

“Making a difference in someone’s life”



Annual General Report 2018-2019



Inspiring Possibilities



Inspirant des possibilités

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COMMUNITY LIVING
Algoma
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INTÉGRATION
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Mission Statement

MISSION STATEMENT

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

Énoncé de mission

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

Vision

Community Living Algoma – Vision

All People Belong, Join the Journey

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

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

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

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

Values

COMMUNITY LIVING ALGOMA

Our Values (Service Principles)

We believe.....

Respect and Dignity

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

Trust

In developing trust as the foundation for all relationships.

Honesty and Integrity

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

Unity and Working Together

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

Community Inclusion

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

Accountability

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

Commitment

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

Values



REPORTS

President and Executive Director's Report



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President and Executive Director's Report



President and Executive Director's Annual Report

We take this time at our 2019 Annual General Meeting to reflect on the history of the Association as we celebrate two significant milestones this year. We acknowledge and pay tribute to the families who worked tirelessly and advocated for the beginning of community-based supports as an alternative to sending their loved ones to provincial institutions situated in several cities throughout Ontario. We also take this opportunity to pay tribute to the efforts of the many volunteers and Board of Director members who facilitated the rationalization of developmental services within the District of Algoma in order to establish a seamless service delivery system.

Sixty-five (65) years ago, in 1954, for the first time in our history, government funding arrived in the city of Sault Ste. Marie to establish supports and services within the community so that families would have an alternative option to consider other than sending their children to the large provincial institutions that had been created throughout Ontario. Prior to 1954, many families gathered and explored opportunities to have their children get together and participate in activities primarily in church basements. Because of the limited options available at that time, many families were informed by their respective physicians to send their children away to provincial institutions. One can only imagine the heartache, the pain and the emotions those families experienced.

The Association was incorporated in 1954, and provincial government funding was utilized to hire support workers and to cover the costs of operating the Association. Many families had their children move from church basements into specific locations within the community for activities after school and on weekends. Families started to feel a sense of hope, a sense that their children could remain at home. As this hope and opportunity continued to grow, the evolution of community-based supports became a reality. We will remain forever grateful to the families who were relentless and determined to form the first local Association. Sixty-five years later, we celebrate their commitment, determination, passion and love for all children to be a part of their family and a part of our community. We express our sincere and genuine appreciation for all the efforts of families to establish the community living movement within our community. Our history remains a part of our future!

President and Executive Director's Report



Twenty-five (25) years ago in 1994, a new service provider, an amalgamated organization named Community Living Algoma was formed and incorporated. This was the result of a significant investment of time by many volunteer Board and Committee members for approximately a ten year period of time. These members worked tirelessly with the Ministry of Community and Social Services and through their determination and hard work remained deeply committed to the journey of establishing a single, seamless developmental service provider for Sault Ste. Marie and the District of Algoma. The amalgamation included five organizations/service providers becoming one new Association in 1994; an accomplishment that many other communities had not yet embarked upon. As we reflect on the amalgamation that transpired, you can feel the creativity, the energy, the initiative and the deep commitment that stemmed from the families in 1954 (the first Association) moving forward forty-years to 1994 (the beginning of Community Living Algoma) in order to further the journey of “people being recognized as full citizens, achieving personal dignity, enjoying the benefits and responsibilities of independence and being supported to reach their full potential”.

It has been a tremendous journey and one that would certainly bring a sense of hope and pride to the founding families in 1954. At Community Living Algoma, we have achieved many accomplishments and successes that we should be very proud of. Today, people with an intellectual disability are playing, working and living within their community. Family, friends and community remain at the core of our work and form the foundation for people to fulfill their goals and dreams.

Our appreciation is extended to the many families, volunteers and employees of the past and the present. We are forever grateful to the children, youth and adults with an intellectual disability who share their lives with us with the hope of achieving their goals and dreams. We also extend our appreciation to the broader community: citizens within the District of Algoma, neighbours, employers, municipal and town leaders, schools, medical practitioners, community partners and others for supporting community inclusion for the past sixty-five years.

As President of the Board of Directors, I am extremely proud of our ongoing journey that “ALL PEOPLE BELONG”. Our employees deserve the praise for the day-to-day differences they are making in the lives of the children, youth



President and Executive Director's Report



and adults we support. Congratulations on our 65th and 25th Anniversaries.

As Executive Director, I am truly honoured and privileged to continue to lead based on the efforts of families who initiated the community living movement sixty-five years ago. I extend my appreciation to all employees, past and present, who make a difference each and every day. I am so grateful to have met so many amazing and resilient people who have been, and continue to be, my teachers and mentors each day.

We conclude by expressing our best wishes for ongoing success and accomplishments in the future. Congratulations on our 65th Anniversary as an Association and our 25th Anniversary as Community Living Algoma!

Sincerely,

Lila Cyr

Lila Cyr

President

John Policicchio

John Policicchio

Executive Director

President and Executive Director's Report



John Policicchio, Executive Director



Lila Cyr, President



COMMITTEES



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The Council

The Council

I would like to take this opportunity to introduce Community Living Algoma's Council. Lynn Ingram who represents the East District, Gordon Draper who represents the North District and Deborah Chadwick who represents Sault Ste Marie.

As part of Community Living Algoma's strategic vision the organization has revamped the Council with a focus on Self-Advocate Leadership. The Council is in its early stages and will be focusing on the following:

- Advocacy issues ie. ODSP cuts, affordable housing, poverty, accessibility etc. The Council will be bringing forth concerns to various stakeholders such as City Council, Government Officials, the Board of Directors etc.
- Training/education for: new hires, Quality Improvement Training for staff, people receiving services (respect, abuse, rights), families and the community (such as schools)
- Peer mentoring
- Plain language documents
- Long term goals: to be a part of the hiring process, CLA job fairs, and presenting at Community Living Ontario

The first thing the Council worked on was they developed a power point presentation about respect and what that means to people supported and how they expect to be treated like everyone else. The Council wants to practice standing up and talking in front of people and will be making arrangements to share their power point with other committees, and the Board of Directors.

The Council was an active participant in the reading of the proclamation at Blind River, Elliot Lake, Wawa and Sault Ste Marie City Halls to declare the month of May Community Living Awareness month.

The Council recently welcomed Yvonne Spicer Community Living Ontario Board member appointee and Theresa Somerton member of the Council of Community Living Ontario to do a presentation to people we support on Abuse (types, prevention, support, who to call, and Rights (what are your rights, asked people what their rights are, and talked about Civil Rights, and UN convention of rights; when your rights are taken away what do you do). The Council members shadowed this training with the goal of eventually being the lead trainers for peer to peer training at CLA.

Yvonne and Theresa also spent time sharing their leadership expertise with CLA's Council members to develop and enhance self-advocate leadership. The Council

The Council

learned more about developing an agenda as it relates to issues/concerns that face people in the developmental services sector, action planning...next steps for the Council, and how to facilitate peer engagement.

