

Inspiring

POSSIBILITIES

COMMUNITY LIVING 
Walkerton and District

2023-2024
ANNUAL REPORT



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MISSION

The Mission of Community Living Walkerton and District is to nurture inclusion: supporting children, youth and adults with intellectual disabilities and their families, promoting their full participation as valued and contributing citizens.



MESSAGE FROM OUR LEADERS

Dan Sullivan
Board President



Michele Bell
CEO

As we reflect on the past year at Community Living Walkerton & District, we are incredibly proud of what we have accomplished together. This year has been marked by significant milestones and achievements that have propelled us towards our strategic goals and laid the groundwork for a vibrant future for our organization.

One of the major milestones this year was our return to gathering and celebratory events. With mandates and precautions lifted, we were able to reconnect with our community in meaningful ways. Events like our annual Christmas Party provided opportunities for our Community Participation program to flourish, allowing groups of friends to connect, meet new friends, and explore common ground. These gatherings have been essential in fostering a sense of community and belonging.

The HUB program and the remarkable efforts of our self-advocates have also been instrumental this year. Their dedication and hard work have made a profound impact on our community and have exemplified our commitment to inclusivity and empowerment.

This year marked the launch of our brand-new Community Vision newsletter, which has allowed us to share stories, updates, and insights with our community in a more engaging and interactive manner.

Throughout the year, we have prioritized open communication and collaboration. We held multiple all-staff meetings, providing valuable opportunities for feedback, discussion, and asking the hard questions that drive us forward as an organization.

Implementing our strategic plan has been another highlight. This has included expanding our advocacy efforts with meaningful meetings at various levels of government. These efforts are crucial in ensuring that our voices are heard and that we can make a real difference in the lives of those we serve.

We are particularly proud to announce that, thanks in part to a generous donation, we were able to provide much-needed housing for those in our community who need it most. This initiative demonstrates the incredible impact we can achieve when we come together with a shared purpose.

None of these accomplishments would have been possible without the hard work, dedication, and adaptability of our exceptional team. We are deeply grateful to each and every one of you for your contributions.

MESSAGE FROM OUR LEADERS

Dan Sullivan
Board President



Michele Bell
CEO

We would also like to extend our heartfelt thanks to our community partners, supporters, and stakeholders. Your collaboration and support have been invaluable in helping us achieve our goals and make a positive impact.

As we look to the future for the CLWD community, we are filled with excitement about the growth and opportunities that lie ahead for our organization. Together, we will continue to innovate, advocate, and serve our community with passion and commitment.

Thank you for your continued dedication and here's to another year of exciting growth and success.

Warm regards,

Dan Sullivan and Michele Bell

BOARD OF DIRECTORS

Dan Sullivan, President

Sharon Sewers, Vice President

Wilf Lane, Treasurer

Margaret Elliott-Niesen, Director

David Benninger, Director

Kathy Benninger, Director

Dan Gieruszak, Director

Craig Harrison, Director

Debi Mortimer, Director

Nancy Skiba, Director

MANAGEMENT & ADMINISTRATIVE TEAM

Michele Bell
Chief Executive Officer

Rachel Edgar
Recruitment & Retention Coordinator

Rachael Fritsch
Administrative Assistant

Samantha Fanning-Prentovitch
Administrative Assistant

Scott Taylor
Director of Corporate Services

Diccon Garrett
Acting CEO

Fiona Smith
Sr. Manager, Supports & Service

John Ramage
Sr. Financial Analyst

Kim Jex
Sr. Payroll Administrator

Laura VanderHulst
Passport Funds Administrator

Mary Fee
Manager, Support Services
Residential & SIL

Mary-Lou Whitcroft-McGarvey
Finance Administrator

Melissa Mertineit
Manager, Supported Group Living

Melissa Robbins
Sr. Executive Administrator

Heather Travis
Manager, Communications

Jackie McCartney
Manager, Passport, Employment
and Individualized Funding

Jeanie Chavarie
Manager, Support Services

Jeffrey Adisam
Chief Operating Officer

Jennifer Arnold
Administrative Assistant

Jennifer Morrow
Manager, Early Intervention
Supports for Children

Sheryl Marshall
Manager, Family & Child Support
Services

Stephanie Alberts
Manager, Human Resources
& Administration

Sue Skinner
Manager, Quality & Resources

Tammy Robertson
Manager, Community Participation

Leanne Hopkins
Manager, Child and Family Services

Craig Rourke
Manager, Accommodation Supports

Adriana Londono
Director of Finance and
Corporate Resources

Carol McCauley
Payroll Administrator

Chris Koch
Sr. Financial Analyst

Chloe Deschenes
Manager, Communications
& Philanthropy

Debora Smith
Manager, Quality Assurance
and Policy Dev'

Gareth Lloyd
Manager, Quality Assurance
and Policy Dev'

SUPERVISORY TEAM

Kim Gutscher (Cromwell) -
Supported Group Living Supervisor
Cortnee Morten -
Supported Group Living Supervisor
Karen Clarke -
Supported Group Living Supervisor
Lisa Patterson -
Supported Group Living Supervisor

Tammy Dobson -
Supported Group Living Supervisor
Lorriane Merchant -
Community Participation Supervisor
Jenn Doucet -
Supported Independent Living
Supervisor

EMPLOYEE MILESTONES

A special thank you to those celebrating a milestone anniversary this year for your hard work and commitment to the people and families that we support.

