



Community Living
Guelph Wellington



Support • Inspire • Enrich
Helping those with an intellectual disability.

Annual Report -2008



Construction of new ARC Building - May 16/08

Welcome to
5666 Wellington Road 24



**New home in Erin for Trevor,
Craig and two others scheduled
for June occupancy.**



BOARD OF DIRECTORS 2007/08

Front Row: Nancy McDougall, Heather Husnik-Osborne, Kim Uhrig

Back Row: Bernie Mitchell-Vice President, Wilf Rieck-President, Bud Fauteux,
Joe Hamley-Treasurer

Missing From Picture: Melinda Heidinga, Brenda Key-Secretary, Bill McNaughton

PRESIDENT'S REPORT - Wilf Rieck

It's been almost a year since accepting the position as your president – and what a busy year it's been! The first success of the new Board was reaching a two year Agreement with CUPE 4392. I extend my personal thanks to both negotiating committees and to the staff and Board that ratified the Agreement. We have been busy with: construction at ARC Industries/Holody Centre for Sport and Recreation; residential expansion in Fergus, East Wellington and Guelph; participating in the new Ministry lead Innovative Residential Model Initiative; and many other things. I would like to recognize the efforts of all CLGW employees in helping us to continue to move forward.

I would also like to thank the Board of Directors and the Committees of the Board for all their work during this past year. Without these dedicated individuals, CLGW would not operate as smoothly or effectively. I would also like to invite any interested members of the Association to become involved. Come out to Board meetings to learn more about us, or volunteer to sit on a committee – your contribution will be invaluable.

Wilfred Rieck

COMMITTEES OF THE BOARD**Nominating, Bylaws & Constitution Report**

The Committee did not receive any nominations from the Notice of Meeting mailout to the membership for the Board of Directors or for the Nominating, Bylaws and Constitution Committee. According to the bylaws, nominations will close with the report of the committee at the Annual General Meeting; nominations are not accepted from the floor. Please consider the following candidates to serve on our Board of Directors at the 2008 Annual General Meeting (* indicates director resides outside the city of Guelph in accordance with bylaws):

- Current board members who will complete their two-year term to June 2009 are:
Joe Hamley*, Heather Husnik-Osborne, Brenda Key, and Bernie Mitchell
- Current board members seeking another two year term to June 2010 are:
Nancy McDougall*, Wilf Rieck, Kim Uhrig *Melinda Heidinga*
- **Bud Fauteux** has completed his two year term to 2008 and will not seek re-election
- **Bill McNaughton** will serve one year as immediate past president.
- The Committee is currently interviewing for two positions- one for one year to 2009 and one for two years to 2010- that will be vacant and will present nominees with our complete report at the meeting.

Resources Committee - Joe Hamley, Chair

Committee Members: Brenda Key, Malcolm Mackenzie, Bill McNaughton;
Bernie Mitchell, Wilf Rieck,

Staff Resources: Jim Bezeau, Bob Butella, Betty Grinwis, Sandy Morrow,
Brenda Randell- Birgeneau

As the Treasurer of the Agency and Chair of the Resources Committee I thank the Committee and the entire staff team for another very successful year.

Terms of Reference:

- To recommend corporate financial plans - operating and capital - to the Board;
- To establish minimum and maximum balances in the association's funds; to monitor financial expenditures on a monthly basis; to make recommendations on: required spending restrictions and/or increases when warranted; insurance issues, policies dealing with employment/retention of staff, property procurement, financial controls, capital expenditures;
- To present to the Board a recommended Annual Budget Submission;
- To oversee the annual audit process, including making a recommendation to the appointment of an auditor;
- To participate in property selection as outlined in the association's policy;
- To regularly review the Personnel Policies and the Collective Agreement.

As well as adhering to these Terms of Reference, the committee continues to monitor the ARC Industries Capital Campaign collection of contributions and recording of same.

We also monitored and participated in fund raising activities including Sidonio's Spring Fashion Gala (the president and treasurer even modelled some fashions), Swing Into Summer, Norm Jary ARC Industries Golf Tournament, Poor Boy's Luncheon and the Pike Lake Golf Tournament.

The Annual Financial Statements and the Auditor's Report will be available to the membership on June 6/08. Call Doreen, admin. office at (519)824-2480, ext "0", to have a copy sent to you or pick up a copy at the admin. office at the Community Living Centre Guelph at 8 Royal Road in Guelph. Copies will be available at the Annual General Meeting.