Respectfully submitted by,

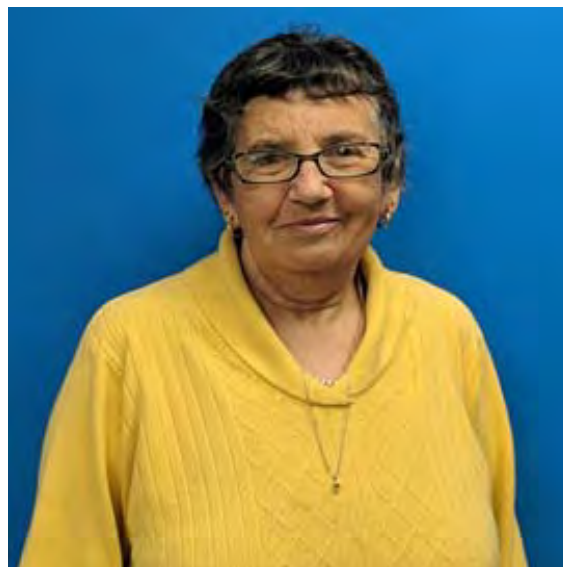
Tania Gagnon



Lynn Ingram



Gordon Draper



Deborah Chadwick

Education Committee

Education Committee Annual Report – 2019

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

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

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

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

February 2019 was National Inclusive Education month. This month provides an opportunity for schools across the country to celebrate the diverse abilities of all students. In addition, it emphasizes the importance of providing equal opportunities for children with disabilities. Inclusive Schools are characterized as those that make every student feel welcome and provide the supports they need to learn; embrace the understanding that every student is unique; collaborate with families; and hold high expectations for student success.

Several years ago, a member of the Education Committee brought forward the Buddy Bench idea in support of CLA's vision to promote inclusion for all students at school. This idea was supported by our Board of Directors. On Wednesday February 27th, 2019, Community Living Algoma was honoured to present a Buddy Bench to the St. Basil school community. CLA was very inspired by the Student Council Leaders at St. Basil who took charge of the entire presentation complete with a slideshow and videos. They will also be visiting each classroom to discuss more details about how the Buddy Bench will be used to promote messages of kindness and inclusion when it is placed on the grounds this spring. These students are a shining example for all of us that “We Are Better Together!”

Education Committee

The Committee is thrilled to share that Community Living Algoma has been approached by the Sault Ste. Marie Down Syndrome Society regarding a partnership opportunity to bring a world-renown inclusive-education consultant to our community. Shelley Moore presents at conferences both nationally and internationally to share her experiences, expertise and research about supporting access to education for every learner. This event is being planned for March 2020.

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

Respectfully submitted by,

Lucille Norman, Education Committee Chair

Finance Committee

Finance Committee Report - June 2019

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

During 2018 / 2019 the Finance Committee met to review information and issues, and to make recommendations to the Board of Directors on matters related to budgets, and requests for funds. Although we continue to have significant unfunded pressures, the Ministry have supported us and have consistently funded these situations on a fiscal basis. Due to restructuring and realignment decisions of prior years, our financial position across the organization was in a positive position again this year.

The Committee was responsible for review and recommendation of:

- 2018 / 2019 Audited Financial Statements
- Report on Personal Finances
- 2019/20 Budget Submission
- Fall 2018 ODSP increase – full increase to people supported in residential services
- Quarterly financial reports
- Requests for Fund-raising and Donation Funds

As Chair, I would like to extend my appreciation to the members of the 2018 / 2019 Finance Committee.

Respectfully submitted by,

Mary Lynn Riberdy
Chair, Finance Committee

Human Resources and French Language Services



Human Resources and French Language Service Committee Annual Report 2018/19

This report summarizes some of the key activities for the 2018/19 fiscal year.

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

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

The committee continues to review, and strives to improve, compliance with legislative requirements of the Ministry of Community and Social Services with regards to how French Language Services are provided per Regulation 284/11 of the French Language Services Act. One of the major efforts in 2018/19 was to ensure we provided an “Active Offer” of services provided by CLA throughout the District, including Sault Ste. Marie.

We strive to provide fluent French/English - speaking support staff when requested, and have been able to do so thus far. Recruitment of French - speaking employees is an ongoing effort. In 2017 we reviewed the Statistics Canada census to try and ensure French staff were available where needs were present. The 2011 statistics showed that 19% of the Wawa population is French - speaking, as well as 18.5% in Blind River, 16% in Elliot Lake and 4% in Sault Ste. Marie. Overall in the District of Algoma it is 6.5%. The 2016



Human Resources and French Language Services



census results showed 20% for Wawa, 17% in Blind River, 15% in Elliot Lake and 3.3% in Sault Ste. Marie. The District of Algoma had 5.6% overall.

The annual French Language Services (FLS) Compliance Report 2019 was prepared for submission to the ministry by the deadline of March 31, 2019. The Ministry was not prepared yet to receive the report. We received notice that the report could be delayed. One item that needs improvement is to ensure that management and staff receive training/orientation on FLS Legislation. This also applies to Board members. Another area of improvement addressed in 2018 was to ensure public forums and/or consultations were offered in both English and French with accompanying materials. An example of this was to have French advertising for Job Fairs, and ensuring French materials and personnel are available at the Job Fairs.

Respectfully submitted by,

Jacques Ribout, Chair, Human Resources and French Language Services

Human Resources and French Language Services



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

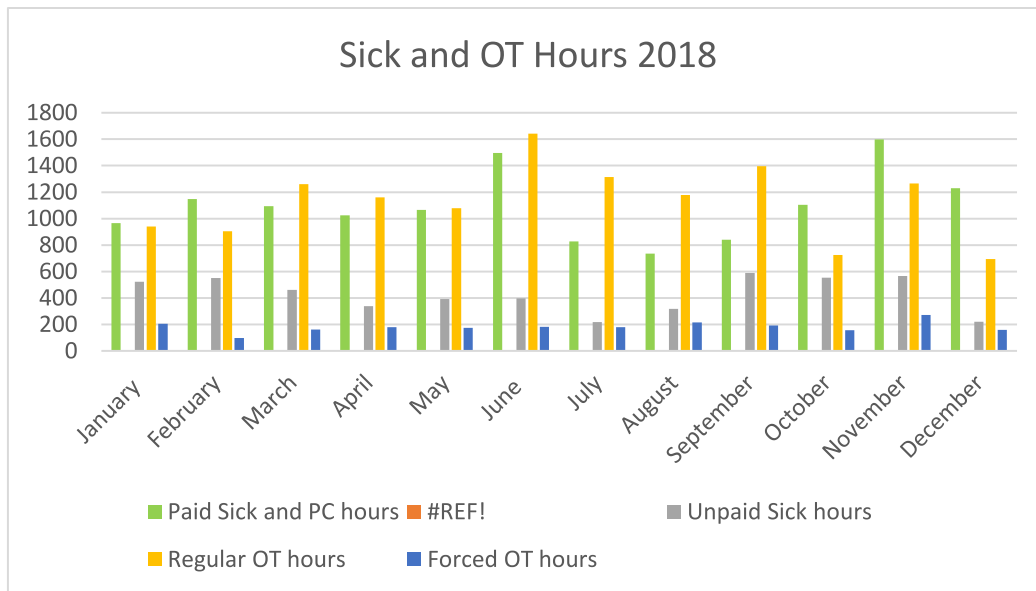
CLA's WSIB NEER costs for 2018 was \$76,880.30, which is the highest it has been since 2012. In 2017, CLA received a NEER rebate but in comparison to 2016, the 2018 amount has increased by 13%. It is also important to note that the \$76,880.30 is from the year 2018 only. All WISB claims remain on the NEER statement for 4 years and CLA could potentially continue to pay for claims that occurred within the 2018 year until 2021.

