

“Let today be the start of something new.”



Annual General Report 2021-2022

COMMUNITY LIVING
Algoma



Inspiring Possibilities

**INTÉGRATION
COMMUNAUTAIRE**
Algoma



Inspirant des possibilités

www.communitylivingalgoma.org

Front Cover (Left to Right): Donald and Nathan feeding ducks; Rachelle cooking a new dish; Jay and Kevin cheers to the day.

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.

Land Acknowledgement



Land Acknowledgement

“We would like to acknowledge the indigenous Peoples of all the lands where we each find ourselves today. While we are meeting on a virtual platform, we would like to take a moment to acknowledge the importance of these lands where we make our homes and do our work. We do this to reaffirm our commitment and responsibility to Indigenous people and their cultures from coast to coast. Please join me in a moment of reflection to acknowledge the harms and mistakes of the past, and to consider how we can, individually and collectively, move forward in support of reconciliation, justice and respectful collaboration.”



Vision



Community Living Algoma - Vision

All People Belong, Join the Journey

The following points provide additional perspective and understanding of the key themes contained within our Vision statement:

All People Belong

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, participate and be full members.

Join

This word 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 and 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. This is the coming together of many different individuals on a path that leads to inclusion, who accept diversity and are 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

Values (Service Principles)

We believe...

Respect and Dignity – In respecting each other'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 activity 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 carrying about all of those we support and work with.

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



Values



Nina feeding the ducks



Bobby visits the farm



Charles on the trails



REPORTS

President and Executive Director's Report





President and Executive Director's Report



President and Executive Director's Annual Report 2021/22

“Moving Forward Towards a Brighter Future”

We take this opportunity to share with you a brighter future as we move forward with key initiatives this next year. We are very pleased to acknowledge everyone's commitment to health and well-being as we have navigated through a very challenging and worrisome period of over two years with the COVID pandemic. Although there continues to be positive test cases identified on a daily basis within our community, we are seeing people reconnect with their friends and neighbours as well as community events and activities being re-introduced. Although we will never return to the way things were before the pandemic, we can all contribute to a “new normal”. Community Living Algoma is committed to moving forward and doing so cautiously. One thing we can all attest to is the fact as social beings, our connection to other people and to our community is vital to our existence.

As we move forward towards a brighter future, Community Living Algoma is very proud to be focused on our Mission, Vision, Values and Strategic Directions. Our Mission Statement states “Community Living Algoma is committed to the advancement of a community...” This next year, Community Living Algoma will be receiving support and guidance from both Dr. Al Condoluci and Shelley Moore to shift our attention away from what Community Living Algoma does to what we need a community to be doing to ensure that all people are welcomed and belong as well as be treated with dignity, respect and as equal community citizens. This is referred to as “macro” change (external – what a community does to welcome all people) versus “micro” change (internal – what Community Living Algoma does to connect the people we support with their community). There will be an Advisory Council established which will be comprised of various community citizens who are champions of inclusion, diversity and equity. This work will set the stage for many exciting stories throughout this next year.

Change has been and will continue to be a key initiative to inspire all of us to keep moving forward to ensure that all people achieve the highest possible quality of life. With our employees support, we have achieved some exciting results this past year. We have heard the stories of several people moving from group homes into a home they call their own. The implementation of a Response Team to support people and family members in difficult and challenging situations has achieved tremendous results in a short period of time. In order to prevent the ongoing path of families breaking down, Community Living Algoma has made some difficult decisions to realign scarce and limited Ministry funding to be able to provide after-school

President and Executive Director's Report



supports for children and youth with an intellectual disability and autism. Community Living Algoma saw the need for the right support to be provided at the right time with a key objective to sustain family environments. Our plan is to re-introduce individualized and person-centred supports so that children and youth and their families have access to supports and services when their family member is not in school (i.e. weekends, evenings, summer, etc.)

This year, we welcome back the return of the Summer Employment Opportunities for youth with an intellectual disability to be supported in places of employment during the summer. For the past two years, we were not able to secure employment opportunities and thus this work was put on hold. We are appreciative of the federal government grant we are able to access to make this possible.

We are very proud of the organization's commitment to automation and recognize that these types of initiatives take several years for implementation. Through these efforts, we will continue realigning and efficiencies we realize towards enhancing our capacity to support more people. At the current time the organization is operating at 74% of service target capacity and our aim is to achieve 95% or better each month. This means we will be implementing plans to maximize the Ministry of Children, Community and Social Service's funding that we receive to provide supports and services.

In order to achieve our ambitious and realistic goals, we must continue to recruit additional direct support professionals. Recruitment needs to remain a very high priority so that we can be prepared for higher levels of retirements in the upcoming years as well as continue to pursue plans to grow our organizations capacity to support more children, youth and adults. We are very excited to hear about the skills, energy, inspiration that our new employees are bringing into the organization and the positive impact they are having to our culture as well as outcomes for people.

Our organization's financial position remains positive which is a great position to be in as we think about our future. We are pleased to hear about the provincial government's introduction of legislation entitled "A Plan to Stay Open", which if passed will secure the wage enhancement funding for the majority of our employees.

We want to acknowledge the activity this past year by highlighting the work that has set the foundation for *Moving Forward Towards a Brighter Future*:

- Ongoing transition from group living to community-based homes
- Ensuring that we meet the Ministry requirements for Quality Assurance

President and Executive Director's Report



- Implementation of modernization plans with a focus on automation to ensure the ability to analyze data and improve decision-making
- Completion of management restructuring to create longer-term stability and consistency
- Implementation of Accountability-Based Management and Person-Centred Thinking Learning Series to ensure we do what we say we are going to do to improve results, outcomes and quality
- Introduction of Quality Assurance position to with key performance indicators so we are clear on expectations and acceptable performance
- Received support and guidance from Dr. Condeluci and Shelley Moore for supporting the work to become a welcoming community which embraces inclusion, diversity and equity
- Enhanced communication through newsletters, website, Facebook, etc. to ensure all stakeholders are informed
- Discussed plans for in-person town halls with families and engagement sessions with our employees
- Board of Directors decided to review our current Strategic Plan and look into the future (three to five years)
- Embraced the use of technology for virtual meetings (employees, Committees, Board)

We take this opportunity to express our sincere appreciation to the members of the Board of Directors and Committees for your effective governance of Community Living Algoma throughout the challenging times associated with the pandemic. We look forward to working with you this next year as we pursue opportunities for further success and enriched quality of life for the children, youth and adults with intellectual disabilities and their families throughout the Algoma District. We want to express our appreciation to the employees of Community Living Algoma for their dedication and commitment to the Mission, Vision, Values and Strategic Directions as well as our ongoing labour relations partnership with CUPE Local 1880-CLA. We conclude our Annual Report by expressing our sincere appreciation and gratitude to the people we support and their families for the confidence and trust they place in Community Living Algoma to enrich their lives.

Together, we will be ***“Moving Forward Towards a Brighter Future!!”***

President and Executive Director's Report



Respectfully submitted by,



Mary Lynn Riberdy
President



John Policicchio
Executive Director



Below (L to R): Julie Jade on her new tricycle; Germaine adores a puppy; and Meagan and Adam with their creative St. Patrick's Day artwork.



COMMITTEES

A group of business professionals in a meeting room, focused on a laptop screen. The scene is overlaid with a green and blue bokeh effect.



The Council



The Council 2021-2022

We, the Council members of Community Living Algoma, would like to share our accomplishments over the past year and our 2022-2023 goals. Although COVID significantly slowed our work in progress, we continue to move forward as best we can virtually. We are very hopeful of a promising future to get back to face-to-face meetings and group engagements by the spring or early summer 2022. Our focus continues to be on the Strategic Plan and moving the Self-Advocate Leadership Pillar forward.

Hiring and Orientation: Our group worked to develop two questions that we ask during all new employee interviews. 1) "What is your interest in working at CLA? 2) How do you define respect? We have also developed a video, which is viewed during orientation, job fairs and all other recruitment efforts, it provides education about: 1) Who We Are 2) Council's Goals and 3) Respect. Wherever possible we are playing our part in this area.

Facilitating Training: Our goal is to become peer trainers in regards to abuse prevention and awareness, empowerment and rights. In spring 2019, the Council hosted two guests who are leaders in self-advocacy and they are members on various Committees, Boards and are known throughout Ontario and Canada for their work in advocating for people with disabilities. They spent a day and a half with our committee and the plan is for the women to come back when COVID restrictions lift to continue to mentor so we as Council members are feeling more confident to lead this training.

Empowering Others: Helping others to have a voice is our main goal! We are currently looking to recruit more members.

- Do you believe in CLA's mission, vision and values?
- Are you interested in being a part of the Self-Advocate Leadership work?
- Are you willing to be a part of presentations to: Board of Directors, staff/managers, members of City Hall, schools-where you develop with your peers the presentation and present it?
- Are you willing to train your peers on things such as: abuse, rights, voting?
- Are you an energetic positive person?
- Are you willing to share your ideas on how as a Council we can advocate for all people?

The Council



- Are you willing to attend conferences and network with other people both virtually and in person?
- Are you aware of issues/concerns that face people with disabilities locally, provincially and nationally?
- Are you committed to meeting either in person or virtually once a month, where you will be an active participant in the work?
- Are you a reliable person, where the Council can count on you to show up to meetings, participate in meetings, and do the work?

If you are interested, please submit your resume and/or letter of interest and why you think you would be a good candidate for this role to The Council at: advocate@cla-algoma.org

Plain Language: In 2021, we completed pamphlets in plain language about complaints and psychotropic medications. We mailed out pamphlets to all people receiving services from Community Living Algoma. All of our resources and information to apply for a CLA membership are also available to view on the newly designed Community Living Algoma website at www.communitylivingalgoma.org so check us out! Where possible, throughout the pandemic, we tried to send out plain language information about COVID-19, staying safe, and vaccines. We are currently working on developing a booklet and PowerPoint presentation on abuse to use as education and information to our peers for 2022.

Advocacy: In 2021, we received two calls from people we support who wanted our help to advocate for them at a higher level. We encourage people to have a voice and if you have areas of concern or ideas of what you want us to work on, we would like to hear from you. We continue working on areas of concerns with accessibility, cross walks, and bus routes within the Sault Ste. Marie area. We have continued to attend webinars virtually wherever possible over this past year to continue our learning about what other self-advocate groups are working on in the province and are looking forward to assisting with these larger advocacy projects.

Self-Direction: We as members of the Council are working hard to ensure that wherever possible we are taking the lead. We virtually attended and presented at each City Council meeting in the district of Algoma in 2021 to read Proclamations and have the month of May be acknowledged as Community Living Awareness Month. During our committee meetings, we rotate responsibilities of who is the chair of the meeting. We want to remind everyone that we have set up a Council email and Council phone number so that when you want to connect with us it



The Council

does not have to go through staff support. We have our own business cards and look forward to hearing from you about concerns, and ideas of areas we can work on. If you are looking to speak with a Council Member please call: 705-908-3765 or email: advocate@cla-algoma.org.

Respectfully submitted,

Gordon Draper, Deborah Chadwick and Craig Holmes



The Council



The Council of Community Living Algoma Goals 2022-2023

1. **Orientation with new hires**
2. **Training with all CLA employees**
3. **Train the Trainor model for i.e. abuse/rights**
 - a) Shadow fellow advocacy leaders to learn from them and ask questions to help us develop a training plan.
4. **Community Living Day at the Legislature**
5. **Engagement process**
 - a) Introduce who we are and area we represent
 - b) Introduce roles and responsibilities of the Council and our goals
 - c) “What do you want the Council to focus on for the next year”
6. **Recruit 2 more council members** (one from East Algoma, one from Sault Ste. Marie)
7. **Participating in the hiring and interview process**
 - a) Using technology to be a part of the interview so we don't have to always be physically present
8. **Update information pamphlets in plain language**
 - a) Abuse
 - b) Rights
 - c) Council information
 - d) Voting
9. **Abuse PowerPoint**
 - a) Develop PowerPoint
 - b) Share PowerPoint with CLA's committee's and Board of Directors
 - c) Talk about and present our PowerPoint with new hires at orientation and training of employees

Education Committee



Education Committee Annual Report 2021/22

I take this opportunity, as Chairperson of the Education Committee of Community Living Algoma, to express my appreciation to the Education Committee members for their planning and advocacy efforts for inclusion and belonging for all children, youth and adults with an intellectual disability and to the support from staff for the Education Committee to conduct their monthly meetings.

