



## *Annual Report -2009*

### **INSTITUTION CLOSURES CELEBRATED ACROSS ONTARIO**

Community Living Associations across Ontario marked a historical moment in the province's history at the end of March: the final closures of Ontario's last three institutions for people who have an intellectual disability, signifying the end of an era of systematic segregation that began in this province more than 160 years ago. "These closures hold important meaning for all people and for all communities across Ontario. They signify the end of an era, and one more progressive step in the right direction for our humanity," said Keith Powell, Executive Director of Community Living Ontario. "We recognize that Ontario is becoming a more welcoming and inclusive place for every human being and this includes people who have an intellectual disability." Societal attitudes toward disability were less progressive 160 years ago than they are today. People who had an intellectual disability weren't expected, nor largely encouraged, to belong and participate as 'normal' citizens in regular society. Parents of children who had a disability were encouraged to place their children in institutions – thought to be the safest and best place for people at the time. Many parents, feeling they had no other choice, obliged. The first institution in Ontario was built in 1841. By the 1960s, Ontario had 16 large institutions for as many as 10,000 people. Some families and other concerned citizens had a different vision for their children and believed their children should live in regular communities. Sixty years ago, these families and citizens began to work together to pursue community-based alternatives to the institutions and their collective efforts and movement over the years resulted in the now 117 Community Living associations across Ontario today. These associations provide government-funded supports and services to more than 12,000 Ontarians who have an intellectual disability and their families. "This is something we have fought for and pursued for 60 years. In that time, Community Living associations, parents, family members, people who have an intellectual disability, and other advocates have continued to build strong and supportive communities, and to advocate for people to be included in all aspects of community life" added Powell. "People now have a better quality of life because they are living in their homes, are active members of their communities and are more connected with friends and family". For more than 30 years, the Ontario Government has been closing the institutions and supporting people as they moved into homes in the community. The closure of the last three facilities – Huronia Regional Centre, Southwest Regional Centre and Rideau Regional Centre – were observed on Mar.31. "We offer our appreciation and congratulations to all those who have worked so hard to bring us to this day, including the thousands of people who have a disability, family members, concerned citizens, friends and partners in the community and also members of the provincial parliament", acknowledged Powell.

(reprinted with permission from Community Living Ontario)

**BOARD OF DIRECTORS 2008/09**

Wilf Rieck, President  
Joe Hamley, Treasurer  
Melinda Heidinga  
Nancy McDougall  
Liz Roth  
Andrew Woolnough

Bernie Mitchell, Vice President  
Brenda Key, Secretary  
Heather Husnik-Osborne  
Bill McNaughton  
Kim Uhrig

**Message from the President**

Another busy year for your Board of Directors is coming to an end. Accomplishments this year include:

- 1) The completion of ARC Industries building (without a mortgage) and the Grand Re-Opening. A special thank you to the staff whose efforts made this transition possible;
- 2) Establishment of a Strategic plan for ARC (see report on Page 5);
- 3) Registered the Trademark for Logo and Tagline “Support·Inspire·Enrich”;
- 4) Worked with members and M.P.P.'s to revise Increased Community Capacity Initiative to minimize potential impact on those currently receiving supports through CLGW;
- 5) Reviewed and revised several Policies;
- 6) Supported the establishment of a Self Advocates Group – *People 4 People*- made up of individuals receiving support through the association;
- 7) Adopted new logo standards to bring us in line with Community Living Ontario;
- 8) Hosted two general Membership Meetings plus the AGM. Topics included RDSP and a Community Living Ontario presentation on the Impact of picketing in front of group homes;
- 9) Extended the lease on the Erin Day Program location;
- 10) Approved Budget/Service Contract/Quarterly Submissions as recommended by Resources Committee;
- 11) Oversaw the SEP program “Are We Doing What We Say We are Doing Review” conducted by the Quality Monitoring Committee;
- 12) Investigated the needs of our seniors and what services best suit their requirements.