Although the NEER costs have increased, the frequency (amount of claims reported) in 2018 was 24 (4 less than 2017). The severity (duration of claims) however, is much higher. This is due to employees incurring lost time for much longer durations than in 2017. Efforts continue to be made to analyze data and keep costs low.

2018 Sick and Overtime Report

Month	Paid Sick and PC hours	Unpaid Sick hours	Regular OT hours	Forced OT hours
January	966.15	522.08	938.91	204
February	1146.5	550.36	903	98.33
March	1092.65	460.57	1259.58	162.5
April	1023.97	337.13	1161.58	180.25
May	1066.83	391.41	1079.08	173.25
June	1495	396.94	1642.92	182.5
July	828.58	217.15	1314.75	178.5
August	735.83	317.69	1178	215.25
September	839.87	588.76	1397	192.5
October	1104.5	552.51	724.75	156.25
November	1599.5	566.21	1264.25	271.5
December	1228.5	220.44	693	159.25
Total	13127.88	5121.25	13556.82	2174.08

Human Resources and French Language Services



Community Living Algoma and CUPE Local 1880 completed bargaining on November 28th, 2018. The parties agreed to a two-year term (April 1, 2018 to March 31, 2020). A Memorandum of Agreement was signed by the parties on November 28, 2018.

Human Resources continues to undertake recruitment for qualified candidates. This has been a challenge to meet prerequisite skills and French language requirements. We will continue to participate in career fairs and inform students of the credentials and values required for a career with CLA. We held several Job Fairs in 2018/19 in an effort to recruit people which has proven to be successful. Emphasis is placed on the skills and commitment to our Mission, Vision and Values, and not on whether a person has a DSW or PSW (with experience in developmental services).

CLA in partnership with Sault College, continues to offer the Developmental Services Support Certificate program in May. We will continue to work with Sault College in an attempt to reinstate the Developmental Services Worker program.

Several Policies were reviewed and approved by the Board. This included Impairment in the Workplace, Occupational Health and Safety, Early and Safe Return to Work, Workplace Violence and Harassment policies.

A review was held regarding the Terms and Reference of the committee as well as the 4 + 1 Planning Model. It was also noted that the Terms of Reference of committees includes that 6 – 8 people be on committees. We recruited two more members and are now at 5. We decided to alter the terms of reference to say the committee could include 4 – 8 people. The upper limit is consistent with other committees' Terms and Reference.

Planning Development and Advocacy Committee



Planning Development and Advocacy Committee 2018-2019

The Planning Development and Advocacy Committee continues to promote thinking outside of the box in order to offer services and supports that achieves the outcome that people make their own decisions.

Over the past year the PD & A committee focused on the following to promote and ensure the organization priority continues to be inclusive and people enjoy their independence regardless of their support needs.

- Supports and Services were provided to ensure people that are supported experience an enriched and an enhanced quality of life
- Empowering people supported, ensured people were given the tools necessary to ensure decision making was their choice
- Education and Community ensured staff were trained to offer supports and services that enhanced their leadership and capacity
- Promoted the requirement to develop and implement a strategic plan

The upcoming year the committee will focus on the strategic plan pillars:

- Quality of Life
- Self-Advocate Leadership

The committee would like to thank CLA's Board of Directors for their ongoing support and commitment. I would also like to take this time to thank our committee members: Mona Boucher, Nancy Upper, Joe Laforge, Lila Cyr, Paul Coghill and Tania Gagnon (staff support). I would also like to take this opportunity to welcome our two newest members to the committee, Margaret Barbeau and Derrick Lavallee.

Respectfully submitted by,

Lynda Lewis-Chair of the Planning Development and Advocacy Committee,
Board Member



Quality Enhancement Committee



Quality Enhancement Committee 2018-19 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 past year, the committee has focused on:

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

The committee reviews Personal Outcome Measures data and looks at how the organization makes decisions based on their data to continue to move forward in improving the quality of life for people supported.

The committee continues to monitor the information gathered from the Ministry Compliance reviews. In January 2019, the Ministry of Children Community and Social Services completed an agency compliance review. The compliance review looks at documentation/training required for staff, documentation for people supported, Board records, policy and procedures, records and documentation for the organization, host family files and site inspections. In January 2019, the Ministry reviewed: 5 group living sites, Community Supports, 27 people supported files, 9 staff files and 2 Board of Directors files.

The committee reviewed the reports from the Ministry. The committee would like to congratulate the organization on being a 100% compliant!

Quality Enhancement Committee

The committee recommended to the Board of Directors (which was approved) for CLA to pursue accreditation with The Council on Quality and Leadership and will commence October 2020.

The committee would like to thank CLA's Board of Directors for their ongoing support and commitment to quality improvement. I would also like to take this time to thank our dedicated committee members: Rhonda McCaig, Linda Headrick, Ben Pritchard, Mac Headrick, Emily Kelly and Tania Gagnon (staff support). I would also like to take this opportunity to welcome our two newest members to the committee Ann Ficociello and Steve Hanley.

Respectfully submitted by,

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

Rights Review Commission



Rights Review Commission 2018

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

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

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

In 2018 the Rights Review Commission saw 103 people supported and reviewed 321 restrictions. Those restrictions were:

- Psychotropic Medications (any medication used to alter a person's behavior): 179
- Movement (examples are gates, mechanical cuffs, brakes on wheelchairs, seatbelts, bedrails, Safe Management Consults): 31
- Money (examples are ODSP in trust to CLA, limiting amount of money that can be spent, unable to purchase items): 31
- Personal Possessions (examples are locked closets, fridge, cupboards, access to medications, access to cigarettes): 16
- Behaviour Support Plan (reviewed only for recommendations): 13
- Privacy (examples are bedroom checks, visual/audio monitors, door/window chimes, 1 to 1 supports/community access): 26
- Diet (examples are liquid amount restrictions, being on a diet, certain food restrictions): 8
- Intimacy: 2
- Miscellaneous (examples are having to wear bodysuits/one piece clothing, helmets): 11
- Smoking: 3
- Administering Medications: 1

Rights Review Commission



In 2018 - rights restrictions were lifted in the following areas:

- Privacy: 8
- Diet: 1
- Movement: 7
- Behavior support plan: 3
- Personal Possessions: 1
- Administering Medications: 2

The total number of restrictions reviewed in 2018 were the same as 2017 but the numbers in each area have changed.

2017/2018 Comparison

Restriction	2017	2018
Psychotropic Medications	168	179
Movement	38	31
Money	22	31
Personal Possessions	17	16
Behaviour Support Plan	16	13
Privacy	34	26
Diet	9	8
Intimacy/Relationships	2	2
Miscellaneous	10	11
Smoking	2	3
Administering Medications	3	1
Total Restrictions:	321	321

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

I would like to take this opportunity to thank the Rights Review Commission members for their dedication and support to ensuring that due process is in place for people we support: Kim O'Reilly, Melanie Mahler, Justin Reid, Rosalind Ennis and Evi McKee. I would also like to thank Gabriela Benitez for her many years on the committee, her dedication and commitment to CLA will be missed and we wish her all the best in Ottawa.