Education Committee Members:

Jacques Ribout
Margaret Barbeau
Marilu Horton
Linda Headrick
Roseanne Zagordo
Kristen Viita
Anna Rendell
Sergio Iacoe (staff support)
Lezlie Wilson (staff support)

I am very pleased to report that the Education Committee has finalized arrangements for Shelley Moore to be in our community in October 2022 to present on inclusion and to support Community Living Algoma with the implementation of an Advisory Council to work on inclusion, diversity and equity for children and youth with an intellectual disability throughout the Algoma District. Shelley is a highly sought-after teacher, researcher, consultant and storyteller. She has worked with school districts and community organizations throughout Canada and the United States to advocate for inclusive education. We look forward to reporting more about the work of inclusion, diversity and equity in the upcoming year.

The Education Committee has received information about the history of the Education Committee with Community Living Algoma and will continue to discuss our future purpose and role with a possible transition from education matters to a broader lens of inclusion, diversity and equity for children, youth and adults with an intellectual disability.

We are hopeful that with the support from both Dr. Al Condeluci and Shelley Moore throughout this next year, Community Living Algoma will be able to provide a key leadership role for the development of a broad, community-wide plan for Sault Ste. Marie and the Algoma District to become more welcoming communities for all people. We are excited about this “macro-level” work that we will be pursuing.

Education Committee



We have been encouraged to hear that the end of the one remaining segregated school in the Algoma District should be closing very soon. Although the decision to close this school does not rest with Community Living Algoma, we maintain close contact with one of our education partners to discuss if there is anything Community Living Algoma can do to ensure that any transition will be successful. We have come to understand this year, that the student enrolment at this school is very low.

The Education Committee is very proud to provide annual support for the Marion Arthur Memorial Scholarship and the Mario Tosello Memorial Scholarship. These two scholarships are awarded to two students continuing their education after high school by enrolling in the Community Integration through Co-operative Education Program at Sault College.

This year, we were able to acknowledge the participants of the 'Together We're Better' contest and to issue awards to two Elliot lake students, namely Nickolaus Obach and Oliver Smith. Promoting inclusion through sharing stories and experience will make it possible for more children and youth to experience inclusion within their schools and community. Congratulations to Nickolaus and Oliver and their respective schools, Our Lady of Lourdes French Immersion Catholic School and Our Lady of Fatima Catholic School. Special thanks to Kay Brennan, Community Support Worker for CLA, for nominating Oliver for this award. I am really looking forward to next year's contest and for all of us to be able to participate in person.

Two members of the Education Committee are active members of the Special Education Advisory Committees (SEAC) of the Algoma District and Huron Superior Catholic District School Boards. At the current time, the SEAC Representatives from the CLA Education Committee are Jacques Ribout and Margaret Barbeau.

CLA will be working with our education partners and THRIVE, who now administers the ICDP and Speech and Language services locally. In addition, disability as defined by the Ministry of Education and other organizations will be reviewed. A new App related to Employment will be investigated further for potential use.

This year, Community Living Algoma will be working with our education partners to ensure that children and youth with an intellectual disability who are suspended or expelled from school have the opportunity to continue with their education, while out of school, and also be afforded the opportunity to return to their neighbourhood school within a reasonable period of time.



Education Committee



Our Education Committee will also be reviewing and making recommendations to SEAC groups regarding “Goals for Next Year” prior to the end of June 2022.

Although Community Living Algoma will be reducing our “during school-time supports” to an as-needed basis, we have made difficult decisions to realign our scarce and limited resources to “after-school-time” supports (i.e. support to children and youth during the evening, weekends and summer) as this was identified as a service gap. The changes we have made will also work towards ensuring families receive the right support at the right time to ensure that we reduce the volume of crisis and high stress family situations we have been experiencing. We look forward to reviewing the data that staff will supply to the Education Committee to ensure we are improving overall timing and quality of support to sustain families.

I want to conclude by expressing my sincere appreciation to the Education Committee members for sharing their thoughts, ideas, and wisdom with us and for ensuring inclusion for all children and youth within the education system is achieved. I also take this opportunity to thank the many professionals within the education system who do their best to ensure flexible and adaptable classroom environments and classrooms exist to meet the individual needs of all their students. Much appreciation is extended from all the Education Committee members to the staff at Community Living Algoma who provide the necessary materials, information and support for the Education Committee to succeed.

Respectfully submitted by,

Jacques Ribout
Chairperson, Education Committee

Finance Committee



Finance Committee Annual Report 2021/22

I take this opportunity, as Chairperson of the Finance Committee and Treasurer of Community Living Algoma, to express my appreciation to the Finance Committee members for their governance of Community Living Algoma's financial resources, this past year, and to the support from staff for the Finance Committee to conduct their monthly meetings.

Finance Committee Members:

Brad Symboluk
Mary Lynn Riberdy
Leslie Dunseath
Wade Lodge
Kris Zanatta
Chenoa Naylor
Louise Wishman (staff support)
Lezlie Wilson (staff support)

One of the Finance Committee's responsibilities is to review and monitor our revenues and expenditures each month at a very high level and to make recommendations to the Board of Directors as necessary. On behalf of the Finance Committee, I am very pleased to report that this past fiscal year, the end-result was a positive financial position for the organization.

Due to the pandemic, the organization was not able to commence the work to enhance our service target capacity from seventy-four per cent (74%) to ninety-five per cent (95%), or better, each month for an entire fiscal year. We are hopeful that in our next fiscal year, as the risks of the pandemic decrease, that we will be able to implement our plans to address vacant positions and enhance our overall service capacity. In simple terms, we hope to be supporting more children, youth and adults with an intellectual disability during our next fiscal year (2022/23) and maximizing the use of the funding that Community Living Algoma receives from the Ministry of Children, Community and Social Services.

The Committee was able to recruit a new Committee member, I take this opportunity to welcome and to thank Chenoa Naylor for her interest in joining the Finance Committee of Community Living Algoma.

The Finance Committee has the responsibility of making recommendations to the Board on requests made for the use of Fundraising and Donation Funds for the people we support. This past year we reviewed a few requests and we are very pleased to have offered financial resources for specialized equipment, dental work expenses not covered, etc. Although our Fundraising and Donation Funds are not



Finance Committee

increasing, we appreciate having the opportunity to lend financial assistance when, and if, required for the people we support.

This past year, we reviewed a report prepared by our Executive Director, to consider the disposal of vacant properties currently in our possession. There has been considerable interest from other community organizations for these properties and we are looking forward to working closely with the Ministry to ensure these assets are disposed of through the appropriate provincial guidelines.

Each year, the Finance Committee members take great pride in recommending financial support to the annual Give-a-Gift Program which provides the opportunity for people who would not otherwise receive a gift at Christmas time to receive a gift. We are very pleased to continue supporting this Program to brighten the Holiday Season of the recipients.

The Finance Committee prepared a recommendation for the Board of Directors for a major capital project for the cost of a replacing the heating, ventilation and air-conditioning system for our office situated at 99 Northern Avenue East. The HVAC system was slightly over \$100,000 and because of our positive financial position, the Ministry did approve for Community Living Algoma to use our 2021/22 operating funds for this replacement.

The Finance Committee is looking forward to receiving the report for the Financial Operations Review conducted by the local office of BDO Canada. The review was recommended to the Committee for the purpose of having a third party review of our financial processes and internal controls to ensure we are working towards and following best practices regarding the governance of our financial resources.

For the upcoming year, the Finance Committee will be closely monitoring the maximizing of our financial resources to ensure that our service target capacity is enhanced affording more people and their families with access to supports and services. We look forward to sharing with you, next year, the success we have had in this regard. With the improvements in the reduction of the pandemic risks, we will also be excited to watch for the launch of our PASSPORT Funding supports that will bring new revenue to the organization; afford people the opportunity to purchase our quality support; and, to create additional employment opportunities.

I close off by, once again, expressing my sincere appreciation to the Finance Committee members, to the staff support we have received this past year and to the Ministry of Children, Community and Social Services for their ongoing financial support to Community Living Algoma.

Respectfully submitted by,

Brad Symboluk
Chairperson, Treasurer and Finance Committee

Human Resources and French Language Services



Human Resources and French Language Service Committee

This report summarizes some of the key activities for the 2021/2022 fiscal year.

Membership of the Human Resources and French Languages Services Committee includes Steve Haney (Chair), Jacques Ribout, Mac Headrick, Ann Ficociello and Danielle Valiquette. 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 progress in meeting regulation 284/11 of the French Language Act.

The Human Resources and French Language Services committee continues to review and improve processes, in compliance with legislative requirements of the Ministry of Children, Community and Social Services. CLA is required to ensure that French language services are provided to the public and people supported when requested and to work collaboratively to determine how FLS will be provided. French language service system planning can help identify existing capacity and potential gaps in service delivery. In collaboration with the ministry, CLA has been working to ensure we are meeting our responsibilities by doing our best to provide fluent French/English speaking support staff when requested. In doing so, CLA ensures all correspondence provided to the public is translated to French, identify key positions to deliver services in French at an advanced proficiency, ensuring FLS is a standing item in all team and management meetings and to ensure collaboration with Francophone stakeholders

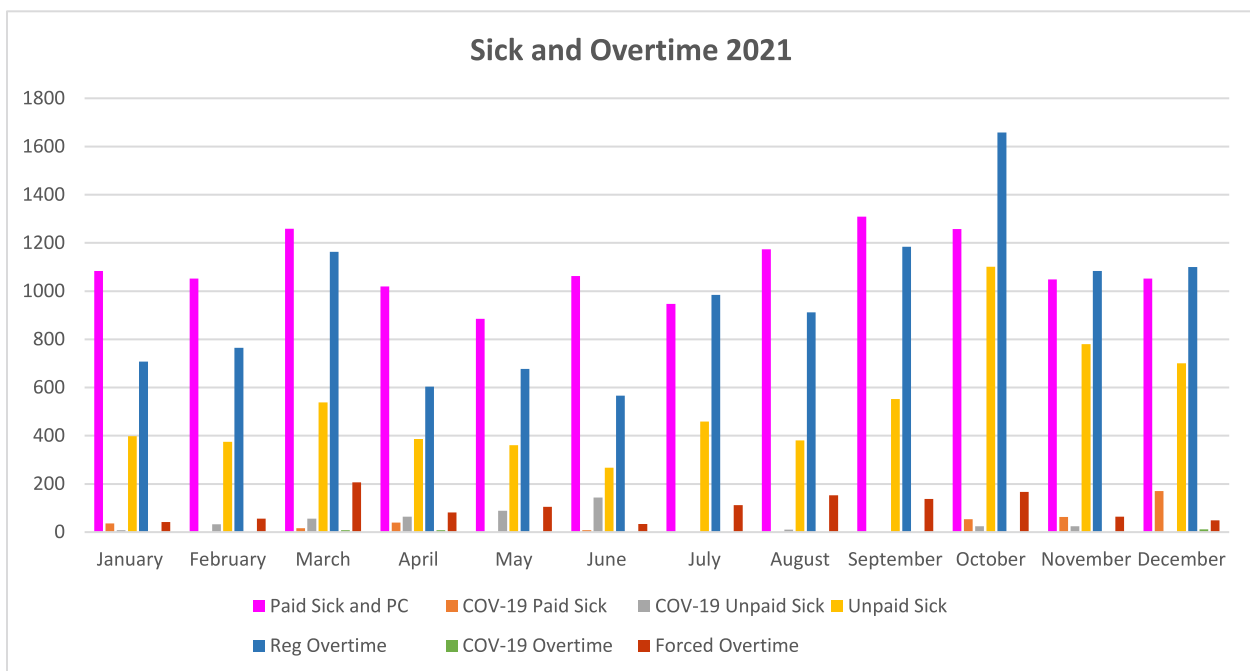
CLA continues to actively work on their Human Resources Information System project with the Sault Ste. Marie Innovation Centre (SSMIC), Go Easy Care (GEC) and Spense Software Services (S2). There has been some delays in implementing GEC software capabilities to meet the requirements of CLA's scheduling requirements, however we continue to work with the provider to ensure that software upgrades meet CLA's needs prior to launching.



Human Resources and French Language Services



Month	Paid Sick and PC	COV-19 Paid Sick	COV-19 Unpaid Sick	Unpaid Sick	Regular Overtime	COV-19 Overtime	Forced Overtime
January	1084	36	8	398.5	707	0	41.5
February	1052.57	0	32	374.31	765.13	0	56.3
March	1259	16	56	538	1163	8	206.5
April	1019	40	64	386	603	8	81
May	885	0	88	361	677	0	105
June	1062	8	144	267	566.5	0	34
July	946.5	0	0	458.5	984	0	111.5
August	1173.5	0	10	380	912	0	152.5
September	1309	0	0	552	1184	0	137.5
October	1258	54	24	1101	1658	0	166.3
November	1049	62.5	24	780	1083	0	64
December	1052	170	0	700	1100	12	49
Total	13149.57	386.5	450	6296.31	11402.63	28	1205.1



Further projects in progress or have been completed:

- As CLA continues its commitment to Health and Safety, we continue to work on the Health and Safety Excellence Program.
 - All Services Managers and H&S representatives have received access and training on S2Web Safety Management System. New tablets for each location have been specifically ordered for this program and should be available soon. Monthly H&S inspections and monthly vehicle inspections will continue to be

Human Resources and French Language Services



performed and recorded using the S2Web software program, thereby eliminating paper and the ability to have data readily available.