Some upcoming issues facing the board:

- 1) Completing Transfer Payment Agency Risk Assessment
- 2) Focussing on issues related to better supporting seniors within the agency
- 3) Ongoing ministry funding
- 4) Organizational “sustainability”

As you can see, the issues facing your board are interesting and challenging so please volunteer to accept a position on the board or a committee when contacted. It makes the load much lighter. On closing, I would like to thank the board members for their dedication and efforts throughout the year. Your input and discussion is most beneficial. For those leaving the board, a special “thank you”, we will miss you. For the new member joining us, a hearty “welcome”.

**COMMITTEES OF THE BOARD****Nominating, Bylaws & Constitution Report** - Bill McNaughton

The Committee did not receive any nominations to the Board of Directors or the Nominating, Bylaws and Constitution Committee from the membership. According to the bylaws, nominations will close with this 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 2009 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 2010 are **Melinda Heidinga\***, **Nancy McDougall\***, **Wilf Rieck**, **Liz Roth**, and **Kim Uhrig\***.
- Current board member who will complete their term in June 2009 and are seeking re-election to June 2011 are: **Joe Hamley\***, **Heather Husnik-Osborne**, **Brenda Key**, and **Bernie Mitchell**.
- **Bill McNaughton** has served 10 years on the board and is ineligible for re-election
- **Andrew Woolnough** has completed his one year term and is not seeking re-election.

The Committee is currently interviewing for the two year position that will be vacant and will present nominee(s) 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

**Annual Financial Statements and the Auditor's Report will be available June 10/09.**

**Call Doreen at the office (519)824-2480, ext "0", to have a copy sent to you or pick up a copy at the admin. office. Copies will be available at the Annual General Meeting.**

Responsibilities and Accomplishments for 2008/2009:

- 1) Reviewed and recommended approval of ministry required Service Contract and Budget submissions, and Quarterly Stats;
- 2) Monitored expenditures on a monthly basis;
- 3) Met with Auditors to review their findings;
- 4) Reached agreement with the Rotary Club of Guelph on office space at ARC and employment opportunities for people supported by the association;
- 5) Successfully completed the Capital Campaign;
- 6) Oversaw fundraising activities including: Sidonio's Spring Fashion Gala, Swing Into Summer Golf-a-Thon, Norm Jary Golf Tournament; Poor Boys Luncheon, Pike Lake Golf Tournament, Claude Haggerty Illusionist Show;
- 7) Approved gym rentals and rates
- 8) Established agreement with Saugeen Valley Nursing Home in Mount Forest to provide a drainage right of way in exchange for grading/driveway improvements on one of our houses;
- 9) Reviewed and recommended purchase of Trafalgar Road home;
- 10) Supported a Breakfast Program (pilot) at ARC;
- 11) Successfully lobbied for reimbursement of Development Charges for the ARC project from the City of Guelph.

**Quality Monitoring Committee** - Nancy McDougall, Chair

Committee Members: Jane Heipel, Fiona Hendry, Nancy McDougall, Nancy Richardson

Sub Committee: Ken Milne participates on Aesthetic Inspection Committee

Staff Resource: Debb Young

Quality Monitoring has had a most exciting year. We are pleased to report we have just concluded our report to the Board on the Supported Employment Program. These Reviews are designed to assess a particular program to answer three basic questions “what do we say we are doing”, “what are we actually doing” and “how well are we doing it”. The process is quite lengthy, but very interesting and worthwhile. Throughout the year we have also had the opportunity to comment on policy & procedures for CLGW Pet Policy and Health Care Decisions. We reviewed and updated our own Terms of Reference for this committee and were enlightened with a report from CLGW first ever Self Advocates Committee - *People 4 People*. As an ongoing commitment from this committee, we regularly visit CLGW group homes every three years on a rotational basis. These inspections are aesthetically focused & designed to assist management with suggestions we feel would enhance the comfort of the people who live within these homes. It is a pleasure to be a CLGW volunteer on this very rewarding committee.

**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](http://www.ugdsb.on.ca). Read the 2008 Annual Report from The Wellington Catholic District School Board Special Education Highlights at [www.wellingtoncssb.edu.on.ca](http://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.



Making wreaths for the holidays.