Respectfully submitted by,

Jennifer Wiwchar

AWARDS



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Champion of Inclusion Award

CHAMPION OF INCLUSION AWARD 2019

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.

Suzanne is an inspiration. She is an incredible mother and advocate for her two sons, now young adults. When they attended school, she worked tirelessly to ensure they both received just the right amount of support to achieve their educational and social goals as part of their school communities. Suzanne was an active member of a Special Education Advisory Committee for many years and also played an important role on CLA's Education Committee. She is quiet and unassuming, but also has a strong voice in helping others to understand why inclusion just needs to happen. It was her vision for Buddy Benches to be placed within schools that CLA and the HSCDSB brought to reality just this year. Although she is no longer an active committee member, she continues to share valuable media resources with CLA to keep us focused on inclusion and on track with maintaining momentum. Although her vision for her boys started with Inclusion at school, she has broadened that to ensure that they are valued members of their community as artists with displays in local art shows, members of theatre groups and competitive athletes. It is an absolute honour and privilege to acknowledge Suzanne with this year's Champion of Inclusion Award.

Respectfully submitted by,

Lucille Norman, Chair, Education Committee

Champion of Inclusion Award



Champion of Inclusion recipient, Suzanne Pleau, standing at an art show with her son Cole.



Shelley Moore, world-renowned Inclusive Education spokesperson poses with Champion of Inclusion winner, Suzanne Pleau.

Community Partner Award

Community Partner Award: Sault Area Hospital

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.

Sault Area Hospital is one of this year's recipients for Community Partner of the Year Award.

Paul Nanne, Jennifer McLaughlin and Trisha Zago of the Sault Area Hospital generously offered their knowledge; skills and time to support staff of Community Living Algoma and Dwayne Houle fulfill his dream of returning home.

Paul Nanne, ICU Respiratory Therapist, applied for funding and obtained the equipment Dwayne would require. A number of hours were spent by Paul and his team of Respiratory Therapists in educating and training well over a dozen support staff in a classroom setting.

Jennifer McLaughlin cared for Dwayne in ICU prior to moving into the position of Patient Care Supervisor where she continued to be a part of his care on Complex Care. Jennifer helped organize and implement a hands-on training program for our staff to further learn how to care for Dwayne with a ventilator.

Trish Zago, Nurse Practitioner, always had Dwayne's best interest in mind. She ensured his needs were being met and that staff was at a place of comfort. I would like to thank the Sault Area Hospital for their dedication and commitment to our staff and Dwayne Houle. Thank you for collaborating and working together to ensure he could return home safely.

Respectfully submitted by,

Sarah Bernabucci, Manager

Community Partner Award



Community Partner Award: Sault Area Hospital



**Paul Nanne, ICU Respiratory Therapist
Community Partner Award recipient**



**Jennifer McLaughlin
Community Partner Award recipient**



**Trisha Zago, Nurse Practitioner
Community Partner Award recipient**

Community Partner Award

Community Partner Award: VitalAire

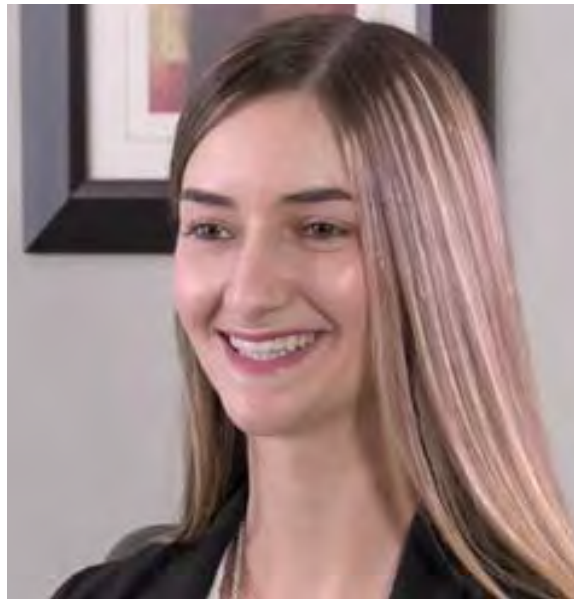
The next recipient for Community Partner Award is VitalAire.

VitalAire previously provided services to Community Living Algoma, but this community partnership grew immensely when Lacey Walker, Respiratory Therapist, generously offered to assist Dwayne Houle in his dream of returning home. The Respiratory Therapists from VitalAire assisted in training staff on Dwayne's mechanical ventilator in his home. Despite any challenges and obstacles, VitalAire supported Dwayne in any way needed.

I would like to thank VitalAire for their continued support and providing staff with a sense of reassurance. Without their collaboration between all partnerships, Dwayne's dream wouldn't have happened.

Respectfully submitted by,

Sarah Bernabucci, Manager



**VitalAire Respiratory Therapist, Lacey Walker
Community Partner Award Recipient**

Community Partner Award



Community Partner Award: Habitat for Humanity

Community Living Algoma is pleased 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.

Habitat for Humanity welcomes volunteers, they see the strengths that every person has to offer and they welcome people to enhance skills, they promote independence in people and most of all, they accept and make people feel welcome and that they are part of the community of volunteers. The staff and volunteers have gone the extra mile to create an environment of endless opportunities, to enhance lives and to foster meaningful connections for all of their volunteers and unconditionally include everyone.

Kevin nominated this organization as he is one of the volunteers that have been welcomed, supported and included at Habitat. Kevin began volunteering 2 and half years ago and through the connections that he made during this time volunteering twice a week, the assistant manager advocated for Kevin to be hired as an employee. Despite barriers the organization encountered, they continued to pursue this opportunity for Kevin. They were able to give Kevin an opportunity through a grant that was pursued by Habitat. When the grant ended Kevin was offered permanent employment and he accepted! Kevin feels that he is part of an extended family, with opportunities that has opened so many doors for him. He has the support and acceptance of the staff and volunteers at Habitat because they believe in him and see the value he brings to their organization.

This award recognizes the significant contribution Habitat for Humanity has made to further Community Living Algoma's vision and enhance the lives of people with intellectual disabilities. Amanda Ridley, Restore Manager and Pauline Pennett, Resource Coordinator are the Award recipients.

Respectfully submitted by,

Kevin Possamai



Community Partner Award

Community Partner Award: Habitat for Humanity



Amanda Ridley, Restore Manager



Pauline Pennett, Resource Coordinator

Volunteer of the Year Award

Volunteer of the Year Award

Community Living Algoma is pleased to honour volunteers that 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 or resources, volunteers are making valuable contributions.

This year's Volunteer of the Year Award is presented to: Colette Corcoran, Eunice McClary, Liane Parry and Christine Holt. These four ladies give of their time. They are available at the drop of a hat and are always eager to help with whatever comes their way. Whether it be, at the Luncheons, Bbq, Golf tournament, Holiday Gathering, mail outs, AGM and organizing the supply room which at times can be a challenge. They are always smiling and love to interact with the people we support and our Community Partners.

Community Living Algoma would like to thank these ladies for all they do.