Quality Monitoring Committee - Nancy McDougall, Chair

Committee Members: Fiona Hendry, Nancy McDougall, Nancy Richardson

Sub Committee Member: Ken Milne participates on Aesthetic Inspection Committee

Staff Resource: George Wilson

Terms of Reference:

- To be responsible for monitoring the Quality of Service provided by the association; accomplished through: Reviews of Serious Occurrences and Follow up; Involvement with Aesthetics and DSA Compliance Inspections; Involvement with measuring tools like Accreditation, "Are we doing what we say we're doing?", and/or others;
- Supporting self advocates in Rights and Responsibilities as appropriate;
- To make recommendations to the Board on policies dealing with Service issues;
- To act as the Appeals body for the association as defined in the Policy Manual.

SEAC Representation

Pauline Busby is our SEAC representative at the Upper Grand District School Board and Tim O'Regan represents us at the Wellington Catholic District School Board. If you have any questions or concerns for either Pauline or Tim, please contact Doreen at the admin. Office, 519-824-2480, Ext. "0". Minutes of the Upper Grand District School Board meeting can be found on their website at www.ugdsb.on.ca. Read the 2007 Annual Report from The Wellington Catholic District School Board-Special Education Highlights- at www.wellingtoncssb.edu.on.ca. Call Doreen at 519-824-2480, Ext. "0" if you would like to receive copies of any of these documents.

Executive Director's Report – Bob Butella

By all measures, 2007/2008 was a successful year for CLGW. I would like to mention some of the highlights. Please see all of the Success Stories for details.

CLGW has taken steps to support the development of a Self Advocates group. Jamie, Aimee and Lynn are working hard with staff advisors, that they interviewed and selected, to establish three small groups across the County where people who are supported by CLGW can meet to socialize, to talk about issues that impact their lives, and to learn about rights and responsibilities and other topics of interest. Aimee did an excellent job explaining this new group at a presentation to the board of directors. On a related topic, I am also happy to report that we have started to offer “Empowering Ourselves Together” courses again. Facilitators Margo, Jennifer and Lori help people to realize their own strengths and abilities, to learn about respect for themselves and others and to gain confidence and self esteem. The course is open to people supported by CLGW and to employees. The work can be hard, however, the rewards make it all worthwhile.

During the past year, we submitted proposals to the Ministry for expansion in East Wellington and the Drayton areas as well as an Innovative Residential Initiative application. The Innovative Residential and the East Wellington Expansion proposals were approved by the Ministry and are well underway. We continue to work towards gaining approval for the Drayton Day Program request.

We successfully expanded services during the past year. Residential options were increased through a new home in Fergus and a modified group living arrangement in Guelph. Day Program expansion occurred when a number of individuals across the County received PASSPORT funding. Today, due to this expansion, 629 participants are supported in programs funded through 7 MCSS detail codes. Even more importantly, the number of names on the Wellington County Emergency (Level One Priority) Residential waitlist has been reduced to zero.

On a Provincial level, *Transformation* continues to be discussed and defined. Over two thousand people have participated in the Standard Application Pilot tests, with promising results. It's anticipated that a Standard Application Package and Assessment will be in use across the Province within three years. The facility closure process is moving along on schedule, with many positive outcomes for people who have lived numerous years in the institutions. PASSPORT has provided funding to allow thousands of people across the province to access Community Participation Supports. As part of the *Transformation* initiative, the Ministry, along with the umbrella organizations (Community Living Ontario, OASIS, etc.) have developed a Human Resources Strategy that will help to attract and retain caring, competent staff to the field.

Like the past, I am confident that the future bodes well for our organization, and the people involved. I am looking forward to another successful year for CLGW.

STAFF RECOGNITION

At the Annual General Meeting this year, we will recognize the following staff for their dedication to Community Living Guelph Wellington. Congratulations everyone – and thank you!