**Service Awards 2008**

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

**25 Years of Service 1983 – 2008**

Bryan Boley	Kathy Cookman
Lynn Frost-Arcand	Linda Treleaven
Debbie Young	

**15 Years of Service 1993 – 2008**

Nancy Crawford	Veronika Macquarrie
Terry Murray	Doreen Rye
Dayna Weiler	

**5 Years of Service 2003 – 2008**

Kelly Barkhouse	Jennifer Culford
Melanie Darke	Nicole Farewell
Joanne French	Jeannine Frenette
Janice Hacking	Alexandra Hurlbut
Sarah Joyes	Betty Kowall
Robert Lowe	Sandi Muir-Leach
Sini Pallattu	Elizabeth Peckhover
Colleen Smith	Tamarind Spender
Sandi Stienstra	

**20 Years of Service 1988 – 2008**

Kim Aitken	Janette Andersen
Sue-Anne Boley	Michele Deboer
Necita Estorco	Sue Harbin
Christine Kehl	Jean Turner

**10 Years of Service 1998 – 2008**

Bonnie Coupland	Rekha Sharma
Lea Anne Goods	Joe Sharpe
Diane Lang	Danielle Vail
Susan Upper	Barb Vanderheyden
Ursula Ludwig	Sandra MacDonald
Nicole Zandstra	
Michele Williams-McNeil	

**Executive Director's Report**

They say a picture is worth a thousands words, so as you can see by the pictures in this Annual Report, we have many thousands of words to say about our Association. People are active, people are included, and for the most part people are happy! We have a dedicated group of long serving employees and volunteers working to help those supported by CLGW to live happy and fulfilled lives. There have been many activities and many successes within CLGW this past year. We completed the ARC Industries Capital Project in the fall and celebrated with a Grand Re-Opening in November. There were many successful fundraising and social events that raised approximately \$60,000 to help pay for capital items (repairs and replacements) for our properties. We took a significant number of people off the waiting list and worked closely with other agencies to help increase respite availability throughout Wellington. There are also a number of activities and initiatives taking place across Ontario that will impact on Wellington. One important initiative was completed in the Province on March 31<sup>st</sup>. The doors at Rideau Regional Centre, a Schedule 1 Facility ( Institution) for persons with a Developmental Disability were closed for good. For the first time in more than 160 years, every citizen of Ontario can now live in the community of his/her choice with the assistance of family and local agencies. This is truly a milestone!

In Oct./08, the Province passed into law *The Services and Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act* to replace the Developmental Services Act. This Act “will help to build a modern, sustainable developmental services system that reflects how people live today – in communities, not institutions” (reprinted from MCSS' *Spotlight on Transformation* Issue 10 ) The Act will fully come into effect once all the Regulations have been established. As a result of this piece of Legislation, we will see the introduction of Application Entities where a common application for service and a common Assessment (the Supports Intensity Scale) will be used for anyone wanting access to Developmental Services supports or funding. We also completed the first year of a ten year Human Resources Strategy aimed to improve recruitment and retention of our most valuable resource – our staff; the foundation of this strategy is the introduction of Core Competencies. The Hay Group, pioneers in Core Competency work, has been retained to help develop Core Competencies for six positions within the sector ranging from Front Line Professionals to Executive Directors. Core Competencies are values, traits and motives a person possesses. The project will help to determine what attributes outstanding performers in each job category possess. By adopting their use, agencies can hire people who have the best chance of becoming an excellent employee, committed to staying in the field for the long run. The Human Resources Strategy will also be looking at HR Best Practices, Agency Based Training, College Program Standards, Awareness and Marketing. Queens University has agreed to participate in the Strategy by working on the Evaluation component. This is the first time that the entire sector – families, agencies, Provincial Ministries, and organized labour - have come together to address the recruitment & retention issues faced by the sector. I would like to thank the members of the Board of Directors for sharing their time, their vision and their wisdom in helping us to accomplish so much. I would also like to thank all the employees and volunteers for helping individuals to achieve their dreams. Looking forward to another great and eventful year.