- Community Living Algoma COVID-19 Vaccination Rate - As of April 1 2022, our vaccination rate was at approximately 89%. The booster rate is at approximately 49%.
- Community Living Algoma and First Aid Certifications - During the COVID-19 Pandemic, WSIB and MOL extended all expired First Aid Certificates as of March 1, 2020 to December 31, 2021. Beginning January 10 2022, all employees whose first aid certificates had expired were provide with a full day in person First Aid and CPR recertification
- CLA moved its group benefits plan from Blue Cross to Manulife Financial on March 1, 2022. As an add-on, Manulife Vitality is available to all employees as an aid to improve employees' health- using proven behavioral science. This is the first evidence-rich program of its kind in Canada.

Services, in collaboration with Human Resources, continue to aggressively recruit employees. Applicants fluent in French/English Language continues to be a challenge to meet French Language Regulations. Employee retention and maximizing hours for part-time and relief employees is a priority.

On April 24, 2020, the Ontario Government announced Temporary Pandemic Pay of \$3.00/hour to top up regular wages. The Temporary Pandemic Pay extended to March 31, 2022. There appears to be evidence that the government is planning to make a permanent increase, however, to date, no further announcements have been made.

Respectfully submitted,

Steve Haney

Chair, Human Resources and French Language Services



Quality Enhancement Committee



Quality Enhancement Committee 2021-2022 Annual Report

The Quality Enhancement Committee is a sub-committee of the Board of Directors whose responsibility it is to make recommendations to the Board regarding 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 year the committee received updates on the following agenda items:

- COVID and how it is impacting people's quality of life;
- How the agency is being creative in providing supports while focusing on keeping people supported and employees safe;
- Personal Outcome Measures Interviews, Personal Outcomes Measures Workshop and next steps;
- Ministry Compliance – Quality Assurance Measures;
- CLA's Community Engagement Project with AI Condoluci.

Although COVID came with community restrictions imposed by the Provincial Government and Algoma Public Health, key outcomes could continue to be worked on for those supported in areas such as natural supports, rights, health, security, respect, fair treatment and abuse/neglect. As we move post-pandemic, there are positives to acknowledge: the opening up of our community and the involvement of those we support in being able to get out and enjoy doing those things they did before COVID has made life better.

In 2021, two virtual Personal Outcome Workshops took place in June and December that focused on the outcomes present for eighteen people receiving supports and services who have moved from congregate settings. Moving away from congregate living into their choice of community locations has been a positive change to people in choosing where and with whom they choose to live.

As we move forward, in 2022, we look forward to more Personal Outcome Measures interviews and workshops taking place for adults receiving services. We will also begin the process of becoming Reliable Interviewers with the Personal Outcome Measures for Children and Youth. As a committee, we are very excited for these

Quality Enhancement Committee



processes to be starting back up again. Data is what assists the organization to measure quality of life from the person's perspective and quality of services. It looks at what the agency is doing to facilitate that for a person if needed.

The committee monitors the information gathered from the Ministry Compliance Reviews. Over the past year, there were two Compliance Inspections in March and December respectively. Both were successful. As a compliance requirement, Quality Enhancement did review CLA's Abuse Policy.

The Community Engagement Project with AI Condoluci continues throughout this next year. This project has encountered some delays, due to the pandemic, but continues to move forward. This training continues to encompass virtual sessions for employees along with a community focus on macro change and how the community can become a more welcoming place for all people.

The committee would like to thank CLA's Board of Directors for their ongoing support and commitment to quality improvement. I would like to take the time to thank our committee members for their dedication: Anke Lansky-Johnson, Mac Headrick, Emily Kelly, Ann Ficociello, and Steve Haney. Special thanks go to Tania Gagnon for her excellent past staff support and we wish her every continued success. We welcome, and look forward to working with Jennifer Wiwchar as our new staff support.

Respectfully submitted,

Linda Headrick,
Chair, Quality Enhancement Committee, CLA Board Member



Rights Review Commission



Rights Review Commission 2021

People exercise their human and civil rights. Each person defines which rights are most important to him or her. 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? A rule, action or situation 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 nonrestrictive supportive approach have been tried or when a person needs immediate protection.

What is due process? Regardless of the source of 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 to safeguard the human, civil and legal rights of all people who receive services at Community Living Algoma.

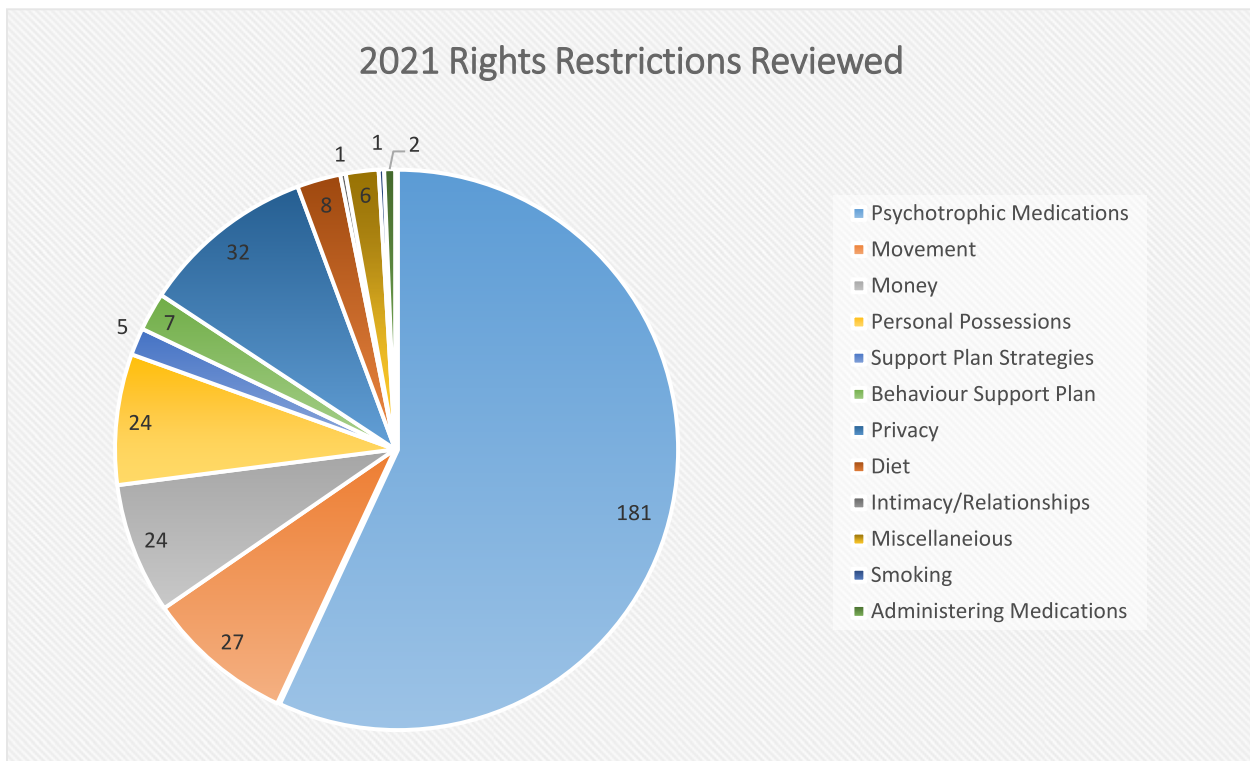
As an organization, Community Living Algoma, recognizes the need to do more to educate and heighten awareness in the area of rights restrictions. The Commission developed a work plan for 2020/2021 to address the number of restrictions that includes rights audits, data collection, education/training to staff and people supported, increased expectations of action plans for skill building and informed choice, new member recruitment, along with new forms and documentation requirements. We continue to work on this plan for the 2022/2023 year with focus on training documents for the new forms, active new member recruitment and continued focus on the financial skill building for those supported in order to further reduce the financial restriction aspect.

As we diligently work on increasing our service capacity, we may see an increase in the overall restrictions reviewed but we are confident with education and heightened awareness the impact will be minimal. We will continue to provide more education to people supported and their support staff to identify and recognize restrictions being imposed by us as the service provider. Our organization's work with Dr. Jacques Pelletier and his team has provided insight and education and assisted the

Rights Review Commission

Commission in the analysis and reduction of psychotropic medications, support plan strategies and behavior support plans. As we complete the 2021-2022 time period, we have seen once again a decrease in the restrictions imposed and this is a trend we will strive to continue.

In 2021, the Rights Review Commission reviewed the restrictions of 94 individuals who receive services and reviewed a total of 318 restrictions. Those restrictions are depicted in the graph below:



Psychotropic Medications: any medication used to alter a person’s behavior

Movement: gates, mechanical cuffs, brakes on wheelchairs, seatbelts, bedrails, Safe Management Consults

Money: ODSP in trust to CLA, limiting amount of money that can be spent, unable to purchase items

Personal Possessions: locked closets, fridge, cupboards, removal of items from room

Support Plan Strategies: reviewed only for recommendations

Behaviour Support Plan: reviewed only for recommendations

Privacy: bedroom checks, visual/audio monitors, door/window chimes, 1:1 supports/community access

Diet: liquid amount restrictions, being on a diet, certain food restrictions

Miscellaneous: have to wear bodysuits/one piece clothing, helmets

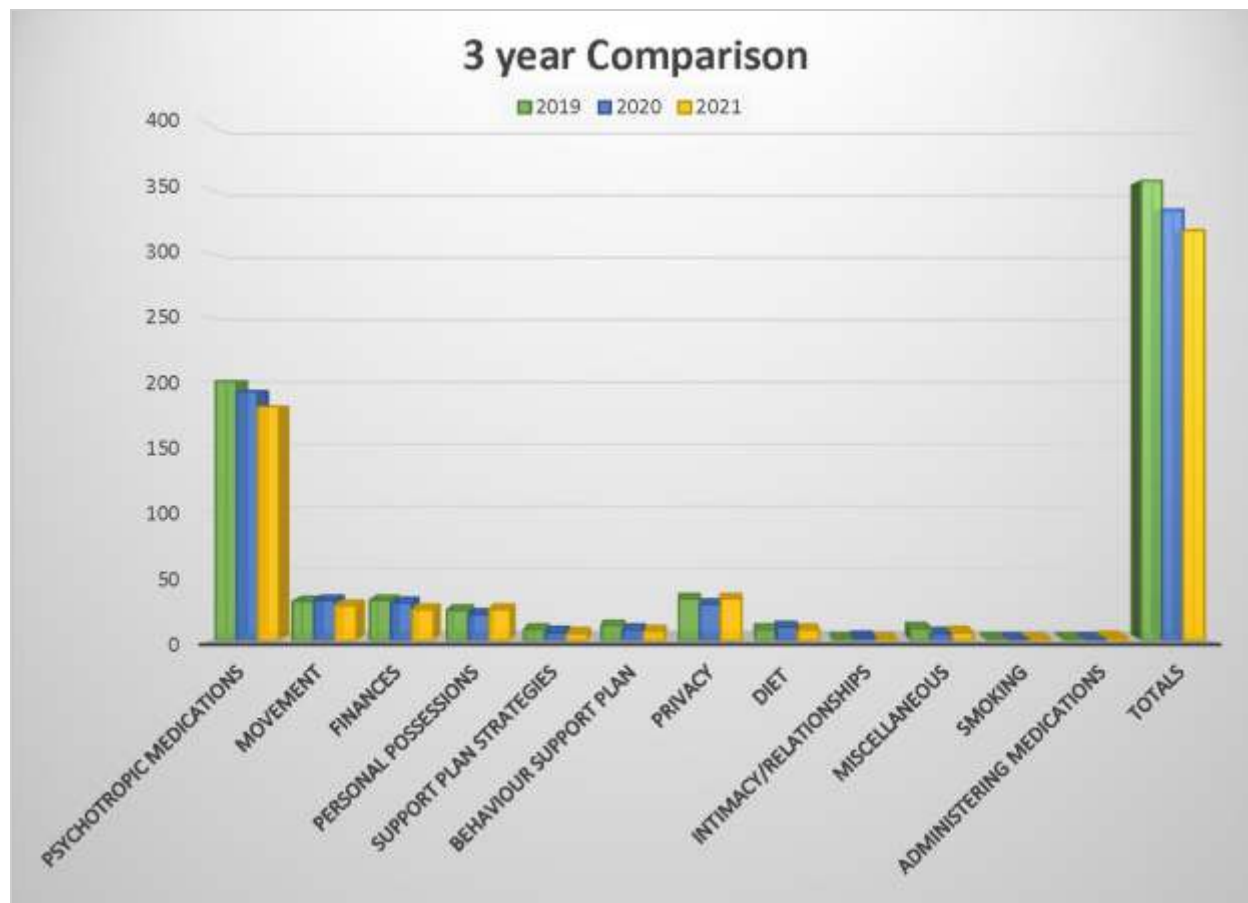
Rights Review Commission

The Commission is excited to continue with their work plan for 2022-2023 and look forward to assisting people supported to further reduce the amount of restrictions imposed. I would like to take this opportunity to thank Jennifer Wiwchar for her continued guidance and knowledge. I would also like to thank the Rights Review Commission members for their dedication and support in ensuring that due process is in place for the people we support: Kim O'Reilly, Rosalind Ennis, Kali Bertolo, Larissa Richmond, Evi McKee and Deborah Chadwick.