25 YEARS OF SERVICE 1982-2007

Chris Clark

20 YEARS OF SERVICE 1987 - 2007

Brenda Baker	Bruce Priems
Angela Stortz	Paul Zappacosta

15 YEARS OF SERVICE 1992 - 2007

Kathy Alae	Debbie Campbell	Marcy Glass
Angie Larkin	Corinne Livingston	Jeff McClennan
Kelly Michalski	Penny Rundle	Brenda Randell-Birgeneau

10 YEARS OF SERVICE 1997 - 2007

Susan Anderson	Laura Barkhouse	Bob Butella
Erika Dunai	Chris Dunlop	Nancy Graham
Eleanore Gerber	Mary-Lynne Hambly-Zienstra	
James Horton	Deborah Hotson	Jodie Lind
Christopher Long	Parminder Malhi	Brooke Nicol
Amy Noone	Terry Reath	Annemarie Sheehy
Stephanie Varcoe	Lucie Walker	Alison Williams

5 YEARS OF SERVICE 2002 – 2007

Trudy Allen	Abimbola (Abi) Bankole	
Sue Berry	Shannon Campbell	Cheryl Chamula
Mirna Cucci	Beth Cudney	Craig Dinsmore
Erin Docherty	Zarif Fayez	Peter Greig
Zlata Ilic	Erica Kelly	Caroline Lorenzie
Eric Lunn	Jacklyn Mannhardt	Darryl Metzloff
Brandy Nijenhuis	Denise Potts	Sarah Rooyakkers
Jason Sheffield	Carrie Whitehead	George Wilson

FUNDRAISING

Again this fiscal year, Community Living Guelph Wellington is fortunate to be the recipient of proceeds from many major fundraising events. These events and total proceeds were:

<i>Spring Fashion Show – April 4, 2007</i>	\$ 8,200
presented by Sid Brombal of Sidonio's Custom Mens Shoppe	
<i>5th Annual Swing Into Summer Golf-a-thon – June 18, 2007</i>	\$ 8,000
organized by Joe Hamley, Acorn Financial Services	
<i>30th Annual Norm Jary/ARC Industries Golf Tournament-July 16, 2007</i>	\$32,900
organized by Golf Committee – Mike North, Peter Lago, Rick Findlay, Rick Kinsella, Jim Scannell, Norm Jary & management staff	
<i>22nd Annual Poor Boys Lunch – Sept. 14, 2007</i>	\$11,000
presented by Advocis™ – Golden Triangle Chapter	
<i>5th Annual Golf Tournament – Pike Lake - Sept. 19, 2007</i>	\$ 5,000
organized by management & staff of Community Living	
<i>Dollars and Sense Coupon Book 2007-2008</i>	\$ 6,000
administered by Dollars and Sense	

DONATIONS RECEIVED APRIL 1, 2007 - MARCH 31, 2008

“In Memoriam” donations were made during the past year for:

Audrey Bridge	Marion Gibson	Earl Levine	Dawn Ling
David Lizzotte	Ken MacKiddie	Gail McFarlane	Jane Miller
D. Morgan	Donald Pegalo	Gerry St. Denis	Tony Stokman
Tess Taconis	Larry Tofani	Terry Weirmeir	

Thank you to the donors and supporters of Community Living Guelph Wellington and its programs (other than the Capital campaign) this past year:

Alma United Church, Alma	Betty Brodie	Mrs. D. Scheffield
Central Pentecostal Church, Elora/Fergus	Cox Creek Cellars	Sidonio's Custom Men's Shoppe
St. Andrews Presbyterian Church, Alma	Cathy Delaney	Margaret Szucs
St. John's United Church, Belwood	Draka Elevator Products Inc.	Russell Willoughby
Elora United Church Women Centre Wellington	Dream Corners B & B	• ARC Industries Business Associates
Ministerial Association	Caroline & Tim Drohan	• Supported Employment Employers
NeighbourLink, Centre Wellington	Doug Finlay	• All participants/supporters of fundraising events
BETA SIGNMA PHI	Gloria Gandour	
XIGAMMA OMEGA	Diane Harvey	
Kathy Beckwith	Ray Hennig	
Craig Blake	Milan Holdings	
	John Howse	
	MacKinnon Transport Inc.	
	Sharon OgdenJohn Oosterhuis	
	Polycon Industries	
	Ken Reeve	

Community Living Guelph Wellington Success Stories

Happy Retirement Dale!