### **Director of Service Report – Debb Young**

**Respite:** We provided out of home respite to just over 17 families from our Guelph Respite and Mt. Forest location. In Mt. Forest we are currently funded to provide respite one weekend per month; we were fortunate last year to receive some additional funds from the Wellington Respite and Residential Committee to allow us to offer respite an additional two weekends per month.

**Camp Subsidy:** The Wellington Respite/Residential Committee provided some money to assist adults within Wellington county who were going to camp and in need of some financial assistance. CLGW was chosen to oversee the requests of money. 35 individuals within the county accessed the camp subsidy money.

**Supports and Services:** Community Living remains committed to providing supports and services to individuals who are currently in service and strives to meet the needs of those who are in emergency situations. This past year we were able to provide residential support to 3 individuals who were in emergency situations. 2 of those individuals were eventually offered permanent residential placement with us. We were able to accommodate the following numbers off of our waiting lists: Residential – 9 individuals; Day supports – 5 individuals; ARC – 4 individuals; SIL – 16 individuals; Respite – 3 individuals.

**ARC INDUSTRIES**

**1. Strategic Plan**

The Board of Directors and management at Community Living Guelph Wellington developed a Strategic Plan for ARC Industries after receiving input from people supported and their families. The Board continues to monitor and approve implementation and evaluation plans presented by ARC management team.

**Goal:** **Source out non-traditional revenue generating activities**  
**Activity:** Pilot 3 new non-traditional revenue generating options for 2009/10/11  
**Accomplishments:** Promote and enhance retail space

- we are having more functions in the space including the tea on Valentines Day
- had a very successful theme dinner in January; this will happen quarterly
- a new bench is being built in the Woodworking program.

**Goal:** **Maximizing staff ratios by including participant “lead hand” positions**  
**Activity:** Establish formal “supervisory” training program  
**Accomplishments:** We are currently working to establish “lead hand” training

- will they be compensated in some way
- how do we prepare individuals for “lead hand” positions
- these issues are being worked on

**Goal:** **Increase staff component**  
**Activity:** Increase cross utilization of staff from other sites for specific times or activities  
**Accomplishments:** This is ongoing.

**Goal:** **Provide more engaging options**  
**Activity:** Identify staff to seek out additional revenue generating work  
**Accomplishments:** Attending chamber events, hoping to brand woodworking products & mailings

**Goal:** **Closer monitoring of visitors**  
**Activity:** Improve sign-in procedures for visitors  
**Accomplishments:** This is ongoing

**Goal:** **Provide a schedule of events and activities (in-house)**  
**Activity:** Pilot 3 new non-revenue producing activities for 2009,2010,2011  
**Accomplishments:** Health and Wellness

- we are charting use of the gym
- changing choices offered in cafeteria
- publishing a calendar for the month for Non Vocational Alternative
- Breakfast Club – up and running

**Goal:** **Networking**  
**Activity:** Building connections  
**Accomplishments:** Rotary now has an office in the ARC Building; Connections with ARC in Elmira & Cambridge



Steve working on new bench

**2. Hello from ARC Industries – May, 2009**

This past year has been very busy for everyone at ARC Industries. By far, the most exciting part was moving into our brand new building after many months of waiting. We all love our bright, cheery work and N.V.O. Areas, our shiny new full-sized lockers, our sunny cafeteria, our awesome kitchen and, of course, our beautiful new gymnasium. Since our move on Oct. 30/08, we have been putting our new facility to great use.



Many happy faces the first day at the new building.

Basketball, dodge ball, football, tai chi, belly dancing, dancefit, ARC Idol, Jokefest and special events including our Grand Opening on Nov. 14/08 are just some of the ways we've been regularly utilizing the gym and portable stage. The Non-Vocational Opportunities program continues to offer a wide variety of fun-filled educational activities both in-house and in the community. These many activities enhance the day of the hard-working folks at ARC. The Food Services department has been in high demand since the move with many caterings, special luncheons, a theme dinner and daily breakfast club. They served lunch in the gym to 80 members of the Rotary Club of Guelph in April. The other program areas (Woodworking, Packaging/ Subcontracts, Paper and Mailing and Custodial) continue to work hard on the many contracts that we have. On certain days, however, the economic situation has affected how busy we are so we are always looking for new jobs to do as well as keeping busy with the many activities this new building has to offer. The Supported Employment Program has been enjoying their new office as well. Thank you to the countless people and businesses who donated money, time and hard work to make this brand new ARC building a reality. **WE LOVE IT!**



Brian works hard to keep our building clean.