Respectfully submitted by,

Sabrina Wade
Coordinator/Staff Support

Rights Review Commission



	2019	2020	2021
<i>Psychotropic Medications</i>	201	193	181
<i>Movement</i>	30	31	27
<i>Finances</i>	31	29	24
<i>Personal Possessions</i>	23	20	24
<i>Support Plan Strategies</i>	8	6	5
<i>Behaviour Support Plan</i>	11	8	7
<i>Privacy</i>	32	28	32
<i>Diet</i>	8	10	8
<i>Intimacy/Relationships</i>	1	2	1
<i>Miscellaneous</i>	9	5	6
<i>Smoking</i>	1	1	1
<i>Administering Medications</i>	1	1	2
<i>Totals</i>	356	334	318

AWARDS





Champion of Inclusion Award



Champion of Inclusion Award

This award was created to recognize, celebrate and highlight those who live, breathe and facilitate inclusion. They 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 people.

Games Club Inclusion with Peers, Building Friendships and Creating Connections

Oliver Smith (Person Supported) – 10 years old; Grade 5 student at Our Lady of Fatima in Elliot Lake

Karen (Kay) Brennan (CLA Employee) – CSW

Oliver Smith is a wonderful grade five student at Our Lady of Fatima School in Elliot Lake. He wanted to take on a leadership role in his school and make more connections and friends by playing various games, so he came up with a fantastic idea to form a Games Club with his classmates from grades three, four and five. Oliver met with his CLA Community Support Worker, Kay Brennan, to share ideas and to help him plan the project.

He quickly got to work making posters, deciding on the games that his classmates would like to play, generating a list of rules, and creating an information sheet for the classroom teachers to read to the students.

This project was highly supported and encouraged by Mr. Andrew Chi, the Principal at Our Lady of Fatima School, as well as Oliver's classroom teacher, Mrs. Jennifer Ucci, and Laurie Bouvier, his Educational Assistant.

The Games Club received a variety of game donations from both the school and others within the community. The Games Club runs Monday and Friday mornings for approximately 45 minutes during students' nutrition and recess breaks. Several people have witnessed Oliver grow in many ways as a leader among his peers through this initiative. Oliver's confidence has developed and his peers look up to him for starting this club.

Earlier this year, Oliver was recognized as one of two award winners in CLA's "Together We're Better" Contest during Inclusive Education Month. This District-wide contest recognizes. The contest, which was open to all four school boards in

Champion of Inclusion Award



the District of Algoma, asked for examples of how a school or extra curricular programs supports the inclusion of students with an intellectual or developmental disability. Kay Brennan, Oliver's Community Support Worker, nominated him for the Games Club initiative.

Way to go, Oliver!

Respectfully submitted by,

Sergio Iacoe
Manager of Inclusion



*(Left to Right): Andrew Chi (Principal);
Oliver Smith (award recipient) and Cindy E. Crawford (CLA).*

Community Partner Award



Community Partner Award: Algoma Public Health

The Community Partner Award is awarded annually to honour Community Partners that are making a positive difference for people with intellectual disabilities. The commitment made by these partners across the District of Algoma is significant. This award is presented to an organization that builds and contributes to a culture of inclusion, to a community of acceptance and respect for all people.

Algoma Public Health (APH) is one of this year's recipients of the Community Partner Award.

Community Living Algoma reached out to APH at the beginning of the COVID pandemic to seek their advice, guidance and directives on how to navigate the pandemic to ensure the health and safety for the people we support and our employees. This was all new territory for us, and we are so thankful for all their support, guidance and direction over these past two years. APH was instrumental in assisting us through various changes in directives that, in early days, were happening several times a day. From answering our questions daily; to assisting us with updating our screening processes; to walking alongside us in our outbreak situations; they were, and continue to be with us, every step of the way. To our Community Partner that has been so responsive, patient, timely and an integral part of our overall pandemic planning at CLA, we cannot thank you enough.

Over the past two years, we have worked with several key people at APH and would like to recognize the following individuals:

- We worked collaboratively with Kimberley Lever, Kaylin Dacosta-Deschamps and Alexis Mezzomo, to organize and arrange COVID vaccination clinics. These clinics were held at the CLA main office and our residential locations, for people we support and our employees, to ensure they had access to vaccinations one through four.
- Sara MacInnis conducted an on-site visit at our 99 Northern Ave location to walk us through how to re-open safely, while ensuring physical distancing, setting up meeting rooms etc.
- APH walked us through the beginning stages of how to implement the Rapid Antigen Testing (RAT). They provided insight on vaccination policies and procedures; and explained/clarified Provincial directives and how they apply to our organization.
- Kara Flanigan, Adam King and Susan Sutherland provided information sessions to our employees via Teams on 'COVID Fatigue'.

Community Partner Award

- Public Health Inspectors called us on the weekend, and walked us through PCR positive situations, contacting close contacts, next steps etc.
- Sara, working together on the Infection Prevention and Control Hub work for the community agencies, ensured that we had the required PPE and Rapid Antigen Kits plus looked at best practices and sharing those with others
- Nicole Lindahl, who was with us in the beginning, we thank you for answering all of our questions
- Sara, you were with us through the majority of the Pandemic. Your calmness, knowledge, patience, guidance and support from answering our questions, deciphering new directives, to walking alongside us through our outbreaks has been so appreciated, from the bottom of our hearts we say thank you!

On behalf of Community Living Algoma, we are so thankful to be working with all of you at Algoma Public Health and look forward to our continued partnership. Thank you for all that you have done to provide us with the guidance and support to ensure the health and safety of our employees and people we support.

Respectfully submitted,

Sarah Bernabucci and Tania Gagnon
Human Resources Coordinator and Director of Services and Supports



(Left to Right): Nicole Lindahl, Kimberley Lever, Kara Flannigan and Sara MacInnis

Community Partner Award



Community Partner Award: BDI Holdings Ltd.

The Community Partner Award is awarded annually to honour Community Partners that are making a positive difference for people with intellectual disabilities. The commitment made by these partners across the District of Algoma is significant. This award is being given to an organization that builds and contributes to a culture of inclusion, to a community of acceptance and respect for all people.

BDI Holdings – consisting of Brandon Stubbs, Shawn Spurr, Frank D’Addetta, and Isaiah Bressan- are the recipients of a Community Partner Award.

Over the past five years, Community Living Algoma has been working with BDI Holdings as people transition from large congregate care settings to living inclusive within their community. People are having opportunity to make choices of where they live and who they wish to live with. A place for people to have ownership, a place to call home!

We would like to thank BDI holdings for their outstanding commitment to working with people supported and their families to help them reach their dream of finding a place to call home. Assisting people to fulfil long-term goals and enhance their quality of life by having opportunity to live in every day places in their community.

This partnership started with a housing development of a semi-detached home on Wellington Street and from this success moved towards people having opportunity to lease a few units at St Theresa’s Villa on Ruth Street and most recently three units within the twenty-unit complex at St. Ann’s Villa on White Oak Drive. As we continue through each project, we learn more about how we can do things a little differently, depending on the needs of each person. With these projects, we have had opportunity to be included from the ground up on the development process, to develop drawings for design, accessibility, picking paint colours, and fixtures, etc. The continued trust of this partnership further extends to the role they play as being very responsive landlords to ensuring properties are safe and well maintained.

We value your partnership and take this opportunity to appreciate BDI Holdings for their strong commitment to assisting Community Living Algoma in fulfilling our Mission Statement “where 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.”

We look forward to the next project!

Community Partner Award

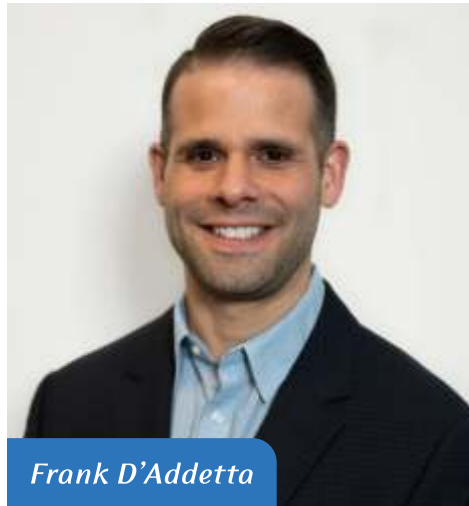


Respectfully submitted by,

Rick DiCorpo and Jennifer Wiwchar
Services Manager and Director of Quality Assurance



Shawn Spurr



Frank D'Addetta



Isaiah Bressan



Brandon Stubbs

Volunteer of the Year Award



Volunteer of the Year Award: Deborah Chadwick

Community Living Algoma is pleased to honour volunteers who are making a positive difference for people with intellectual disabilities. The personal commitment made by volunteers across the District of Algoma is significant. Whether it is volunteering their time, efforts, knowledge of resources volunteers are making valuable contributions.

We would like to present Deborah Chadwick, as one of our recipients for the Volunteer of the Year Award.

Deborah Chadwick is a person who demonstrates a strong commitment to Community Living Algoma's Mission, Vision and Values. She has a passion to advocate for others with an intellectual disability to have a voice and to reach their full potential. Deborah is always willing to help out, and give her time and energy to anyone who needs it. Her positivity and determination helps us all remember why we are here and why we must continue to make changes to enrich quality of life for all people.

Deborah has been a member of The Council of Community Living Algoma for four years. As part of this group, she has helped her peers develop and present educational information on Respect, Complaints and Medications which are used to train and educate both employees and people receiving services. She has actively participated in webinars, workshops and conferences to order to continue her learning about what other self-advocate groups are working on, across the province, and is looking forward to assisting with these larger advocacy projects.

In addition, Deborah has become a member of Community Living Algoma's Rights Review Commission. She is a member of a group which reviews, provide recommendations and action plans to enable people to retain or regain their rights.

When asked about what Deborah enjoys most about volunteering her time, she says, "It makes me feel good, it gives me more independence and purpose in my day. I really enjoy it and I feel proud to be a volunteer with Community Living Algoma."

Volunteer of the Year Award



Thank you, Deborah, for your ongoing commitment to Community Living Algoma.

Respectfully submitted,

Jennifer Wiwchar
Director of Quality Assurance



Deborah Chadwick

SUCCESS



SUCCESS

SUCCESS



A Journey to a Place to Call Home...



A Journey to a Place to Call Home...

We continue to keep our momentum of moving forward to align with Community Living Algoma's mission, vision and values, and enriching quality of life. People receiving services continue to explore their options and opportunities of where, and with whom, they choose to live. We are committed to working on individualized approaches and person-centred thinking as we move forward on this journey!

If we look back to 2005, at that time, there were twenty-one group living locations, which supported one hundred and three people. We are currently supporting twenty-six people within the remaining six traditional group living locations. Over the past year-and-a-half, the following group living locations have closed; 174 Queensgate Boulevard, 55 Salisbury Avenue, 324 Sussex Road, 194 Shannon Road and 624 Lake Street. People supported, along with their families and staff members, all took part in planning to look at options of a place to call home. The goals of no more than two people living together and CLA no longer being property owners will continue through 2022 - 2023 as we assist all people to transition to a community-based model of support. This model sees people taking ownership and responsibility, feeling a sense of belonging within their community and moving from group homes to ordinary, every-day places to live.

In addition, Community Living Algoma continues to realign resources from vacancies to support people differently and to respond to residential vacancy targets by planning with people on the residential services waitlist for the District of Algoma. To date, eleven people have successfully transitioned from the waitlist to a model of residential supports of their choosing. CLA will continue through 2022 to plan with six more people who are looking for residential supports.