Dale Copeland has retired from Production Works in Fergus after 9 years of service; amazingly, he has been working for 50 years! Dale grew up on a farm in Belwood and at the age of 16 began working on the family farm, as well as helping on neighbouring farms. He then got a job in the community doing local garbage collection and when that job ended he moved on to work collecting garbage in Mt. Forest. While working here, he stayed with his boss Monday, Tuesday and Wednesday, having Thursdays off and working in Fergus on Friday. Dale also worked making skids and mixing feeds for the mill in Fergus. A great opportunity was given to Dale at this time – to work in the Newdon Industries factory. When he was laid off from this job, he worked in Elora washing dishes. Moving to Guelph, Dale attended ARC Industries where he worked in paper and mailing, on car mats and maintenance. He met and married Janet Evans in July of 1992. He then had the opportunity to clean and

stock shelves at Big V and Jumbo Video, as well as cleaning offices including Holody Home. At this point in time, Dale's life changed again. Dale and Janet moved back to Fergus where they both worked in Production Works. Dale also did janitorial work. The jobs that he liked the best were Newdon Ind. and Production Works. Dale says “I decided to retire because I felt it was time” ! He is enjoying retirement, taking one day at a time, going for walks and enjoying life. We wish him all the best in his retirement. Dale will be missed – by friends, co-workers and staff.

Lewis Skates to Stardom

Lewis Cremasco is a Figure Skater with the Arthur and area skating club. He has skated for 12 years now and continues to add to his list of achievements. Lewis has attended two Special Olympic Winter Games bringing home silver medals in Freeskate and Ice Dancing. Last March, Lewis was chosen at the top Level Two Male Skater in Ontario to attend the Canada Games in Whitehorse. This was an amazing opportunity and Lewis finished third in his elements and fourth overall, against the best Level Two Special Olympic Skaters in Canada. Lewis continued to skate strongly this season, and brought home an additional seven gold medals and one silver, competing at a number of area competitions in Freeskate and Ice Dancing, as well as a Paris Freeskate. Kelsey Rose MacDonald has joined the Arthur club and Lewis and Kelsey Rose skated the Pairs Freeskate at two competitions this season resulting in two gold medals. Lewis loves to skate! A very shy young man off the ice, he comes to life when it is time to perform. Congratulations, Lewis.



Hello from Larry Campbell



I used to get dropped off and picked up at the Community Living Centre in Mt. Forest. About a year and a half ago, when I moved into a new house, I began walking by myself to and from the Community Living Centre. I walk to the corner, I stop at the stop sign, I look in all directions for cars, when there are no cars moving, I will walk across the street. Now I have a key and I've learned how to unlock the door. I can wait for Dad to get home. Recently I took part in a program to help me communicate. Now I am more comfortable talking to my friends and staff. As for Karaoke at Music Group in Arthur, I can remember words to lots of songs. I sing louder and longer than I ever have before. I am proud of myself. And we are proud of you Larry!



The North Wellington Bravehearts bowling team pose proudly in their new competition shirts sponsored by Varney Speedway and displaying their ribbons earned at one of this year's three tournaments-in Owen Sound, in Clinton or at home in Mt. Forest. They have received their year end awards. Many athletes here are also involved in other Special Olympic sports such as skating in Arthur and swimming in Fergus. Congratulations to all athletes and participants and many thanks to parents, volunteers and sponsors organizing such events.

Here is what some of the athletes said when asked how they did so well:

- Katrina said her Sponge Bob lucky charms are responsible, she enjoys bowling and has her own red bowling ball with her name on it. At the tournaments, she scored over 100 points in each game. Some day she would like to go to the Nationals.
- Laura has good twinkletoe moves that help her game; she has been bowling for 13 years and has a high score of 122. She enjoys bowling with Kelsy Rose and Rebecca.
- Brian thinks that practicing on Friday at the day program helps him.

Other bowlers:

- Lewis is quiet but competitive and talented.
- Jamie insists on getting a turkey every game and often does.
- Matt is competitive and enjoys bowling with the day program as well as Brandon, Troy, Junior, Amy and more. When she's not working, Penny enjoys bowling too.