Respectfully submitted by,

Lezlie Wilson, Executive Assistant



Christine Holt



Liane Parry



Colette Corcoran



Eunice McClary

Community Media Recognition Award



Community Media Recognition

Community Living Algoma Media Recognition award recognizes the importance of media in raising awareness of issues important to people who have an intellectual disability. It is presented to a journalist who has demonstrated excellence in reporting on these issues in either print, broadcast or electronic media. The recipient will be selected based on an original story appearing in print, broadcast or electronic media in Sault Ste. Marie and the Algoma District between June 30, 2018 and May 1, 2019.

Community Living Algoma is pleased to recognize Garrett Masters, Creative Producer, with ONN tv. We met Garrett last year in a meeting with Superior Media as Community Living Algoma was pursuing an experienced videographer to complete a few documentaries. Garrett really had no knowledge of Community Living Algoma, and the services we provide. Garrett has come a long way since the first documentary. Both documentaries are powerful in their own way.

Dwayne's documentary is a prime example of how community partners can work together and make things happen for people supported. Garrett captures Dwayne's paintings throughout the video and Dwayne's brushstrokes are used for the captions. Dwayne's documentary reflects on Community Living Algoma's mission statement in every way.

Kevin's dream job is just that, and Garrett brought out such awareness in increasing public awareness and acceptance of people with disabilities. Garrett was able to capture Kevin as a content happy fellow in the workforce and has advanced inclusion in his own life and in the community. Kevin has made a new friend in Garrett.

Congratulations and thank you Garrett for your excellent work. You have helped Dwayne and Kevin bring awareness to the community in many ways.

Respectfully submitted by,

Lezlie Wilson, Executive Assistant

Community Media Recognition Award



HIGHLIGHTS



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COMMUNITY LIVING
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Inspiring Possibilities

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Inspirant des possibilités

Community Participation & Supports

Community Participation & Supports

Community Support Workers pursue opportunities for people supported through Community Living Algoma to connect, engage and be included in their community. Supports are focused on developing natural relationships, creating connections and empowering people to make choices and participate fully as a member of their community, inspiring all people to reach their full potentials and celebrate success. Over the past year, Community Support Workers have participated in four Professional Development Days to improve their professional knowledge, competence, skills and strategies, team building and effectiveness in their roles. CSWs attended workshops provided by Canadian Mental Health, Algoma Public Health and spent a full day with Bruce Anderson from Core Gifts Institute.

Bruce Anderson is a nationally recognized speaker, community activist and leadership coach. Bruce is known for bringing intriguing ideas from other cultures and times, personal stories and practical ideas into the workshops and sessions he leads. The team worked through recognizing their personal, core gifts, developing a team core gift and learning about belonging, hope and resiliency.

Each and every one of us has many gifts and talents to share. We all deserve a life lived as a valued, contributing, appreciated and respected member of the community. Being connected to your community is about having opportunities to experience a variety of social roles, contributing and gaining new skills, and most importantly, the sense of belonging; all of which improves the quality of life.

Respectfully submitted by,

Corry Cornacchio & Mike Hall Managers, Community Participation Supports

Community Participation & Supports



Mike (left) and Anthony (right) are Friends of the Library.

“Being engaged in some way for the good of the community, whatever that community, is a factor in a meaningful life. We long to belong. Belonging and caring anchors our sense of place in the universe.”

- Patricia Churchland



Left: Richard helps at Com Kitchen.



Right: Rhonda works the art table.

Community Participation & Supports



Carissa lending a hand at the Salvation Army.

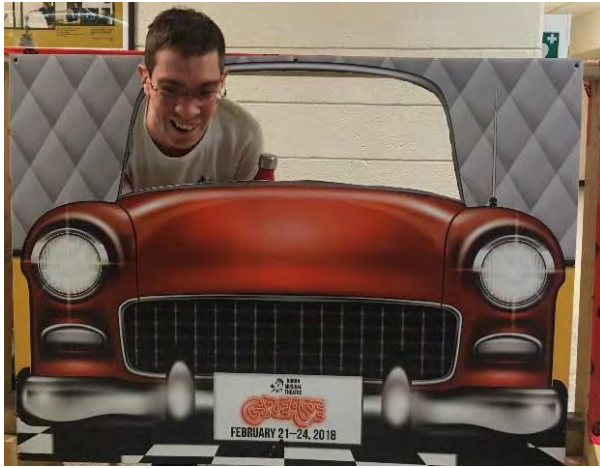


Carter, representing the Special Olympics, poses with a fan from Holy Cross.



Brandon, handing out tokens at Rotary Fest 2018

Community Participation & Supports



Who's driving Grease Lightning? Davis is!



Ryan volunteers at Elks.

We should all have an opportunity to **feel** a part of something, not just **have** a part in something. – Simon Sinek



Left: Tammy flexing her muscles at a wrestling tournament.
Right: Frank handing out pins for the Cancer Society.



Employment Annual Report



Employment Annual Report 2018

We continue to receive great support from employers to enrich lives for people in the area of employment. Both the main employment and summer employment have seen opportunities increase over the last year. Many people have had the opportunity to experience different opportunities in the area of employment.

We may have had a fewer amount of people out working this last summer, but, the number of hours and weeks worked have increased. We still have not lost an employer since summer employment started. We feel the support that students receive from their job coaches increase the chances of their employment. Last year students remained in their positions after the job coaches returned to school. Some students are actually still employed with the same employers from two years ago. One student who worked in year two of summer employment is now a full time employee of a business with benefits and a pension plan. He has recently purchased a car for himself. A lot of students who have been in the summer employment are now close to graduation and have the required skills to be successful in the main employment.

This year the main job coaches participated in job fairs to promote both summer and main employment. We continue to support businesses in the area of short term employment. This has given many people the opportunity to gain experience and also make some money.

A radio campaign to educate the community of hiring people with a disability and also some recognition of current employers who employ people with disabilities. Through these campaigns employers were able to donate over \$6000.00 to a variety of different charities.

We continue to receive financial support through Service Canada to help with costs of summer employment. Without their support and the support of Community Living Algoma summer employment would never take place. Most students on average were clearing \$750.00 every two weeks. Some were clearing over \$1000.00 every two weeks.

Employers are not doing charity. They see the value that people with

Employment Annual Report

disabilities bring to their business. Summer employment continues to create opportunities for people with disabilities. Employers are now looking at their abilities instead of their disabilities.

Community Living Algoma remains a strong advocate and financial supporter of employment services. Our employment team remains committed to ensure people with disabilities are presented with opportunities just the same as people without a disability.

Respectfully submitted by,

Mike Hall, Manager



Community Partner Gathering Report

Community Living Algoma's Community Partner Appreciation Gathering

December 6, 2018 ONN TV Live News was a huge success. Forty-nine people from partnering agencies attended this gathering.

CLA's Community partners were very appreciative and impressed with this event and look forward to continue working with CLA. Each half hour, door prizes were given out.

Agencies that attended were:

Sault Ste. Marie Airport Development Corp. (guest interviewed)
Sault Area Hospital
VitalAire
Huron Superior Catholic School Board
Chamber of Commerce
Arthurs Funeral Home and Cremation Centre
Sault Ste. Marie Public Library
Habitat for Humanity
Glassworks (guest interviewed)
Board and Committee members

December 14, 2018 – 2nd gathering was also a success. Seventeen people attended from partnering agencies.