We have been very fortunate to have the opportunity to create exceptional working relationships with developers, contractors and property owners within the District of Algoma. Our partnerships have provided more options to people receiving supports to plan for housing opportunities. This applies not only to closures of a group living location but to also assist others who want to move to another neighbourhood in order to be closer to amenities, friends and family. Being included in a project from the ground up has afforded people the opportunity to influence building plans and work alongside to secure accessible housing options.

Currently, there are two outstanding project developments: the St. Ann's Villa project that has provided six people an upcoming opportunity to move by spring 2022. We have also secured two units within a four-plex that is a new development project on Brookfield Avenue. This will provide four more people the opportunity to explore a new living option in fall 2022. These units are accessible, spacious, with onsite laundry, and feature walk-in showers and covered patios.

A Journey to a Place to Call Home...



We look forward to the upcoming year of continuing our commitment of enriching quality of life, assisting people to have a place to call their own, and the success of achieving citizenship.

Respectfully submitted,

Jennifer Wiwchar
Director of Quality Assurance



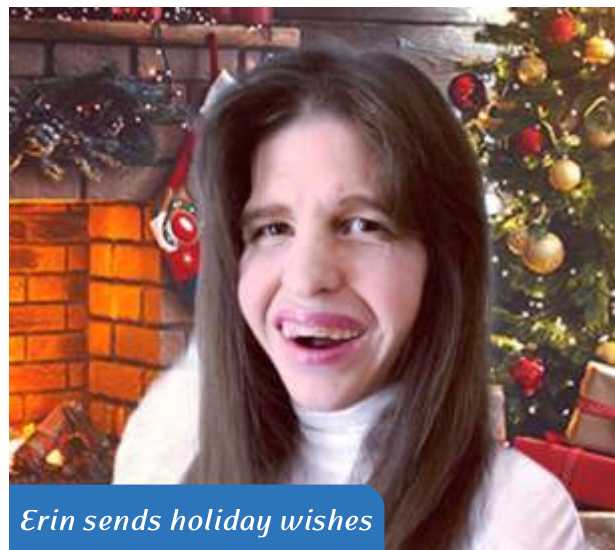
Joey enjoys a backyard fire



James makes muffins



Tamara's garden grows



Erin sends holiday wishes

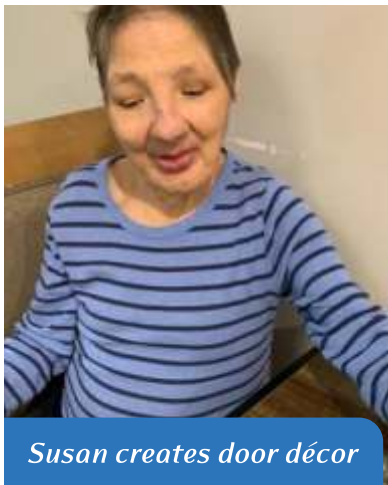
A Journey to a Place to Call Home...



Gord with his pet bird



Paul receives his birthday cake from Shawn



Susan creates door décor



A Journey to a Place to Call Home...



Semi-detached Unit

726 Wellington St. West

Two bedrooms per unit = four people supported



A Journey to a Place to Call Home...



St. Ann's Villa

139 White Oak Drive

One x two bedroom occupied and two x two bedroom units under construction
Upon completion: six people



A Journey to a Place to Call Home...



St. Theresa's Villa

119 Ruth Street
Four x two bedroom units
Currently six people; eight people at capacity



Accountability Based Management and Person-Centered Approaches



Leadership Training 2022: Accountability Based Management and Person-Centered Approaches

Community Living Algoma has made a commitment to invest in Accountability Based Management leadership training. This training is vital in raising the bar on accountability whereby assisting the organization to continue to move forward in enhancing the quality of life for people supported and being compliant 365 days a year in Quality Assurance Measures. Accountability Based Management also focuses on how we will improve results on outcomes and individualized supports for people along with being accountable to timelines/timeframes. The training began in March 2022 and will continue through June 2022. The training includes: Accountability-Based Management, MoR (Manager once Removed) and Human Resources Modernization. The training is being facilitated by Luciano Contini from HR Capacity.

As part of the leadership training, Barb Swartz-Biscaro, from Helen Sanderson and Associates, completed a one-day presentation on person-centred planning, which included person-centered thinking, process and language. Community Living Algoma is committed to becoming a fully person-centred organization no later than 2025.

As we have been sharing with the organization, 2022 is about getting back post pandemic, delivering results on quality of life and striving for workforce excellence.

Respectfully submitted,

Tania Gagnon
Director of Services and Supports



Luciano Contini



*Tania Gagnon, Barb Swartz-Biscaro,
John Policicchio*

Community Engagement Project



Community Engagement Project

In summer of 2020, Community Living Algoma, in partnership with Dr. Al Condeluci, launched a “Community Living Algoma Community Engagement Project.” This initiative was targeted to get us back to discussing the importance of connecting with neighbours, building social capital and working with the community to be a more inclusive community for all people.

This project is a dynamic effort that builds capacity in the Algoma region for community engagement. Designed to address the community supports agenda for a group of people with disabilities, but applicable to any person (or group of people) at risk of isolation and loneliness, this project will develop capacities and frame a template to promote more community engagement possibilities.

The pandemic has unfortunately slowed down the work we could do on this project, however, to keep the momentum going, CLA launched a second series of training sessions. These sessions were for all of our employees and we also welcomed guests from our Sault Ste. Marie and District community partners, various Community Living Organizations in Ontario, Manitoba and Saskatchewan and CLA Board of Directors.

These virtual training sessions were led by Al via ZOOM. All sessions were recorded for resources and future training opportunities.

- Session 6: May/21: Communication: The Problem and the Answer
- Session 7: June/21: Creativity
- Session 8: September/21: Power Through Groups and Teams
- Session 9: October/21: Change, Challenge and Opportunity
- Session 10: November/21: Measuring Loneliness
- Session 11: December/21: Measuring Social Capital

In January 2022, we launched a third training series:

- Session 1: January/22: Brining Back Our Passion-Post Pandemic
- Session 2: March/22: Human Relations
- There are four more sessions that will be occurring throughout 2022 and we are very excited to have Al lead these sessions and discussions.

Here are some comments from the training sessions:

- Great conversation, thank you again Community Living Algoma for organizing and including us all. Pandemic silverlinings!
- Thank you Al, this was very insightful.



Community Engagement Project



- Thank you, always engaging! I could have spent all day in these discussions.
- Thank you for sharing and including so many people!
- Thank you for organizing this wonderful topic.
- Thanks to Community Living Algoma for inspiring Ottawa!
- Great way to start the week ...thanks AI and CLA.
- This has been fantastic. Thank you so much for sharing.
- Thank you AI, what a great presentation, I appreciate your thought process and ideas to move forward :)
- Appreciate this so much Algoma. Thanks for the invite.

As a follow up from the presentation with AI on 'Bringing Back Our Passion Post Pandemic,' we sent out a survey to all CLA via Survey Monkey called the 'Best Part of Me'. The Pandemic has been a very long two years, with many of us not being able to do the things we like to do, be with our friends, going out to our favorite places in the community, etc. The 'Best Part of Me' was a stepping stone to look at how we are going to reconnect with the community and how we can instill and bring back hope and joy to both our employees and the people we support.

With the pandemic, there have been some delays in moving parts of the project forward, however, with the community restrictions lifting, we are moving forward slowly and cautiously.

Using a coordinated process, we will start by conducting the following community-building steps:

- Recruit and establish a Community Advisory Committee to oversee and guide the project
- Identify and recruit people with disabilities who receive services from Community Living Algoma who report a sense of loneliness as measured by the UCLA Loneliness Scale
- Conduct a "Cultural Profile" with people to identify community interests
- With the Community Advisory Committee, conduct a "Community Mapping" process to identify the formal and informal places and spaces where people gather in the Algoma region. This Community Map will be established in a database that can be regularly updated.
- Using the Community Map, find matching connections for people we support
- For these matching resources, identify the "social infrastructure" of the group and the key variables for connection
- With the Community Advisory Council, identify people in the targeted resources who could serve as "gatekeepers" in helping the person connect with the group

Community Engagement Project



- Once connected, evaluate the effectiveness of the engagement process
- Publish this process in a manual as a deliverable for the project
- Disseminate the manual, and community mapping database to other organizations and groups

For more information on the Project and links to the recorded training sessions can be accessed on our website at: www.communitylivingalogma.com

AI states: “Facilitating the community engagement process is challenging work and there has been no guiding template – until this project. We are convinced that this effort will not only benefit people with disabilities being supported by this project, but will serve as an invaluable guide to other organizations and advocates in their efforts.”

We are very excited to be working with AI on this journey to ensure we continue to move the organization forward in connecting people to their community and being a more welcoming community for all people.

Respectfully,

Tania Gagnon
Director of Services and Supports



Community Engagement Project

Who is Al Condeluci...

Dr. Al Condeluci has been a leader in community building, human services and inclusive advocacy work for the past 50 years. Holding a PhD and MSW from the University of Pittsburgh, Dr. Condeluci has been the CEO of CLASS (Community Living and Support Services) a major nonprofit, community building organization in Pittsburgh, PA from 1973 to 2019. He holds faculty status at the University of Pittsburgh in the Schools of Social Work, and Health, Rehab Sciences and is author of seven books including the acclaimed, *Interdependence: The Route to Community* (1995) and more recently, *Social Capital: The Key to Macro Change* (2014). In 2018, he received the “Key to the City of Pittsburgh,” the highest civilian honor that can be given to a community member. He serves as a consultant, advisor, and human service coach and is on a number of nonprofit boards and government commissions on state, local and national levels. He helped found, and convenes, the Interdependence Network, an international coalition of professionals, family members, and consumers interested in community engagement and macro change. He can be reached at www.alcondeluci.com, or @alcondeluci on Twitter.



Employment Annual Report



Employment Annual Report

Employment has been a challenge during COVID, both for Summer Employment and in the Main Employment areas, with fewer opportunities for people supported in 2020 and 2021.

In Summer Employment, during the last two years, we were unable to provide many students with the opportunity to be gainfully employed over the summer months. We are more hopeful for this summer with already having secured almost 20 jobs for students with a goal of 20-25 positions this summer. The Employment Advisor and Manager continue to pursue many different job opportunities within our community. There are a variety of different opportunities for summer students to try and experience.

Employers continue to be supportive of summer employment. Even those who are feeling financial hardships this year and are unable to take on students want to be kept in mind for next year when they hope they are in a better position to hire students. They see the value of hiring people with disabilities. The summer students have become an integral part of their businesses providing them with quality and committed workers.

We continue to receive financial support for summer employment through Service Canada to help with costs. Community Living Algoma also continues to provide financial support to ensure we can create opportunities for people with disabilities. Without the support of both parties, students would not be afforded the opportunity to gain valuable work experience and also receive fair pay for their work. All students work for minimum wage or greater.

Summer Employment continues to pave the way for opportunities in the Main Employment. Some students are remaining in their positions with their employers long after the job coaches return to school.

We continue to participate in the Job Fair at Sault College to recruit both students with disabilities and Job Coaches. We have also built great relationships and partnerships with our local high schools.

Main Employment has been successful over the last year despite the pandemic. We have grown the program with just one Employment Advisor, supporting more people each month. We have recently posted for a second temporary Employment Advisor position, a six-month contract, to assist with the growth in Main Employment and to assist with Summer Employment.

Employment is a very important part of our adult lives. It is much more than simply earning money. Through paid work, we meet new people and establish new



Employment Annual Report



friendships; increase feelings of self-worth; enable greater independence; become part of community; and contribute to that community. Perhaps more importantly it affects how other people and society in general view us — recognizing our value, contribution, ability, and capacity. The current employment picture for people with intellectual disabilities in Canada is not positive. Their employment rate is only one-third of the employment rate of people without a disability.

Yet we know that adults with intellectual disabilities are ready, willing, and able to work. We know that when given the opportunity, and with appropriate support, they are excellent employees. We know that increasing the employment rate of people with intellectual disabilities would contribute significantly to addressing current and future labour shortages in this country. We know that employing people with intellectual disabilities makes good business sense. Therefore, with that said we would now like to acknowledge and present a few of those faces and stories of successful employment collected from our community.