Students Keeping Up with Technology

The students in the Adult Literacy and Basic skills class in Mt. Forest are keeping up with technology - they are busy e-mailing friends and family. The Mt. Forest and Harriston literacy class have e-buddies and try to e-mail each other frequently whether to send a "birthday wish" or just to say "hi". We hope to have a little visit with the e-buddies group in the spring; we feel this is very beneficial as the students get to see and talk to the people that they have been e-mailing. Jessica is proudly showing everyone pictures on the computer of her new baby nephew that her mom has been sending to her via e-mail. Penny e-mails her sister who spends the fall and winter in Florida; she keeps in touch with her sister, receiving funny jokes and nice poems, keeping up with family news. Lynn is able to communicate with her sister who lives a long distance sending e-mails even when she is at work without spending money on long distant calls. Katrina likes to set up a chart using Microsoft Word Program for the monthly Marble Tournament scores. Judy is well known for sending very humorous e-mails to the staff giving us all our morning smiles from her quick-witted e-mail jokes. Other students in the class have e-buddies from the classroom or e-mail friends in their own class or Community Living staff. The students use the computers to search for information such as health issues, sports scores, weather forecasts and the latest entertainment news. We've come a long way from a few years ago when the students didn't even know how to turn the computer on and off. Wellington Centre for Continuing Education Adult Literacy and Basic Skills provided new counter tops for computers in the new classroom in Mt. Forest. Funded by Employment Ontario.

North Social Club

The Social Club in Harriston began in November 2007 and has proven to be successful. One evening each week, staff hold an activity at the Community Living Centre – Minto or in the surrounding Community. Staff organize and plan events for small or large groups and gear activities to each individual's preference. Activities have included mystery tours, hockey games, salon/spa visits, ladies/mens nights, cooking, library, shopping, walks, and the list goes on and on. Invitations go out to individuals, Community Living group homes and to the Supported Independent living program each month. Everyone gets a turn to participate and families are very grateful for the evening events. The idea was taken from the Guelph, Fergus and Erin social clubs that are already running in those areas. The far north needed some fun and social activities too! With the Social Club's success proven over the winter, the summer should be even better!

Living on Barton Street

The Barton Street home officially opened January 10 this year. Bob Ecclestone and Jason Lush were the first to move in, followed by Alec MacKenzie in March. There have been lots of adjustments in the last five months such as becoming familiar with each other's habits, schedules and interests. The guys are learning to appreciate and respect each other's differences, also bringing new ideas to the home. Jason is enjoying his new home and neighbourhood, and became very familiar with the residents during his time shovelling driveways this winter. Bob, a season ticket holder of the Guelph Storm, loves the fact that in the off season he can enjoy baseball games at Exhibition Park. Alec appreciates how Barton Street is so close to the library where he can learn more about trains and airplanes. Although the guys have their own interests, they often spend time together playing hockey, with trips to the ice cream shop, sharing in chores, fun chats over dinner and watching hockey. Bob, Jason and Alec are all very excited about the Stanley Cup Playoffs, but they are also looking forward to the warm weather and fun activities this summer.



Jason, Bob and Alec

Pictured below, friends from Ajax and Flaherty take a trip on the Waterloo Central Railway to St. Jacobs and Farmer's Market.