CLA's Community partners were very appreciative and impressed with this event and look forward to continue working with CLA. Door prizes were given out each half hour.

Agencies that attended were:

TRHIVE
Sault College
Algoma Family Services
Dorothy's Helping Hands
Habitat for Humanity
Clean North
Community Living Algoma Committee members
Both events were successful.

Respectfully submitted by,

Lezlie Wilson
Executive Assistant

Community Partner Gathering Report



Arthurs Funeral Home and Cremation Centre



Tim interviewing Charlie from Glassworks



Community Partner Gathering Report



Lezlie presenting door prize winner, Helena from SSM Public Library



Host MPP Ross Romano



Host MPP Ross Romano

Community Living Algoma was honoured to host MPP Ross Romano and Constituency Assistant, Natasha Zore as we were able to share with him the great work Community Living Algoma has been doing and to share stories about people and how their quality of life has been enriched. Community Living Algoma looks forward to working with MPP Ross Romano in the future.



Respectfully submitted by,

Lezlie Wilson
Executive Assistant

SUCCESS

A group of four people (two women and two men) are shown in profile, clapping and smiling. They are dressed in business attire. The background is a bright, out-of-focus outdoor setting with green and blue tones. The word "SUCCESS" is written in large, bold, black capital letters across the top center of the image. The overall mood is one of joy and achievement.

SUCCESS

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Strategic Plan

Strategic Plan

The Strategic Plan 2019-2021 was presented and approved at a membership meeting on March 7, 2019; all employees received a copy of the Strategic Plan in their pay stubs; an overview of the Strategic Plan was provided at the Information Sharing Session 2 on March 27, 2019; on April 3, 2019 Emily Kelly and John appeared on ONN Tv to talk about the Strategic Plan 2019-2021.

2019-2021 STRATEGIC PLAN

COMMUNITY LIVING Algoma
Inspiring Possibilities

Strategic Plan 2019-2021

	<p>Quality of Life</p> <ul style="list-style-type: none"> - Person centred - Abuse prevention - Rights/citizenship - Inclusion - Personal Outcome Measures - CQL Accreditation 2020 	<p>Self Advocate Leadership</p> <ul style="list-style-type: none"> - Hiring & orientation - Facilitating training - Empowering others - Plain language - Advocacy - Self-direction
	<p>Workforce Excellence</p> <ul style="list-style-type: none"> - Hope & resilience - Organizational culture change - Recruitment & retention - Leadership development - Accountability 	<p>Communication</p> <ul style="list-style-type: none"> - Stakeholder engagement - Social Media - Internal/external information sharing - Media relations - Awareness
	<p>COMMUNITY LIVING Algoma Inspiring Possibilities</p>	

Guest Speaker: Bruce Anderson

Guest Speaker: Bruce Anderson

Bruce Anderson is the Executive Director of the Core Gift Institute, which offers in-depth training and action models for discovering and using personal gifts, and Managing Partner of Community Activators, which provides training and consultation in creating local community action that combines the strengths of citizens, neighborhoods, and organizations to create health and opportunity in community.



For the past year Community Living Algoma has been working with Bruce to meet with all of our staffing teams to work on the following: Hope at Work: Building Positive, Resilient Organizations

Bruce's Hope at Work philosophy is: "Teams can get temporarily stronger during team-building retreats, but teams stay strong through the use of carefully designed activities integrated into the ongoing work life of the group. These "ritualized" activities form a foundation of resilience that keeps the work team hopeful, inspired, productive, and communicating in ways that build a positive helping environment. Research shows that helping professionals spend very little time in activities which maintain the health of the team—most work time is spent on serving the customer.

Guest Speaker: Bruce Anderson

Research also clearly demonstrates that unless the individual employee has access to activities which build internal resilience, co-worker relationships, continuing clarification of tasks, and opportunity for mutual problem solving, there will be decreased productivity and quality of service, burnout, and high rates of turnover”.

The one day training focused on the three critical areas for building a hopeful and resilient work culture:

- 1) Understanding the sources of both individual and organizational toxicity that undermine hope and resilience,
- 2) Understanding the theory of hope and resilience and how they relate to each other,
- 3) Building a systemic group of activities within the workgroup that build hope and resilience.

Next steps: Each staffing team created their own team signature gift. Each team has also committed to having monthly team meetings. Organizational Hope Assessment tool was completed, and staff’s feedback on how to move these items forward through ideas and suggestions have been brought forth to the senior management team to incorporate action items around building hope at work.

Respectfully submitted by,

Tania Gagnon

Community Living Algoma Awareness Month



Community Living Algoma Awareness Month 2019

May is the month to sound our trumpets loud and proud, reminding everyone that Community Living Algoma is here for you. Here to help the people and families supported by our organization, here to ensure they are well-taken care of and here to encourage inclusion as a way of life for all people.

This is the month we celebrate our accomplishments and share what CLA is all about.

To kick off the festivities, we had a flag made and a public proclamation in each district, officially declaring May as “Community Living Awareness Month.”

At the Sault Ste. Marie proclamation, Mayor Provenzano and Richard, a person supported, raised our flag for every passerby to see at City Hall. It was a tremendous moment, despite there not being any wind.

The Water Tower shone their support for Community Living by lighting up the water tower in CLA colours, once again.

Our building at 99 Northern Ave. was also lit up for the entirety of May in light of CLAAwareness Month.

Throughout that first week, we celebrated our employees during our Employee Appreciation Luncheon and Dinner and our volunteers at our Volunteer Appreciation Dinner. All meals were a great success and everyone felt extremely appreciated.

To add to this list of events, CLA hosted ONNtv’s Tim and Lou-Anne for an exciting morning of interviews, draws and promotions for Community Living Algoma Awareness Month.

All social media platforms were engaged in celebrating May Awareness. We even held weekly Facebook contests for gift cards revolving around inclusive vocabulary to get the community engaged.

We welcomed two guests, Yvonne Spicer and Theresa Somerton from Community Living Ontario, to run a workshop for CLA's Council members, Lynn Ingram, Gordon Draper & Deborah Chadwick to develop and enhance self-advocate leadership and understand our rights.



Community Living Algoma Awareness Month



This year we acknowledged how far we have come in the past, the progress we are making now and the distances we have yet to travel together.

We invite the community to ‘Join the journey’ as we continue to pave the way for Sault Ste. Marie and the Algoma District to lead the inclusion of people with developmental disabilities. All people belong.

Respectfully submitted by,

Melissa Myre, Communications and Public Relations Intern



Community Living Algoma Awareness Month



Community Living Algoma Awareness Month



Community Living Algoma Awareness Month



Community Living Algoma Awareness Month



The Oak Tree

A mighty wind blew night and day,
 It stole the Oak Tree's leaves away,
 Then snapped its boughs
 and pulled its bark
 until the Oak was tired and stark.
 But still the Oak Tree held its ground
 while other trees fell all around.
 The weary wind gave up and spoke,
 "How can you still be standing Oak?"
 The Oak Tree said, I know that you
 can break each branch of mine in two,
 carry every leaf away,
 shake my limbs and make me sway.
 But I have roots stretched in the earth,
 growing stronger since my birth.
 You'll never touch them, for you see
 they are the deepest part of me.
 Until today, I wasn't sure
 of just how much I could endure.
 But now I've found with thanks to you,
 I'm stronger than I ever knew.