Dallas the Bread Man...It looks like bread. It tastes like bread. It is delicious fresh baked bread! However, it is so much more than bread. It is a symbol of worth and independence. It knows no boundaries in the future. It is a labor of love. Superior Bakery employs Dallas and that is where he reports to work on time daily for his shift making the donuts, croissants, bread and other baked pastries. In taking the time to connect with Dallas and his interests, we connected. Now he is not only known as the Bread Man to me, but also a mature young man who has a smile that lights up the room and loves to talk about the music he enjoys listening to, the video games he enjoys playing, and the job he reports to daily. Dallas' confidence has increased, and he takes pride in his work thanks to the support and love of his grandparents. The opportunity to work has given him a sense of being part of a team and his presence and work puts smiles on the faces of his colleagues and his family. Dallas' skills and work ethic has also opened the community to seeing him as viable, contributing member of society.

Johnathan... Understanding the Risks and New Routines of Being an Essential Worker during Covid-19: Johnathan Yarduk is 45 years old and works for Food Basics as a parking lot care attendant. In this job, as lot attendant he gathers shopping carts; disinfects and cleans the carts; loads and unloads customer's groceries; cleans the lot; empties the trash; and occasionally assists in the storage room. Johnathan reports to work daily ready to work, equipped with a good work ethic, a smile, and a joke to share. It has been a pleasure to see him in action, never once complaining during the paramedic, always eager to please and willing to work.

The success stories continue as we recently have three people employed part time with Liberty Tax as their Leafy Mascots. These three individuals accepted the

Employment Annual Report



positions eagerly, well before tax season was upon us. The trio works a combined 46 hours a week between the two locations never missing a beat and eager to suit up engaging the traffic flow.

We have also been blessed to secure part-time employment for three other men with The Ideal Landscaper, a locally owned landscaping business who services our community. These dedicated workers were hired as general labourers who - while we sleep in our cozy beds at dawn - are up shoveling 20+ driveways, decks and pathways for the residences of Bridgeview Village, regardless of the temperature.

Employment is about more than just a paycheck. It is about maintaining independence, being a part of something larger than you are, and giving back to your community. Community Living Algoma continues to lead the way to ensure people with disabilities are presented with opportunities, just the same as people without a disability.

The Employment Team is excited to see people with disabilities continue to get opportunities in our community.

Respectfully,

Rocco Martone and Carly Brown,
Employment Advisor and Services Manager



HIGHLIGHTS





Direct Support Professional Week



Direct Support Professional Week 2021

Community Living Algoma celebrated Direct Support Professional Recognition Week during September 12th to September 18th, 2021.

As part of DSP Recognition Week, Community Living Algoma sent out nomination forms asking staff to nominate a peer: someone who they felt clearly demonstrated in their everyday work to ensure people they support are recognized as full citizens and are connected and a part of their neighbourhood. Those nomination forms were then submitted to The Council of Community Living Algoma who reviewed them and selected three individual recipients. Congratulations to Cathy Hanson, Emily Rivard and Nancy Pshynychny who were nominated by their peers and were chosen by the Council. Cathy, Emily and Nancy's nomination stories were featured on separate days during the recognition week, along with their photograph on CLA's Facebook page and in CLA's Internal E-Newsletter. They each received a \$25 gift card of their choice along with a recognition gift.

During the DSP Recognition Week, CLA also held random draws over the seven-day period. The draws were for a \$25 gift card of the respective winner's choice. Each of the staff whose name were drawn had their photograph posted on CLA's Facebook page. Congratulations to Sunday's winner-Jill Frenette who chose a Winners gift card; Monday's winner-Anne Charron who chose a Walmart gift card; Tuesday's winner-Lori McGrath who chose a Canadian Tire gift card; Wednesday's winner-Nancy Addison who chose a Station Mall gift card; Thursday's winner-Arlene Pelchat who chose a Metro gift card; Friday's winner-Dallas Sartor who chose a McDonalds gift card; and Saturday's winner-Kathryne Mazzarelli who chose a Lululemon gift card. During DSP Recognition Week, management delivered fruit baskets to DSPs working at locations.

Community Living Algoma wants to take this opportunity to thank all the staff for everything they do to ensure people supported live their best lives.

Respectfully submitted,

Tania Gagnon
Director of Supports and Services

Direct Support Professional Week



Direct Support Professional Recognition Week 2021



Cathy Hansen

Direct Support Worker

Peer-nominated recognition of the work you do every day at Community Living Algoma and for the people supported by you

Cathy shows compassion, patience and understanding for the people she supports. She always thinks outside of the box and goes above-and-beyond the daily requirements of her job by taking it one step further to ensure all occasions (birthdays, family gatherings) are planned in advance. She advocates to staff that the people we support receive consistent encouragement in order to be self-reliant and equipped with life skills.

Cathy encourages people supported to go outside and walk the neighborhood and, when possible, say hello to neighbours. She stresses the importance of keeping in touch with family and friends and encourages regular communication.

Cathy promotes the use of a daily activities chart for chores and exercise, along with weekly goals.



Direct Support Professional Week

Direct Support Professional Recognition Week 2021



Emily Rivard
Direct Support Worker

Peer-nominated recognition of the work you do every day at Community Living Algoma and for the people supported by you

Emily is always focused on making sure the person she supports is successful in their day-to-day activities and supports her teammates with behind the scenes work to benefit the team and the person supported.

Emily is always advocating for the person supported privacy and rights. She is always mindful of the person's unique skills and ways to incorporate those in their life in a way that brings that person joy and sense of belonging.

Emily has advocated for resources that will help them live their best life in a way that makes sense to them. She has assisted with developing a plan that is put into action through goal work that is fun, engaging and beneficial to the person. This goal has also assisted her team to understand the person supported needs and the resources in a way that brings them meaning and purpose. There has been improvement in the person supported and the staff's confidence to help the person through their various and support needs.



Direct Support Professional Week



Direct Support Professional Recognition Week 2021



Nancy Pshynychy
Direct Support Worker

Peer-nominated recognition of the work you do every day at Community Living Algoma and for the people supported by you

Nancy has been committed to the people supported for 35 years. She works diligently to ensure that they are recognized as full citizens, achieve their goals and make their dreams a reality. Nancy recently had an opportunity to leave Lake Street, but she chose to remain and help the people here find their roommates and best home in Community Based Housing.

Nancy advocates for the people supported on all levels to ensure they are included and respected. She is always willing to take people out in the community and seek out new opportunities to reach their goals. Nancy, takes people for walks in the neighbourhood, makes dates for one of the ladies to visit her friend and they even met at the Roadhouse for drinks.

Nancy has taken the lead on facilitating and finding a roommate for a person to move into Community Based Housing. She is passionate about supporting all at Lake to also find the right roommate and home.



Community Living Awareness Month




Community Living Awareness Month: May 2022

The Community Living movement is a 365-days a year action item in raising awareness, engaging within the community and ensuring that people supported have the opportunities to live their best lives. Each May, the focus is heightened with a month-long awareness initiative that serves as a reminder as to the roles and responsibilities of Community Living.

In 2022, Community Living Algoma promoted this Awareness month in the following formats:

- During the month of April, proclamations recognizing May as Community Living Awareness Month were read by municipal councils located across the District of Algoma including: Sault Ste. Marie, Elliot Lake, Blind River, Wawa and Hornepayne. Members of The Council for Community Living Algoma spoke either in-person or on a virtual platform at these sessions.
- A new exterior sign, at 99 Northern Avenue East, featured weekly messaging that educated people about language and approach (inclusive not segregated and person supported not client) as well as draw attention to the branding colours that were featured on the Water Tower during the first week of May (look up!).
- The Water Tower featured blue and green lights during the first week of May to raise awareness
- Two radio commercials were written and narrated in-house and then a music bed added at the following radio stations: KISS 100.5; Oldies 93; Country 105 and 104.3 Country. Radio ads were rotated throughout the month.
- Facebook, Instagram and the agency's website all featured awareness messaging throughout the month
- Bilingual lawn signs were positioned at the 99 Northern Avenue location in addition to Blind River; other interested community stakeholders also featured the signs as support, including Algoma Family Services
- Online ads promoted Community Living Awareness Month and were featured on SaultOnline and My Algoma
- Community Living Algoma staff, management and people supported were invited to register for a virtual concert, at the conclusion of the month, to collectively 'take a break' together and reflect and in support of the rights and choices of people with an intellectual disability. #ITOOKABREAK2022

Community Living Awareness Month



- Members of the public, management and staff were encouraged (via social media and internal communications) to show their support by wearing or displaying the blue and green branding colours of Community Living
- All CLA Management and Staff received reminders about Community Living Awareness Month events and activities throughout the month.

Respectfully submitted by,

Cindy E. Crawford
Coordinator, Marketing and Communications



Community Living Awareness Month



Community Living Awareness Month



Tune in to listen to our
Community Living Awareness Month radio spots!
During May, our commercials will play - at various
times, on:

KISS 100.5
Oldies 93
Country 105
104.3 Country

See our Awareness Ad
on SaultOnline and My Algoma.

Check out our weekly awareness message on our
sign at 99 Northern Ave. East.
And check out our lawn signs!



Marketing and Communications Report



Marketing and Communications Report

With a year (plus) of experience as the Coordinator of Marketing and Communications, I have had the opportunity to review, revamp and, in some cases, re-launch CLA's communications' collateral. The term collateral describes any marketing or communications product created to promote an organization's services. In the case of CLA, promotion involves educating, informing and advocating. Here are some highlights of collateral changes that have occurred over the past year and why:

Internal Communications

Internal E-Newsletters x 2 (ALL CLA email)

The CLA e-newsletter, which is for internal distribution only, evolved from three issues a week down to one issue a week. Originally, the newsletter carried COVID updates, however, the frequency of news about the pandemic and its impact on staff or people supported, led to the creation of a separate COVID newsletter.

Now distributed through a blanket agency email on Wednesday, the internal e-newsletter is a central access point for the sharing of inter-departmental information; links to webinars or resources; photos of people supported; photos of management or staff celebrating milestone work anniversaries; developmental services industry information and governmental updates. On occasion, activity sheets or inspirational passages are included, as well.

The COVID Update newsletter has been issued on an as-needed basis with frequency reaching as high as several times a week – to reflect changes in protocols or PPE issuance - to an as-required distribution.

ALLCLA email

This email is used to share timely information that occurs outside of the regular communications' collateral frequency. Messaging that impacts health and wellness, safety, departmental structuring, or changes in COVID protocol is shared agency-wide efficiently and effectively under this agency umbrella address.

External Communications

Subscribe to our newsletter at: newsletter@cla-algoma.org

The external newsletter was revamped and re-positioned as a communication resource between CLA and people supported, their family or caregivers. It was also given a name – The CLAssic. This name was chosen as it incorporates our

Marketing and Communications Report



acronym while also identifying an established history (classic) of the Community Living movement that has been in place since 1954. It replaced a quarterly newsletter that featured photos, only, with one that has a stylized template and content on webinars, profiles on people supported, agency news, online resources, and news items in addition to activity resources, when applicable. Currently, delivery is primarily via mail, but long-term goals include evolving into an e-newsletter that would allow for active links or greater connectivity to resources. An updated email distribution list will also allow for dissemination of timely information in an electronic format.

Social platforms

www.communitylivingalgoma.org

The website continues to receive departmental updates, news, agency-provided webinars and serve as a principal source of job postings. It is an on-going, work-in-progress format as the agency and departmental responsibilities evolve.

www.facebook.com/CLAlgoma

Facebook has continued to grow in followers and other community and regional groups now share our content more frequently. It is a daily discussion that enables us to readily share photos of people supported living their best lives in addition to timely developmental services'-based information. In order to extend our reach into the community and further develop ourselves as a resource, it also can include events or support of other agency activities.

[@communitylivingalgoma](https://www.instagram.com/communitylivingalgoma)

Dormant for an extended period, the CLA Instagram account has recently been revived. It is in its early stages of becoming an active communications' component.

Inclusive Education Month – Together We're Better Contest

This contest was heavily promoted throughout the four school boards in the Algoma District in addition to on-line social media platforms. Assistance in school board promotions was provided by Sergio Iacoe, Manager of Inclusion. This contest asks students, from JK to Grade 12, or other stakeholders, to provide examples of how your classroom or extracurricular program supports the inclusion of students with an intellectual or developmental disability. Final selection of the award recipients is conducted by the Education Committee. Both of this year's award recipients were from Elliot Lake – Oliver Smith from Our Lady of Fatima and Nickolaus Obach of Our Lady of Lourdes. Each received a \$50 gift card of their choice and a certificate. Due to the nature of the project initiative by Oliver, his Games Club also received a \$100 gift card for additional game purchases on behalf of CLA.



Marketing and Communications Report



I attended an in-person assembly to present Nickolaus' award plus a virtual presentation with Oliver followed, the next day, by an in-person presentation in Elliot Lake. Some board members and management also attended the virtual presentation. Both recipients garnered much media attention through a media release issued across the District and were touted as 'ambassadors to inclusion.' All posters, certificates, media releases, social media posts and newsletter (internal and external) were created in-house.