Enjoying our new lockers



Sherry, Tracy, Allan & Steve entering the new building for the first time.



Margo and Celebrity Guest Cook Chris preparing scrumptious food in the new kitchen for the Breakfast Club.



Mary Ellen, Paul, Tamie & Randy (missing from photo Scott & Margo) have been working very hard since moving into our new building with many caterings, luncheons and special events.



Ian, Ryan & Chris helping with landscaping- Nov/08



Time for basketball in the gym

At the official opening of the new ARC Facilities, CLGW launched the **Buy A Brick for ARC** Campaign. Individuals, families and businesses purchased bricks, which will be inscribed as they wish, on a wall located in the new building (we are currently determining best location). Everyone will be able to locate their brick once the wall is complete. Thanks to the following individuals & companies who contributed to this campaign, raising \$8,250! If you wish to purchase a brick, please contact the admin. office at 519-824-2480.

Jean & Doug Alexander	Connie Greenidge	Douglas Milne
Norman Armstrong	Joan Hicks	Julia Niimi
Simon Bell	Bill Irving	Laurie Nixon
Bill & Nancy Benson	Dave & Mary Jackson & Family	Norms Esso
Caroline Beren	Caroline Jolie	Brenda Randell
Marjorie Boswell	Katie Jones	Marguerite Randell
Susan Bowman	Gord, Margaret, Katie, Brook Jones	Ken & Audrey Reeve
Angela Bukowski	Jean Jones for Irene & Ken Milne	Ernest Reinbergs
Andrew & Marion Butella	Hilary and Avery Key	Rockwood & District Lioness Club
Employees of Ceramic Decor	Edward and Joan Krouse	Grace Small
Chris Clark	RLB Chartered Accountants	Lisa Stokman
Helen Cox	Andrea & Mike Manera	Joanne Leone Thorburn
Karen Cummings	Geraldine Maltby	Don & Marlene Tosh
Valerie Cutting	Kerri McCaskell	Graham Tosh
R., S., & M. Farley	Tess McClennan	Robert Workman
Marcie & Bud Fauteux	Erin McConnell & Family	for Jackie Van Huisstede
Zarif Fayez	Linda & Bob McCreary	Paul Zappacosta
Christopher Osbourne	Casey McCrory	Mary Strimas - "People Helping People"
Gloria Gandour	Mae Mardling	
Jeff Gibson	Robert Melanson	
Audrey Crane- in memory of Barb Girling		
The Couplands- in memory of Joe Yeman		
Patricia Flewelling- in memory of Norm Flewelling, Pat Halliburton, Anne Hallibuton, Vick Halliburton		
Helen Garton- in memory of Steve Brodie & Grace Brady		
Janice Hacking- in memory of Terry Weirmeir		
Joan Hicks- in memory of Valerie Hicks		
Bill Irving- in memory of Fred Irving & Jean Irving		
Margaret Jones for "Malvern Angels"-Darlene, Jane, Marie, Katie		
Bonnie Mardling- in memory of my father, Harry Mardling		
1 row from Patricia Eby- Shawn thanks "Community Living and Egremont Home"		
1 row - the Raegele Family		
1 row from Joe & Judy Van Huisstede for the love of Jackie		
2 rows - In memory of our Founders & their labour of love - Fitton Family		
4 rows of bricks from Pam & Bob Berry		