Johnny Ray Ryder Jr.



Community Living Algoma Awareness Month



Annual Charity Golf Tournament

Sault Ste. Marie Airport Development Annual Charity Golf Tournament

It was a beautiful sunny day Friday, August 17, 2018. A great turn out of dedicated players, staff from the airport and volunteers from Community Living Algoma attended. This was the SSMADC's 17th Annual golf tournament and Community Living Algoma is so appreciative to be a part of this great event.

This was the fifth consecutive year partnered with the SSMADC. There were three recipients. Community Living Algoma, Hope Air and the Finnish Rest Home.

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

The Opportunities and Experiences Fund continues with the financial assistance from the golf tournament to help people supported participate in community activities and achieve their dreams and wishes, which on their own wouldn't be possible.

A special thank you to Community Living Algoma's partners for their donations of gifts for the golf tournament. Community Living Algoma appreciates your support.

Many thanks to the SSMADC Golf Committee and the caring employees that give of their time, both volunteering and playing the game. This is a great partnership that we hope will continue for years to come.

Respectfully submitted by,

Lezlie Wilson
Executive Assistant

Annual Charity Golf Tournament



Annual Charity Golf Tournament



Annual Charity Golf Tournament



Annual Charity Golf Tournament



Opportunities and Experiences Fund

Opportunities and Experiences Fund

The “**Opportunities and Experiences**” fund has been quite successful. When we hear from the people supported that have been granted the funds about how they are enjoying or enjoyed their opportunity it is very rewarding. This is also a great way to spend time in the community and meet new friends.

Their fear of being in the community and not being accepted is slowly diminishing. Staff and patrons are recognizing them as they attend the clubs weekly, and have been very accommodating and accepting. Conversations and friendships are being made.

We hear from recipients how they enjoyed their trip to see family, or a trip they have been dreaming of for a long time but could never afford to take.

Hearing stories of the concerts they attended and the fun they had are very heartwarming.

Thank you Sault Ste, Marie Airport Development Corporation Golf committee, for creating smiles and for allowing these opportunities where they may never have happened without these contributions. These funds have allowed several people to get out and experience inclusion in the community.



Opportunities and Experiences Fund



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

Facility	Quantity
Club Cabana one month trial membership	2
Club Cabana one year membership	2
YMCA – one month trial	2
YMCA one year membership	2
Greyhound tickets	
Sault Theatre Workshop Jesse Cook and Stompin Tom	1
Fit 4 Less	1
Rock of Ages and Foreigner	1
Harlem Globe Trotters	1
Rock of Ages	1
Foreigner (accessible taxi to and from)	1
Johnny Cash tickets	2
Melissa Pike (meal for trip)	2
Foreigner Concert	1
Harlem Globe Trotters and Magic Pass	1

Opportunities and Experiences Fund

“Summer and Fall Opportunities – Applications accepted but haven’t happened yet”

Facility	Quantity
Trip to Sudbury Science North/hotels/meals	1
Fall Festival tickets	1
Trip to Windsor to see mom	1

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

Respectfully submitted by,

Lezlie Wilson
Executive Assistant



Sault Ste. Marie Airport

DEVELOPMENT CORPORATION

Welcome Back Dwayne

“Dwayne Paints His Dream”: The video documentary of Dwayne's return home from a long stay in hospital has been completed and is being shared. Dwayne has consented to having his video shared with everyone. Dwayne's documentary tells the story that all dreams can be achieved, the positive impact of community partnerships and the amazing skills, dedication and commitment of CLA employees.



Dwayne's friends, family and CLA staff threw him a Welcome Home Party after a long stay in the hospital for one and a half years. He was able to go home; the place he chose to be.



East Algoma Success Stories

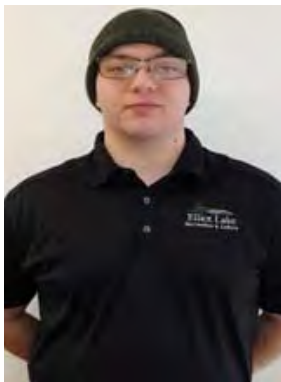


Ashtin Trudeau Volunteering To Make A Difference, East Algoma

Ashtin Trudeau volunteered to do a presentation on Abuse & Bullying Awareness & Prevention Workshop with Community Support Worker, Kay Brennan for people we support and to anyone in the community who wanted to attend. Thank you Ashtin for volunteering and wanting to help others in the community!

Maddy Is Exactly Where She Wants To Be, East Algoma

This is Maddy with the Volunteer Coordinator Jane at the Huron Lodge. Community Support Worker Kay Brennan supported Maddy through the application and interview process. Maddy was successful in getting a volunteer position at the lodge. This is where Maddy wants to be helping others in anyway that she can.



Josh Watson sporting his work uniform

Josh Watson Really Worked For It, East Algoma

Josh has been hired as a permanent part-time employee for the City of Elliot Lake. Last summer he was a student hired through East Algoma's partnerships with the City of Elliot Lake and Christian Horizons. Funding was provided throughout the summer from Canada's Summer Student Grant Program. East Algoma provided "Job Coaches" to help mentor and work side-by-side with the students that were hired with an intellectual disability. After Josh had finished his summer placement, the City of Elliot Lake asked him to stay. Congratulations Josh! We are so proud of you and all of your hard work!

Kevin's Dream Job



Kevin's Dream Job

Kevin Possamai was once a man of few words – if any. There was a point where he would keep to himself and not speak to anyone, even when he began volunteering at SooGoma, he only acknowledged those he knew.



Left: Teenage Kevin sitting with his father and mother.



Top: Kevin as a teenager

Right: Kevin as a young boy



This was until Cindy Gilmar, his Community Support Worker, encouraged him to get out and volunteer more. He started helping at St. Vincent-de-Paul and the Soup Kitchen, as well as at SooGoma.

However, in 2017 Kevin started volunteering at Habitat for Humanity, and that's where people started noticing a change.

“His personality just exploded. Before he would be in the background, now he's front and center.” – ELAINE POSSAMAI, Kevin's step-mom

“Since Community Supports, his whole world has opened up.” – CINDY GILMAR Community Support Worker



Watch how Kevin overcomes obstacles and grows into the confident, independent working citizen he is today.

A heart-warming coming-of-age story.

Community Summer Barbeque



Community Summer Barbeque

Community Living Algoma held a “Community” summer bbq. Over 575 tickets were sold. The theme was tiki/Hawaiian. Everyone enjoyed the event.

