicated Staff & Committee Members



Committee Members

Ann Kirby
Mona Boucher
Pat Mick
Rhonda McCaig
Rosanne Zagordo
Mac Headrick
Niccette Reed
Tania Mash-Gagnon
Wade Lodge
Marty Young
Sharron Yadivisiak
Jennifer Daynard
Evi McKee
Jason Hebert
Jason Pratt
Kim O'Reilly
Lynn Ingram
Mark Cuzzilino

Melanie Mahler
Nancy Upper
Paul Coghill
Rob Gioia
Rosalind Ennis
Rhonda Stone
Heather Hicks
Gary Wills
Ben Pritchard
Marilu Horton
Carol Daynard
Donnie Smith
Gabriela Benitez
Jeannette Gravelle
Justin Reid
Krista Calcafucco
Marcia Armstrong
Mary Canale

Volunteers - Dedicated Staff & Committee Members



Volunteers

Eunice McClary
Lianne
Leslie Policicchio
Jim Pedatella
Mackenzie Mazucca
Drayden Taylor
Jose Barone
Luke Cacamo
Darien See
Emma Belanger
Krista Calcafucco
Don MacFarlane
Donnie Smith
Tammy Running
Mark Cuzzilino
Julien Kramilius
Corry Cornacchio
Cory Ratz
Paul Pierce
Jason Hebert
Piercyn Stopar
Meredith Barbeau

Colette Corcoran
Leah Policicchio
Nancy Pedatella
David Pedatella
Carter Bonin
Alexia Barone
Arianna Barone
Maria Barone
Nyah Buffone
Maia Rollin
Jason Pratt
Richard Gerner
Jenn Walkerly-Chapman
Chris Dunn
Sean Morretin
Maia Rollin
Jennifer Wiwchar
Robbie Lyn Daigle
Marcia Armstrong
Emma Belanger
Chrissy Holt



Community Partners

Community Partners

- Accessibility Advisory Committee
- Adult Learning Centre
- Air Canada and Dreams Take Flight
- Algoma District School Board
- Algoma District Services Administration Board
- Algoma Family Services
- Algoma Public Health
- Algoma's Water Tower Inn
- All Star Children's Services Inc
- Alzheimer's Society
- Arthur Funeral Home and Cremation Centre
- Benjamin Moore Paint and Decor Concepts
- Best Start Hub (Blind River)
- Big Brothers
- Blind River District Health Care Centre
- Blind River Early Learning Centre Daycare
- Brokerlink Insurance
- Business Sault Ste Marie
- CADAP
- Chadwick Home
- Canadian Cancer Society
- Canadian Hearing Society
- Canadian Mental Health Association
- Canadian Tire
- Centre Victoria Pour Femmes
- Children's Aid Society of Algoma
- Child and Community Resources
- Child Care Algoma
- Christian Horizons
- City of Sault Ste. Marie
- Clean North
- Club 90
- Club Phoenix
- Coats for Kids
- Community Care Access Centre
- Community Integration through Cooperative Education, Sault College
- Community Mental Health Housing Program
- Community Mental Health Services
- Conseil Scolaire Catholique Du Nouvel
- Counselling Centre of East Algoma
- Country Crossings
- Crime Stoppers



Community Partners

- Crimson Ridge Golf Course
- Delta Water Front Hotel
- Dorothy's Helping Hands
- Ecole St. Joseph
- Elk's Lodge
- Elliot Lake Family Health Team
- Elstrong Management Limited
- Employment Solutions
- ER Employment Consulting
- Finnish Rest Home
- Flakeboard
- Flowers with Flair
- Focus on learning
- Food Basics – Pine St. and Trunk Road
- Fountain Tire
- Glassworks
- Grand Theatre
- Green For Life
- Group Health Centre
- Habitat for Humanity
- Home Depot
- Hornepayne Interagency Network
- Huron Shores Family Health Team
- Huron Superior Catholic District School Board
- Ignite Sault Ste Marie
- Indian Friendship Centre
- Iris Place
- John Howard Society
- John Rhodes Pool
- Knight's Inn
- Lady Dunn Health Centre
- Legion
- Lions Club of Sault Ste. Marie
- Little Caesars
- Local Immigration Partnership/Welcoming Opportunities
- M & M's
- Manitoulin Transport
- Maple Gate House for Women
- Maple View Nursing Home
- Metro - Northern Ave. – Churchill Plaza – Market Mall
- Meyers Munchies



Saultlions.com
Home of the Sault Ste. Marie Lions Club



Community Partners

- Michipicoten High School
- Mill Market
- Mississauga First Nation Daycare
- Mississauga First Nation Women's Shelter
- Moose Family Centre
- Musical Comedy Guild
- Neighbourhood Resource Centre
- Neno and Jen Photography
- New North Greenhouse
- Nog-da-win-da-min
- North Grand Gardens
- Northland Adult Learning
- Northern Ontario Heritage Fund
- Northern Shores Support Services
- North Star Family Resources Centre
- Oaks Treatment Centre/Camillus Centre
- Ontario Disability Support Program
- Ontario March of Dimes
- Ontario Provincial Police
- Pathways
- Partners for Planning
- Pet Pleasure Resort
- Phoenix Rising Centre
- PossAbility Community Homes
- Progressive Systems
- P.U.C
- Root River Golf Course
- Rotary Club
- Salvation Army
- Sault Academy of Flight Inc.
- Sault Area Hospital
- Sault Career Centre
- Sault Crafters
- Sault Online (ONNtv)
- Sault Ste. Marie Airport Development Corporation
- Sault Ste. Marie Police Association
- Sault Ste. Marie Public Library
- Sault This Week
- Sault Youth Association
- Shabby Motley
- Silver Creek Golf Course and Restaurant
- Soo Mill

THE
GRAND GARDENS
NORTH BANQUETS
CATERING
EVENTS



Sault Ste. Marie Airport
Development Corporation

Community Partners



- Soo Minor Baseball
- St. Joseph's General Hospital
- STP Home Health Care Services
- St. Vincent's
- Staxable Income Tax
- Soup Kitchen
- Superior Children's Centre
- Superior Dodge Chrysler
- Superior Media (Sault) Ltd.
- Superior North Plumbing
- Sylvan Automation
- THRIVE
- Tim Horton's
- Towel Tag
- Town of Blind River/City of Elliot Lake
- Vital Aire
- VON Exercise
- Wawa Family Health Team
- YesYouCan Employment Consulting
- YMCA





“Je fais une
différence
dans la vie de
quelqu’un”



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