Chris won the title of the 1<sup>st</sup> ARC Idol



**FUNDRAISING**

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

<b><i>Spring Fashion Show, April 2/08</i></b>	<b>\$ 10,000</b>
presented by Sid Brombal of Sidonio's Custom Mens' Shoppe	
<b><i>5<sup>th</sup> Annual Swing Into Summer Golf-a-thon, June 23/08</i></b>	<b>\$ 10,000</b>
organized by Joe Hamley, Acorn Financial Services	
<b><i>31<sup>st</sup> Annual Norm Jary/ARC Industries Golf Tournament, July 14/08</i></b>	<b>\$ 25,000</b>
organized by Golf Committee – Mike North, Peter Lago, Rick Findlay, Rick Kinsella, Jim Scannell, Norm Jary, Chris Clark, Heather Grimes, George Wilson	
<b><i>23<sup>rd</sup> Annual Poor Boys Lunch, Sept. 12, 2008</i></b>	<b>\$ 12,795</b>
presented by Advocis™ – Golden Triangle Chapter	
<b><i>6<sup>th</sup> Annual CLGW Golf Tournament, Pike Lake, Sept.17/08</i></b>	<b>\$ 6,000</b>
organized by management & staff of Community Living	
<b><i>Dollars and Sense Coupon Book 2007-2008</i></b>	<b>\$ 6,000</b>
administered by Dollars and Sense	
<b><i>2<sup>nd</sup> Annual Moms' Group Poinsettia Fundraiser</i></b>	<b>\$ 2,745</b>

***A big thank you to all the ladies who total the Zehrs tapes for the Save-A-Tape Program. We recently received a cheque for \$530 to be used at ARC!!!***

The “Moms' Group” would like to grow by adding new “Moms” (Mother of a client in CLGW service). This Group does more than just sell poinsettias, but will not demand a great deal of your precious time! If you have a son or daughter attending ARC, or hope to have that happen in the future, you might consider learning more about the “Moms' Group”, and how you might become a member, and have some fun, too. Please contact Volunteer Coordinator, Mary Strimas, 519-822-9280 X225, e-mail [mstrimas@clgw.ca](mailto:mstrimas@clgw.ca)



Brenda Randell accepts cheque from Advocis™ for Poor Boys' Luncheon

**Capital Campaign Update**

This fiscal year, we received additional donations to the capital campaign from:

- Jean Jones
- Ruth Girling
- Mr. & Mrs. P. May
- TD Friends of the Environment Foundation
- Evergreen Golf Club Group
- Don & Reta Raegele
- Marguerite Randell
- Conestoga Mechanical Inc.

The Capital Campaign Donor Wall at ARC Industries



**DONATIONS RECEIVED APRIL 1, 2008 - MARCH 31, 2009**

We received donations in memory of many family and friends; we remember:

- Steve Armstrong    Mary Coffey    Robert Eby    John Fox    Cecilia Hayes
- Luella Johnson    Robert Sterritt    George Sutton    Bill Tilden

Thank you to the donors and supporters of Community Living Guelph Wellington and its programs this past year:

- Alma United Church, Alma
- St. Andrews Presbyterian, Alma
- Elora United Church Women
- Always Affordable Inc.
- Sandy Bradley
- Caroline & Tim Drohan
- Guelph Lions Club
- Diane Harvey
- Viola Kramp
- Rae Mahoney-Robbs
- Sharon Ogden
- Polycon Industries
- Margaret Szucw
- The Co-Operators Group Ltd.
- Central Pentecostal Church, Fergus/Elora
- St. John's United Church, Belwood
- Centre Wellington Ministerial Association
- Vaughan Arnott
- Cox Creek Cellars
- Rob Edlefsen
- Guelph & Wellington County Master Gardens
- Brian Holstein
- Melan Lesic
- Jewel Marchant
- Prime Care Pharmacy
- Ken Reeve
- TD Canada Trust & Bruce L. Broderick
- Toyota Motor Manufacturing Canada Inc.