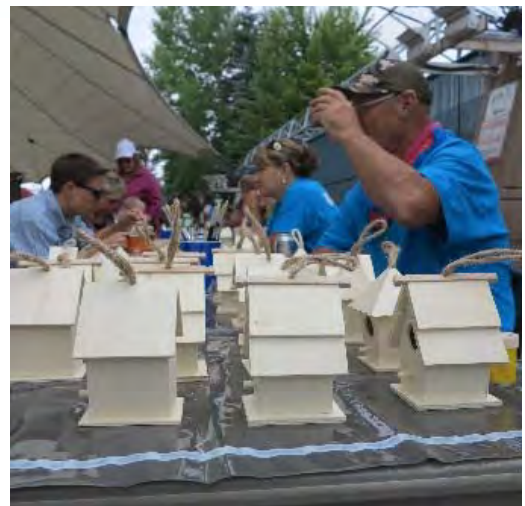
It was a bright sunny day and those that attended enjoyed playing games, participating at the craft tables or the Bouncy Castle, dancing, games and face painting at the Kidz Zone. DJ’s for your dancing and listening pleasure. M & M’s for the excellent burgers/hot dogs.

A special thanks to all the volunteers and the special characters, Mickey Mouse, Minnie Mouse, and Chewbacca. Mayor Provenzano and Hugh Stevenson (Chief of Police) attended.

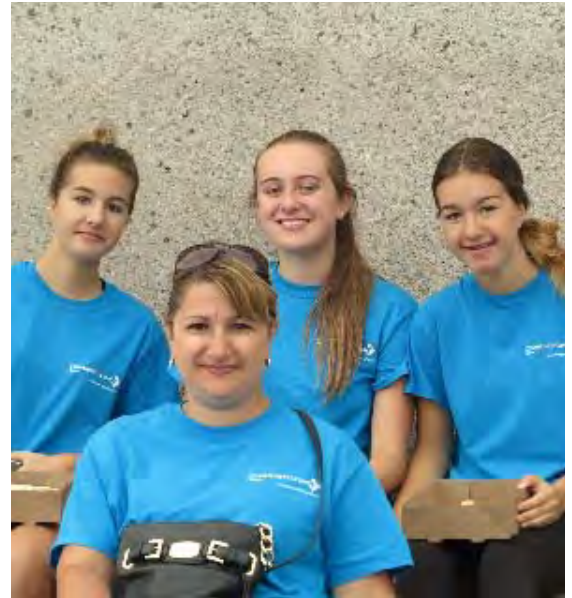
A BIG thank you to Arthurs Funeral and Cremation Centre for their kind donation of chips for the event.

Respectfully submitted by,

Lezlie Wilson



Community Summer Barbeque



Dedicated Volunteers, Staff and Board Members



Dedicated Volunteers, Staff and Board Members April 1, 2018 to June 30, 2019

Board Members

Margaret Barbeau
Linda Headrick
Lynda Lewis
Rhonda McCaig
Jacques Ribout

Lila Cyr
Emily Kelly
Anke Lansky-Johnson
Lucille Norman
Mary Lynn Riberdy



Dedicated Volunteers, Staff and Board Members



Committee Members

Linda Headrick
Mona Boucher
Pat Mick
Rhonda McCaig
Rosanne Zagordo
Mac Headrick
Niccette Reed
Tania Mash-Gagnon
Wade Lodge
Marty Young
Anke Lansky-Johnson
Emily Kelly
Evi McKee
Lucille Norman
Lila Cyr
Kim O'Reilly
Lynn Ingram
Debbie Chadwick
Margaret Barbeau

Melanie Mahler
Nancy Upper
Paul Coghill
Mary Lynn Riberdy
Rosalind Ennis
Rhonda Stone
Heather Hicks
Gary Wills
Ben Pritchard
Marilu Horton
Steve Haney
Jacques Ribout
Joe Laforge
Lynda Lewis
Justin Reid
Derrick Lavallee
Kristen Viita
Gord Draper

Dedicated Volunteers, Staff and Board Members



Volunteers

Eunice McClary
Chrissy Holt
Michael Martin
Carrie DiCorpo
Carol Daynard
Doris Hughes
Jose Barone
Margaret Barbeau
Robert Latulippe
Hailey Hayes
Krista Calcafuoco
Don MacFarlane
Zeke
Tammy Running
Mark Cuzzilino
Julian Kramilius
Natalie Zwirner
Cory Ratz
Marcela Guzman
Jason Hebert
Carly Bumbacco

Colette Corcoran
Gracie Martin
Emily
Liane Parry
Carter Bonin
Alexia Barone
Arianna Barone
Maria Barone
Philip Grisdale
Jeff Luck
Michael Nolan
Richard Gerner
Jenn Walkerly-Chapman
Tania Mash-Gagnon
Heather Hicks
Gerry Riberdy
Jennifer Wiwchar
Robbie Lyn Daigle
Taylor Davey-Barnett
Taryn Tauvette

Community Partners

Community Partners

- Accessibility Advisory Committee
- Algoma District School Board
- Algoma Family Services
- Algoma Public Health
- Algoma's Water Tower Inn
- All Star Children's Services Inc
- Alzheimer's Society
- Arthur Funeral Home and Cremation Centre
- Big Brothers
- Blind River District Health Care Centre
- Business Sault Ste Marie
- CADAP
- Chadwick Home
- Canadian Cancer Society
- Canadian Mental Health Association
- Canadian Tire
- Children's Aid Society of Algoma
- Child and Community Resources
- Child Care Algoma
- Christian Horizons
- City of Sault Ste. Marie
- Club 90
- Coats for Kids
- 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
- Country Crossings
- Crime Stoppers
- Crimson Ridge Golf Course
- Dorothy's Helping Hands
- Elk's Lodge
- Elliot Lake Family Health Team
- Employment Solutions
- ER Employment Consulting



Community Partners

- Flowers with Flair
- Fountain Tire
- Glassworks
- Grand Theatre
- Green For Life
- Habitat for Humanity
- Home Depot
- Hornepayne Interagency Network
- Huron Shores Family Health Team
- Huron Superior Catholic District School Board
- Ignite Sault Ste Marie
- Indian Friendship Centre
- John Howard Society
- John Rhodes Pool
- Lady Dunn Health Centre
- Legion
- Little Caesars
- M & M's
- Metro - Northern Ave. – Churchill Plaza – Market Mall
- Mill Market
- Moose Family Centre
- Musical Comedy Guild
- Neighbourhood Resource Centre
- New North Greenhouse
- Nexus Human Capital
- Nog-da-win-da-min
- North Grand Gardens
- Northern Ontario Heritage Fund
- Ontario Disability Support Program
- Ontario March of Dimes
- Ontario Provincial Police
- Partners for Planning
- PossAbility Community Homes
- Quattro Hotel and Convention Centre
- Richards Landing, Northern Credit Union
- Root River Golf Course
- Rotary Club
- Salvation Army

THE
GRAND GARDENS
NORTH BANQUETS
CATERING
EVENTS



Community Partners

- Sault Academy of Flight Inc.
- Sault Area Hospital
- Sault Online (ONNtv)
- Sault Ste. Marie Airport Development Corporation
- Sault Ste. Marie Police Association
- Sault Ste. Marie Public Library
- Sault This Week
- Soo Mill
- St. Vincent's
- Staxable Income Tax
- Soup Kitchen
- Superior Children's Centre



Sault Ste. Marie Airport

DEVELOPMENT CORPORATION





Annual General Report 2018-2019



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Fax: 705-253-1777
Toll Free: 1-800-448-8097

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

Elliot Lake, ON
Phone: 705-848-2475
Phone: 705-848-2520
Toll Free: 1-800-385-7235

Lakewood Place
1 Industrial Park Rd. East
Suite 202
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