Networks

I've joined the Community Living Communications Network which is under the auspices of Community Living Ontario. This enables immediate access to resources and engagement with fellow communications' people within the Community Living network across Ontario.

In closing, other initiatives include ...

Radio ads are written, narrated, and recorded 'in-house' and have been featured at Christmas and during Community Living Awareness Month.

Exterior sign at 99 Northern Avenue East was replaced with a newer sign and, for the first time, incorporated into the Community Living Awareness Month campaign.

Advertising is also created for SaultOnline, Sault Star, Algoma Review, SooToday and Wawa.

I am also a resource person to Lezlie Wilson, Executive Assistant, assisting with coordination and delivery of the following events and their communications' materials:

- Volunteer Appreciation Dinner
- Memorial Wall
- Years of Service Acknowledgement (20 years plus)
- Annual General Meeting
- Community Living Awareness Month
- Inclusive Education Month Contest
- Media Relations
- Radio commercials and on-line advertising

Good writing is good conversation, only more so. (Ernest Hemingway)

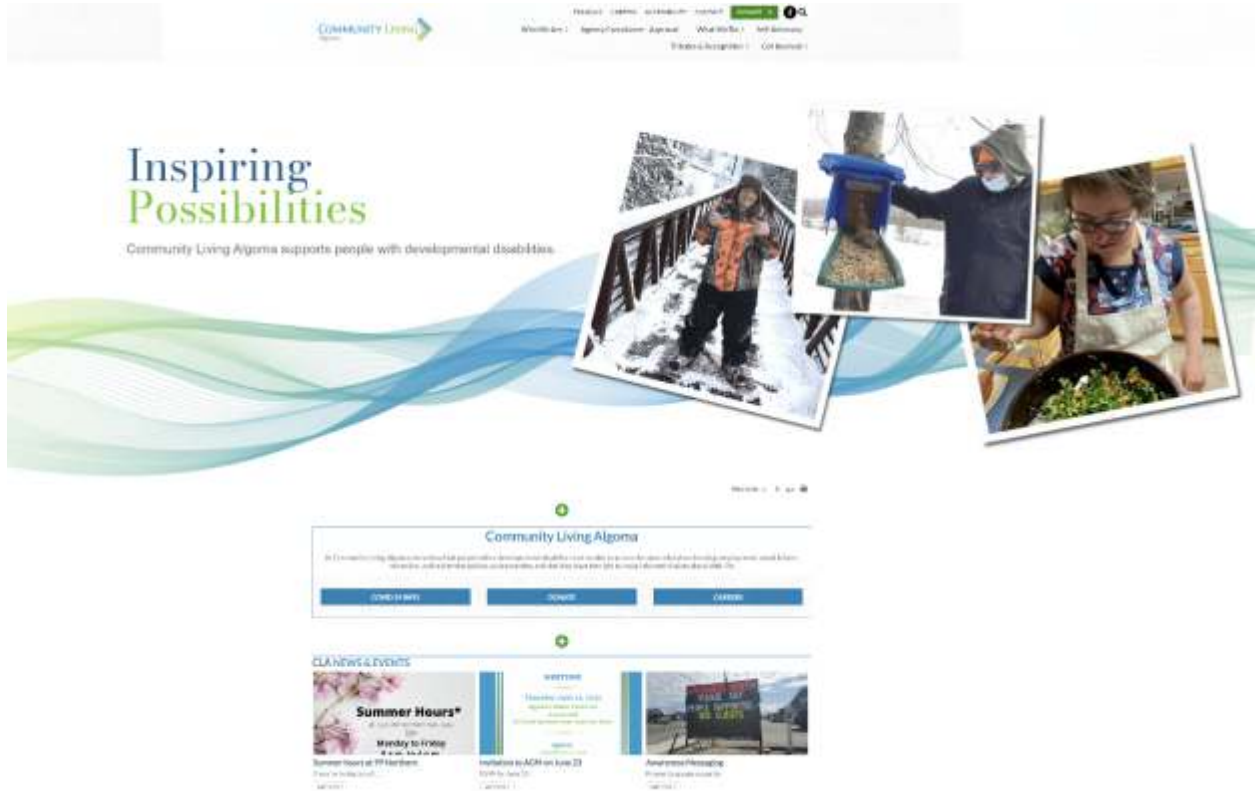
Respectfully submitted by,

Cindy E. Crawford
Coordinator, Marketing and Communications

Marketing and Communications Report



Marketing and Communications Report



Marketing and Communications Report



COMMUNITY LIVING
Algoma *Inspiring Possibilities*

INTÉGRATION
COMMUNAUTAIRE
Algoma *Inspirant des possibilités*

ISSUE 2

MAY 2022



The CLAssic

A publication of Community Living Algoma

Inside this issue

An invitation to CLA's Annual General Meeting - RSVP required by June 10

Candid photos of people living their best lives!

Award winners of the "Together We're Better" Inclusive Education Contest

The CLAssic
An external publication of Community Living Algoma

T: 705- 253-1700
newsletter@cla-algoma.org
99 Northern Ave., East
Sault Ste. Marie ON P6B 4H5

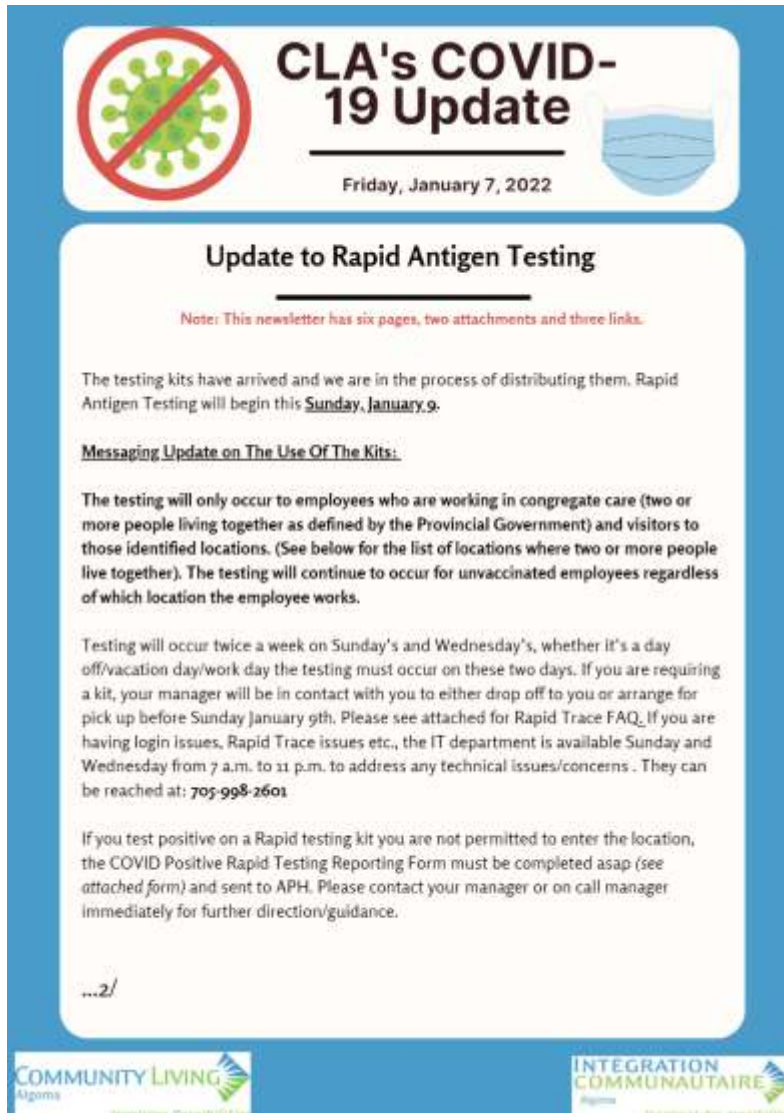
Editor: Lezlie Wilson
Writer: Cindy E. Crawford
newsletter@cla-algoma.org

People on the Move: Nathan hosts a housewarming



Nathan V., of Sault Ste. Marie, stands proudly at his new rental home and with his hand-crafted 'welcome' sign. *Read his story, inside, on page 2.*

Marketing and Communications Report



CLA's COVID-19 Update
Friday, January 7, 2022

Update to Rapid Antigen Testing

Note: This newsletter has six pages, two attachments and three links.

The testing kits have arrived and we are in the process of distributing them. Rapid Antigen Testing will begin this **Sunday, January 9.**

Messaging Update on The Use Of The Kits:

The testing will only occur to employees who are working in congregate care (two or more people living together as defined by the Provincial Government) and visitors to those identified locations. (See below for the list of locations where two or more people live together). The testing will continue to occur for unvaccinated employees regardless of which location the employee works.

Testing will occur twice a week on Sunday's and Wednesday's, whether it's a day off/vacation day/work day the testing must occur on these two days. If you are requiring a kit, your manager will be in contact with you to either drop off to you or arrange for pick up before Sunday January 9th. Please see attached for Rapid Trace FAQ. If you are having login issues, Rapid Trace issues etc., the IT department is available Sunday and Wednesday from 7 a.m. to 11 p.m. to address any technical issues/concerns. They can be reached at: **705-998-2601**

If you test positive on a Rapid testing kit you are not permitted to enter the location, the COVID Positive Rapid Testing Reporting Form must be completed asap (see attached form) and sent to APH. Please contact your manager or on call manager immediately for further direction/guidance.

...2/

COMMUNITY LIVING Algoma
INTEGRATION COMMUNAUTAIRE Algoma



Community Living Algoma

RSVP For CLA's Annual General Meeting on Thurs., June 23

Facebook.com/CLAlgoma
www.comunitylivingalgoma.org
@communitylivingalgoma

June 1, 2022 - Issue #332

COMMUNITY LIVING Algoma
INTEGRATION COMMUNAUTAIRE Algoma

Highlights:

- COVID Update Info; Summer footwear reminder; Annual General Meeting invitation RSVP due on June 10
- Please note that this e-newsletter now publishes on Wednesday, only.
- Attachments for Rexall Savings Card and instructions on how to sign up for Dialogue – a virtual/digital healthcare platform.

Marketing and Communications Report

ALGOMA DISTRICT

February is Inclusive Education Month!
Together We're Better Contest

Prize values:
1st, 2nd & 3rd prizes for winning entries in grades JK-3; 4-6; 7-10 and 11-12 of \$50, \$25 and \$10!

February is Inclusive Education month. Physical distancing measures means it is all the more important to have everyone feel included in the classroom. In tandem with Community Living Ontario's 'Together We're Better' contest, we, at Community Living Algoma, are also hosting a contest for the District of Algoma.

1. Photo collage, story or poem (500 words or less)
2. How does your school, classroom or extracurricular program support the inclusion of students with an intellectual or developmental disability?
3. Include your name, grade, teacher's name and email address; plus your school name and address
4. Open to students from JK to Grade 12
5. Submit to: contest@cla-algoma.org with the subject line "Together We're Better."
6. Deadline: Feb. 18, 2022. Winners announced on Feb. 25

COMMUNITY LIVING Algoma
Inspiring Possibilities

CLA reserves the right to publish the winning submissions on-line or in print.

INTEGRATION COMMUNAUTAIRE Algoma
Inspirant des possibilités

Memorial Wall

Memorial Wall

Memorial Wall ceremonies were held in the fall to celebrate 15 people that passed away the previous year. These ceremonies are very heartfelt. The ceremonies were held privately due to COVID. All Algoma Public Health guidelines were followed. The ceremony is a time where families and friends attend to place the leaf of their loved one on the Memorial Wall. They share stories, laugh and cry.

CLA would like to thank the Sault Ste. Marie Airport Development Corporation Golf tournament for the proceeds raised from the golf tournament to continue with the Memorial Wall ceremonies and the ongoing maintenance.

Once a year Community Living Algoma celebrates people supported and/or staff that have passed away.

Respectfully submitted by,

Lezlie Wilson
Executive Assistant



Volunteer Appreciation Dinner



Volunteer Appreciation Dinner: May

A small gathering of CLA volunteers were feted – in-person – at the Volunteer Appreciation Dinner. The event played tribute, in particular, to the members of the Board of Directors, Committee members and the Council for Community Living Algoma for their efforts and successes. The event was also attended by John Policicchio (Executive Director) and several members of management.

Emcee and event organizer, Lezlie Wilson (Executive Assistant, CLA), praised the volunteers for their time, energy and passion towards fulfillment of the agency’s Mission. She spoke of how the volunteers set the culture and values of the agency. Challenging assumptions and improving the lives of others across the District of Algoma were also cited as some of the noteworthy contributions by the volunteers. Attendees were treated to dinner, games and draws as part of the evening’s program.