- ARC Industries Business Associates
- Supported Employment Employers
- All participants/supporters of fundraising events

**SUPPORTED EMPLOYMENT PROGRAM**

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 contact potential employers, and fosters the development of new skills and the confidence to step out into the workforce. We thank the following employers who have demonstrated commitment to inclusion in their community by employing people supported at Community Living Guelph Wellington over the past year:

**Employers in Guelph:**

- |                                  |  |
|----------------------------------|--|
| Burger King                      | Byrd Packaging   |
| Flying Dutchman                  | Food Basics - Eramosa & Silvercreek                      |
| Galaxy Cinemas                   | Guelph Mercury   |
| Hatch Industries                 | Health Centre Early Years                                |
| Lens Mill Store                  | MBM Food Services  |
| McDonalds                        | Metro Food & Drug Mart                                   |
| Old Navy                         | Penny Saver  |
| Pro Joy                          | Royal Bank   |
| Ryan's Pet Food                  | Second Cup Cafe  |
| Star Bucks                       | Swiss Chalet   |
| The Bookshelf Cafe               | The Carpet Store   |
| Tim Hortons, Imperial Road       | Tim Hortons, Woodlawn                                    |
| University of Guelph             | Victoria East Golf Course - Twelve Individuals rotate    |
| Zehrs Imperial                   | Zellers Eramosa - Two Individuals                        |
| Private Citizens - Ten Contracts | Cleaning snow, lawn care, gardening, cleaning & odd jobs |

**Employers within Centre, North Wellington and Minto:**

- |                           |   |
|---------------------------|---|
| Arthur Arena              | Canadian Tire, Fergus                     |
| Fergus Arena              | Centre Wellington Work Department, Fergus |
| Foodland, Mount Forest    | Soap Factory, Elora                       |
| Tim Hortons, Mount Forest | Wellington Advertiser                     |

As well, people are employed at Community Living, Guelph Wellington – Holody Home, Admin and ADS in Guelph, Centre Wellington (Fergus), North Wellington and Minto.

Community Living Guelph Wellington is working in partnership with the Rotary Club of Guelph. Eva is training for the office position in the near future.

Volunteers from Rotary, Doreen Rye and Supported Employment staff are helping Eva learn how to develop the weekly bulletin for the Rotary Club.



Eva and Anne's first day in the new Rotary office within ARC

**COMMUNITY LIVING GUELPH WELLINGTON SUCCESS STORIES****Lisa's Story**

Hi, my name is Lisa. I moved into Huronia Regional Centre when I was 6 years old, 34 years later I was moved to Belwood. At the Belwood group home, I began to participate in various types of new activities including my job where I sorted screws at the Fergus Base program, visited the sensory room at the Harriston Day program and started to be involved in lots of community outings! In October of 2006 I moved to the Hillsburgh group home with my housemate. Over a few months three more housemates moved in and I began to meet lots of new staff, some that still support me today!! At this home I have learned many new skills and can communicate better than ever before. I now have a routine that helps me be more independent. Some of the things I can do on my own are: picking my own clothes; dressing and undressing myself; bringing my dishes to the sink- two at a time-; turning lights off; showing staff when I would like to use the sensory room (I love the sensory room); getting my toys out of the cupboard and directing staff to show them what I would like or need. Now I can enjoy other foods besides chocolate, but still like going to Tim Hortons for a chocolate donut. Also, I will eat my veggies/fruits and drink more than just chocolate milk! I have developed a bond with my parents who I get to visit every summer since I have lived at Hillsburgh. On my two trips I have gotten to stay at a hotel for the first time, eat out every day at a restaurant and had a home cooked meal – made by my mom – thanks mon. Last year I even got to meet my sister and brother for the first time since I was six... and guess what... I'm an aunt! I am able to communicate with others using hand signs that I have been learning as part of my goals for the year. So far I have signed 'donut' and 'thank you' along with the ones that I knew 'happy' and 'please'. I have learned that I don't like swimming, but I love the hot tub... who doesn't? Besides that I go to Hymn Sing at the Seniors Program, weekly activities with the Erin Day Program and Social Club at Fergus Base and have made some new friends. I also help staff with the grocery shopping and I will help put stuff away.



I enjoy going to the movies, church, restaurants, picnics, walks in my neighborhood, shopping, swinging on the swing on the back porch, the Toronto zoo or any activities where I can spend one-on-one time with the staff. Boy, my life sure has changed – a lot!