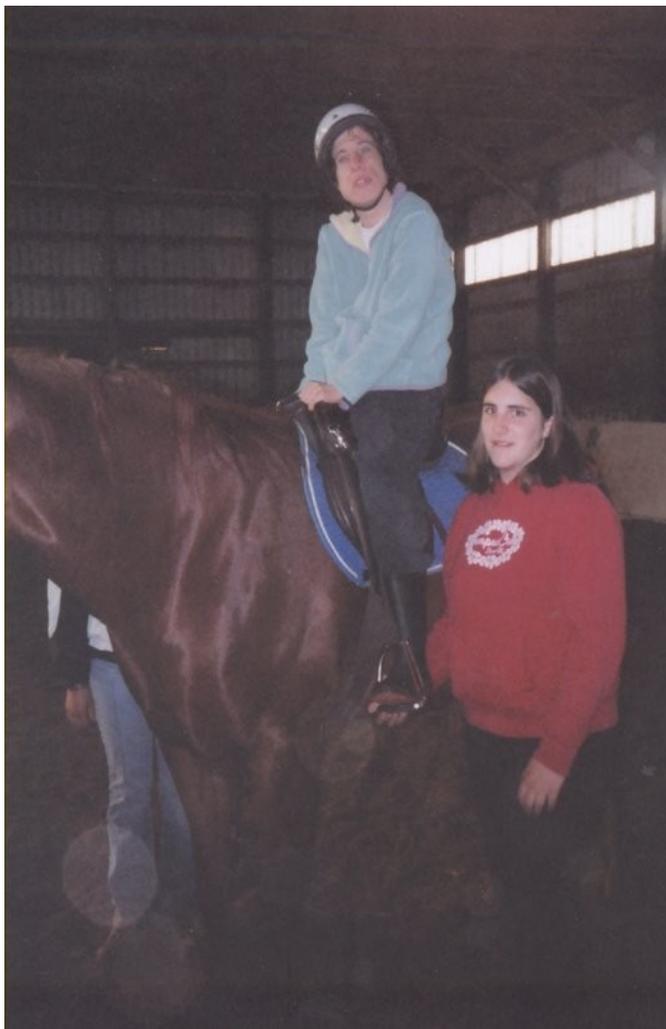


Paul, Ruth and Michael enjoy a snack.



Trent, Michael, Gary, Michael & Ruth (back)
Doug, Paul, Linda and Tammy (front)

Lisa



Staff at Egremont are committed to Community involvement and once again this year, will be taking Lisa to horseback riding lessons. Lisa is a lady who loves animals and enjoys pet therapy and especially horses. The lessons occur one evening per week in the nice weather and have started as of April. Staff plan with the stables, ensure funds are available and support Lisa in getting to the stables and while she rides. She enjoys the one to one time and getting out of the house. While they are out with another staff and an individual from another group home, a staff stays back at Egremont and holds the house together, completing activities with the other individuals and the household routines. It takes much dedication from all staff to ensure that regular community involvement takes place as there is much to be done at the house as well. Everyone takes their turn and even though there are staff changes, a commitment is obvious to keep the ladies doing the things that they love most.

Arlene's Home

Arlene Walker turned 82 on Jan. 31, 2008. She continues to impress us with her wit and determination. After under-going hip replacement surgery, she amazed us with her stamina and with support, continues to live in her home on Melissa Crescent in Mt. Forest. Arlene came home very quickly from the hospital and was determined to walk with a walker and staff each day.



Staff who care for Arlene each day are dedicated, sincere and very patient with her. They feel that Arlene's wish is to remain in her home instead of moving to a Nursing Home and will continue to ensure that her wish remains intact until such a time where Community Living cannot offer her the best support possible. Staff are in tune with her needs of diet, medication, when she is in pain, tired or in need of some fresh air. A deck is planned for summer to ensure she can be wheeled out to tend her wheelchair height flower garden. A raised flower bed was built with instruction from staff and it is kept full of flowers and maintained throughout the summer. Sometimes she knows the staff names and sometimes she doesn't but one thing remains steady - everyone is determined, most of all Arlene, to make her wishes come true.



Tea Social at ARC

Supported Employment Program (SEP)

The Supported Employment Program (SEP) provides training and support for people with an intellectual disability who are searching for paid employment in the community. SEP helps job seekers to contact potential employer's, and fosters the development of new skills and the confidence to step out into the workforce. This year both employers have helped make two individuals dream of employment a reality.



Kathy Mireault and the team at MBM Food Services welcomed Marilyn immediately. Teaching Marilyn to develop new skills in a friendly, caring manner has helped her grow both personally and professionally. Marilyn has gained confidence working in the community due to the employers continued demonstration of support in a sincere manner. We appreciate MBM Food Services for helping Marilyn become successful and happy in her work environment. Thank you Kathy!

Jennifer independently approached Bruce, the manager of Galaxy Cinemas in Guelph with hopes of getting a job. Bruce was enthusiastic to the idea of Jennifer trying a job placement. The staff demonstrated patience and kindness while supporting and teaching Jennifer work place skills such as ticket collection and welcoming customers, and cleaning and stocking the condiment counter. Upon completion Jennifer was hired and the staff continue to encourage Jennifer and make her feel part of the Galaxy team. The SEP recognizes Galaxy Cinemas for their positive approach helping Jennifer succeed in her position.





Greg & Paul enjoying Pet Therapy at Jeremy Cres.



Kelly & Buddie Joanna at Meet & Greet



Marlene celebrates her 60th



Derrick & Jason sing with Katie



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MISSION STATEMENT

Community Living Guelph Wellington advocates for, promotes and facilitates the full participation, inclusion and empowerment of people who have an intellectual disability.