Respectfully submitted,

Lezlie Wilson and Cindy E. Crawford
Executive Assistant and Coordinator of Marketing and Communications



(Clockwise): Niccette, Deborah and Corry



(Above): Cindy

Volunteer Appreciation Dinner



Lezlie and Marilu



Mary Lynn and Lezlie



Gordon and Lezlie



Lezlie and Wade



Lezlie and Niccette

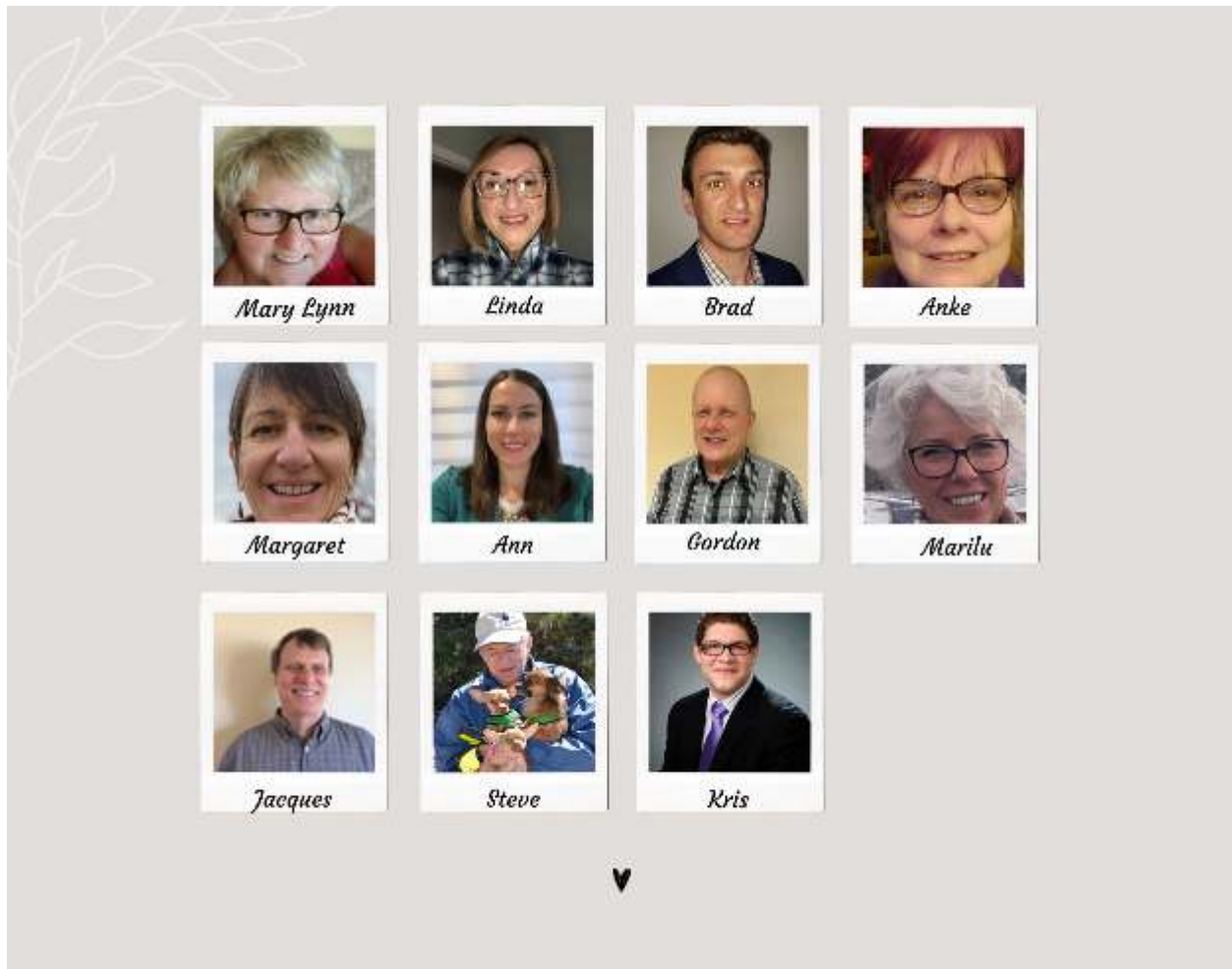
Board Members



Board Members 2021-2022

Mary Lynn Riberdy, Chair
Brad Symboluk, Treasurer
Margaret Barbeau
Gordon Draper
Jacques Ribout
Kris Zanatta

Linda Headrick, Vice Chair
Anke Lansky-Johnson, Secretary
Ann Ficociello
Marilu Horton
Steve Haney



Committee Members and Volunteers



Committee Members

Education Committee:

Jacques Ribout, Chair	Margaret Barbeau, Vice Chair	
Linda Headrick	Rosanne Zagordo	Marilu Horton
Anna Rendell	Kristen Viita	

Staff Support:

Sergio Iacoe	John Policicchio	Lezlie Wilson
--------------	------------------	---------------

Finance Committee:

Brad Symboluk, Chair	Mary Lynn Riberdy, Vice Chair
Wade Lodge	Kris Zanatta
Leslie Dunseath	Chenoa Naylor

Staff Support:

John Policicchio	Lezlie Wilson
Louise Wishman	

Human Resources and French Language Services:

Steve Haney, Chair	Mac Headrick, Vice Chair
Ann Ficociello	Jacques Ribout
Danielle Valiquette	

Staff Support:

Niccette Reed

Quality Enhancement Committee:

Linda Headrick, Chair	Anke Lansky-Johnson, Vice Chair	
Mac Headrick	Steve Haney	Ann Ficociello

Staff Support:

Jennifer Wiwchar

Committee Members and Volunteers



Rights Review Committee:

Larissa Richmond

Kim O'Reilly

Ennis Rosalind

Kali Bertolo

Deborah Chadwick

Evi McKee

Staff Support:

Sabrina Wade

Council Members:

Debbie Chadwick

Gordon Draper

C.J. Holmes

Staff Support:

Nicole Clark

Volunteers

Eunice McClary

Colette Corcoran

Liane Parry

Isaiah Pedatella

Phillip Grisdale

Best Lives



Trey



Michael



Anna and Leslie



Julie Jade



Bobby

Best Lives



Gord



Nathan



Sasha



Germaine



Marie

Best Lives



Sandra



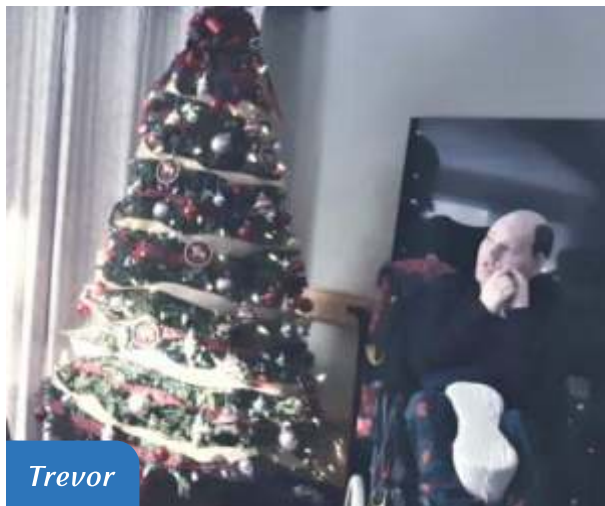
Steven



Jacques and Charles



Ryan



Trevor

Community Partners

Community Partners

- Accessibility Advisory Committee
- Adult Learning Centre
- AK Graphix
- Algoma Autism Foundation
- 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 - Barton & Kiteley Chapel
- Aurora's Restaurant
- Autism Ontario
- Batman Advertising
- BCJP Consulting (Dr. Jacques Pelletier)
- BDI Holdings Ltd.
- Big Brothers
- Blind River District Health Care Centre
- CADAP
- Chadwick Home
- Canadian Cancer Society
- Canadian Hearing Society
- Canadian Mental Health Association
- Canadian Tire
- Centre Victoria Pour Femmes
- Chartwells
- Children's Aid Society of Algoma
- Child and Community Resources
- Child Care Algoma
- Christian Horizons
- City of Elliot Lake
- City of Sault Ste. Marie
- Cliffe Printing
- Club 90
- Club Phoenix
- Coats for Kids



Algoma Family Services

Community Partners

- Community Care Access Centre
- Community Integration through Cooperative Education, Sault College
- Community Mental Health Housing Program
- Conseil Scolaire Catholique Du Nouvel Ontario
- Counselling Centre of East Algoma
- Crimson Ridge Golf Course
- Dance Core Inc.
- District of Sault Ste. Marie Social Services Administration Services
- DNM Plumbing and Heating
- Dorothy's Helping Hands
- Elliot Lake Family Health Team
- Elstrong Management Limited
- Employment Solutions
- ER Employment Consulting
- Food Basics
- Freshly Squeezed
- Grand Gardens
- Great Lakes Forestry
- GFL
- GFL Memorial Gardens
- Group Health Centre
- Habitat for Humanity
- Harvest Algoma
- Hornepayne Interagency Network
- Huron Shores Family Health Team
- Huron Superior Catholic District School Board
- Ideal Landscaper
- Ignite Sault Ste Marie
- Indian Friendship Centre
- Iris Place
- John Howard Society
- John Rhodes Pool
- Kamp KOA
- Lady Dunn Health Centre
- Legion
- Liberty Tax
- Little Caesars
- Local Immigration Partnership/Welcoming Opportunities



Community Partners



- Lychee Thai Restaurant
- Maple Gate House for Women
- Maple View Nursing Home
- Maximus Rose
- Metro - Northern Ave. – Churchill Plaza – Market Mall
- Microtel
- Moose Family Centre
- Musical Comedy Guild
- Neighbourhood Resource Centre
- New North Greenhouse
- New York Fries
- Nexus Human Capital
- Nog-da-win-da-min
- Northern Ontario Heritage Fund
- Northern Shores Support Services
- Northridge Montessori
- North Star Family Resources Centre
- Northwood Funeral Home
- Oaks Treatment Centre/Camillus Centre
- Ontario Disability Support Program
- Ontario Finish Rest Home
- Ontario March of Dimes
- Ontario Provincial Police
- Our Lady of Fatima Catholic School
- Our Lady Of Lourdes French Immersion Catholic School
- Pathways
- Partners for Planning
- Pioneer Construction
- Phoenix Rising Centre
- PossAbility Community Homes
- Progressive Systems
- Property One
- P.U.C
- Quattro Hotel
- Queen's University Developmental Disabilities Consulting Program
- Rogers Radio
- Rotary Club
- SK Group
- Salvation Army

Community Partners

- Sault Area Hospital
- Sault Career Centre
- Sault Crafters
- Sault Ste. Marie Airport Development Corporation
- Sault Ste. Marie Housing Corporation
- Sault Ste. Marie Police Association
- Sault Ste. Marie Public Library
- Sault This Week
- Sault Youth Association
- Service Masters
- Shabby Motley
- Simply Superior Contracting
- Soo Minor Baseball
- St. Joseph's General Hospital
- STP Home Health Care Services
- St. Mary's College
- St. Vincent's
- Soup Kitchen
- Source for Sports
- Super 8
- Superior Bakery
- Superior Children's Centre
- Superior Dodge Chrysler
- Superior Media (Sault) Ltd. ONNtv
- Sylvan Automation
- THRIVE
- Tim Horton's
- Towel Tag
- Town of Blind River
- Two Brains
- Vital Aire
- VON Exercise
- Walmart
- Wawa
- Wawa Family Health Team
- White Pines C.V.S.
- YesYouCan Employment Consulting
- YMCA



Sault Ste. Marie Airport
DEVELOPMENT CORPORATION





Annual General Report 2021-2022



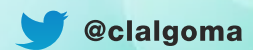
99 Northern Ave.
Sault Ste. Marie, ON P6B 4H5
Phone: 705-253-1700
Fax: 705-253-1777
Toll Free: 1-800-448-8097

90 Front Street
Hornepayne, ON P0M 1Z7
Phone: 807-868-3052
Fax: 807-868-2635

9 & 11 Saskatchewan Road
Elliot Lake, ON P5A 2Y5
Phone: 705-848-2475
Phone: 705-848-2520
Toll Free: 1-800-385-7235

Lakewood Place
1 Industrial Park Rd. East
Suite 202
Blind River, ON P0R 1B0
Phone: 705-356-0464

26 St. Marie Street
2nd Floor, Box 387
Wawa, ON P0S 1K0
Phone: 705-856-2423
Fax: 705-856-1046



www.communitylivingalgoma.org