### Mike Farley

Mike, pictured here, has worked for the Trinity United Church for thirty-two years!! He is a very punctual individual, working hard to keep the church clean. Mike loves golfing in the summer and floor hockey in the winter. He was on the floor hockey team representing Canada at the Special Olympics Winter Games in Boise, Idaho and is very proud of the silver metal they won!



### Hi my name is Art Piper. I want to tell you about

my recent trip. I wanted to go somewhere “hot” away from this cold winter. My support worker through CLGW showed me a “Travel Partners” vacation catalogue. I opened the book; the very first page I pointed and said “ that's where I want to go”. My support worker Shelley informed me it's Cuba -with sugar white beaches, crystal clear water mixed with sunshine and unforgettable sunsets. “Book me”I said. Lots of things I had to do before the trip: save money, get a passport, sign papers and have my picture taken. We had to go to Kitchener for Passport approval. I needed assistance arranging trip plans with Travel Partners and help with what I needed to take on the trip. On Feb. 21/09 Shelley drove me to the bus that would take us to the airport. I climbed aboard the bus to meet new friends that I would be hanging out with for the next week. I was excited! They were all great people. I said good-bye to Shelley, she assured me she would pick me up in seven days. We traveled to Toronto and boarded the plane. I didn't even know I was in the air until someone told me they didn't like the take off. Looking out the window all I saw was clouds. We landed with no problems; I was now in a “hot country”. Our resort was beautiful. Some of the things I did there were: went to night time shows-”wow they were good”; went to all the bars and tried every drink they made... they had this red whiskey that was real strong stuff; one morning I didn't make it to breakfast ... a little too much fun the night before; did some dancing, swimming, laying on the beach under a palm tree, looking at all the bikinis, wow! The food was great; oh man! Really Good!! I did some shopping and bought 3 new T-shirts and some Cuban cigars (which I enjoyed). I saw lots of banana trees. I had a wonderful time, and would go back if I can. I'll tell you!- I didn't want to come home. It was a great week to get away from the winter weather. I got home and had my pictures developed to show everyone the time I spent in Cuba. I recommend to anyone who is afraid to travel alone to get your support worker to help you look up different trip catalogues that offer support. I never worried and felt wonderful the whole trip. Since I been home I have looked through my vacation catalogue and I want the next trip for me to be a boat trip- Panama Canal Cruise. I hope to see you aboard.

(Art's picture will appear in the next issue of the Communique)

### **Subsidized Bus Passes**

Joanne Thorburn, Secretary at ARC Industries, has been selling Guelph Transit subsidized bus passes to our clients since September 1997. A person we support must apply for and be approved to receive this subsidy; Joanne has applications and completes them on behalf of the person applying. Since September 1997, she has sold 6,138 subsidized bus passes and earned \$4,897.17 in commission which goes directly towards our client Christmas party . Our clients receive a subsidized rate of \$30 from Guelph Transit; current unsubsidized adult bus pass costs \$68 – this would be the cost to clients if they were not subsidized. This subsidy is offered through Barrier Free/Disability Services through the City of Guelph through Guelph Transit and the subsidy is paid by the United Way. It is municipal. There is no support from ODSP or the provincial government for the reduced rate. As an Agency, we do not offer any financial support to offset the costs of the use of transit. In September 1997, Joanne sold 11 passes for the first month; today she sells approximately 74 passes per month.



### **Fergus Base, Production Works NEED YOUR OLD Ink Cartridges & Cell Phones**

Production Works in Fergus has become a little greener by implementing a recycling program for ink cartridges and cell phones! In North America, 300 million printer cartridges are consumed per year, 500 million cell phones are waiting to be discarded and 130 million cell phones are retired every year, most of these are sent to landfills. These products can take up to 1000 years to decompose! With our new program, we send the ink cartridges and cell phones that we receive to be recycled properly. As an added bonus we receive money for them that Community Living can use for things that we may require. As well once we have sent in 24 products, a tree is planted in our name by Tree Canada. Therefore if you know of anyone who has these products to discard, let them know of our new program. "People working for the environment; the environment working for people."

**Become Greener!**

#### MISSION STATEMENT:

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

Charitable Registration Number: 10745 7061 RR0001

  
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