5

Ashley James
Natalie Ramsay
Cody Rowland

10

Emily Kunkel
Emma Harrison

Beth Muzika-Harrison
Tina Farquhar

15

Amy Sawyer
Melissa Holliday

Erin Kuntz

20

Linda Beckberger
Clara Furtado

Cortnee Morten
Laurie Schaus

25

Marlene Webb
Sonya Dayman

Lisa Patterson

35

Annette Thomas

40

Karen Clarke

COMPLIANCE REVIEW

Compliance Inspection Dates:
December 5-11, 2023

Reviewed

3

Supported
Group
Living

21

Individual
Files

8

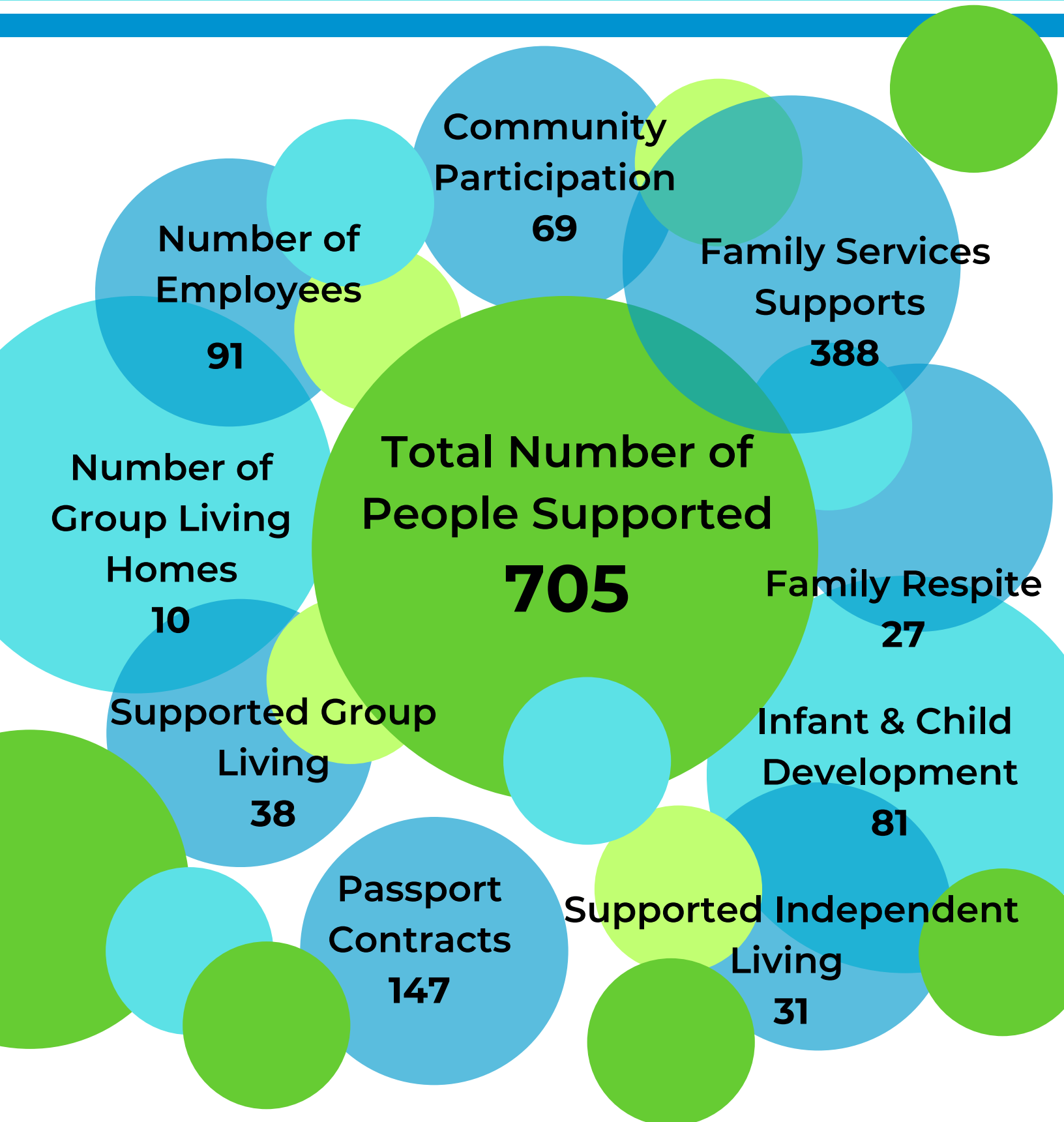
Staff
Files



Supported Independent
Living was inspected

There were 2 areas of
non-compliance that
were corrected within 10
business days

SERVICES AT A GLANCE



EMPLOYMENT INITIATIVES

LEARNING TO SHINE AS A NEW EMPLOYEE WITH EMPLOYMENT WORKSHOPS

By Kim McCorkindale and Miguel Agudelo

In both the Spring and Fall **Alliance employABILITY** hosted 6 weeks of employment workshops: *Ways to Shine as a New Employee* in Owen Sound, Walkerton and Wiarton with 18 enthusiastic participants each session. Our Employment Services team, Kim and Miguel, have created interactive and informative PowerPoint presentations and facilitated the workshops which included these topics:

- Understanding Workplace Culture
- Exceeding Employer Expectations
- Exploring skills, values and interests
- Clarifying performance goals
- Learning from Mistakes
- Coping with Stress
- The Power of Teamwork
- Living a healthy life- creating work/life balance
- Budgeting
- Staying safe on the job and WHMIS training
- Employment Standards in Ontario
- Developing a resume

Employment workshops provide an excellent opportunity for Kim and Miguel to get to know people. This allows them to create a service plan according to each participant's abilities, skills, and interests. The Employment team is then able to develop a job that is a great match for the person.

During the workshops there were many meaningful discussions about the topics presented. The participants made new friends and shared their employment goals with one another. Kim and Miguel want to thank all the participants for making this series of workshops a HUGE success!!!



SUCCESS STORIES



Jace Weber, a student from Mildmay, set a Guinness World Record by collecting 6.2 million pop tabs in a year. He began collecting in August 2022 to fund a wheelchair for someone in need. The tabs were recycled and the proceeds donated to the March of Dimes, helping two individuals acquire self-assistive devices. Jace's initiative was inspired by a YouTube video and supported by his community. He continues to collect tabs and aims to help fund a new accessible playground at his school.

REMEMBERING DEREK: A LIFE FULL OF LAUGHTER, INDEPENDENCE, FAMILY BONDS, AND GOOD HAMBURGERS.

Derek, born in 1969 and raised in Durham, was known for his big personality and love for life's simple pleasures. He was embraced by a community that truly embodied the saying, "It takes a village to raise a child." Surrounded by supportive family, friends, and educational advocates, Derek thrived in Durham.

Derek's sisters, Ruth and Heather, fondly recall their family home on the Saugeen River, where Derek spent summers swimming with their dad and dog, Jenny. His love for the water was apparent from a young age, and his playful spirit often showed through his underwater antics.

Derek attended public school in Durham and John Diefenbaker Secondary School in Hanover, where he participated in the Life Skills Program and worked at Pizza Delight. Throughout his school years and into adulthood, Derek enjoyed swimming, bowling, and many community social activities, with a particular passion for dances.

Independence was vital to Derek, and while he lived on his own, he always cherished family gatherings, especially during the holidays. His support worker, Lisa, recalls his infectious humor and love for WWE, pop, and hamburgers. His catchphrases like "I want a hamburger" and "ah, come on" brought joy to those around him.

Derek's determination and humor made him a beloved figure in his community. He will be dearly missed but remembered for the smiles he brought to everyone's faces.

In honoring Derek's memory, we celebrate a life full of love, joy, and the enduring bonds of family and community.



see the FULL article in the first edition of Community Vision

This past year the Tri Alliance team, those of us who are supporting the management and administrative needs of Community Living Walkerton and District, have made significant achievements and advancements.

Strategic and Operational Excellence

This year marked the meaningful implementation of our strategic plan, intricately tied to our operational successes and goals with our newly implemented operational plan. Our departments and portfolios have been further aligned, ensuring a cohesive approach to achieving our mission. This alignment has not only enhanced our operational efficiency but also strengthened the collective impact of each of our community partners in delivering meaningful supports and services.

Marketing and Advocacy

We have made substantial progress in creating valuable marketing and advocacy resources, benefiting all our agencies. These resources have enabled us to enhance our visibility, engage more effectively with our stakeholders, and advocate more powerfully for our programs, services, community, and causes.

Leadership and Succession Planning

A major milestone this year was the implementation of a comprehensive succession plan. We were excited to introduce the new role of Chief Operations Officer, a position already driving our operational strategies forward with a renewed focus on excellence and innovation. Additionally, the creation of the Director of Corporate Resources role has already resulted in increased efficiencies and cost savings, setting a strong foundation for future growth.

Acknowledgment and Gratitude

None of these achievements would have been possible without the dedication and hard work of our incredible Tri Alliance team. We extend our heartfelt thanks to all members of our organization. Your continued commitment and tireless efforts are the foundation of our success.

Looking Ahead


As we look forward to the coming year, we are filled with optimism and confidence. We are committed to building on our successes, continuing our strategic journey, and achieving even greater heights. Together, we will navigate the challenges as we head towards the Journey to Belonging and seize new opportunities for growth and innovation. Thank you for your ongoing support and partnership.

Warm regards,
Michele Bell
Chief Executive Officer

2023-2024

ANNUAL REPORT FINANCIALS





Year End Report for Community Living Walkerton and District March 31, 2024

Presented by

Stephanie Randall, CPA, CA



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March 31, 2024

What we owe to others

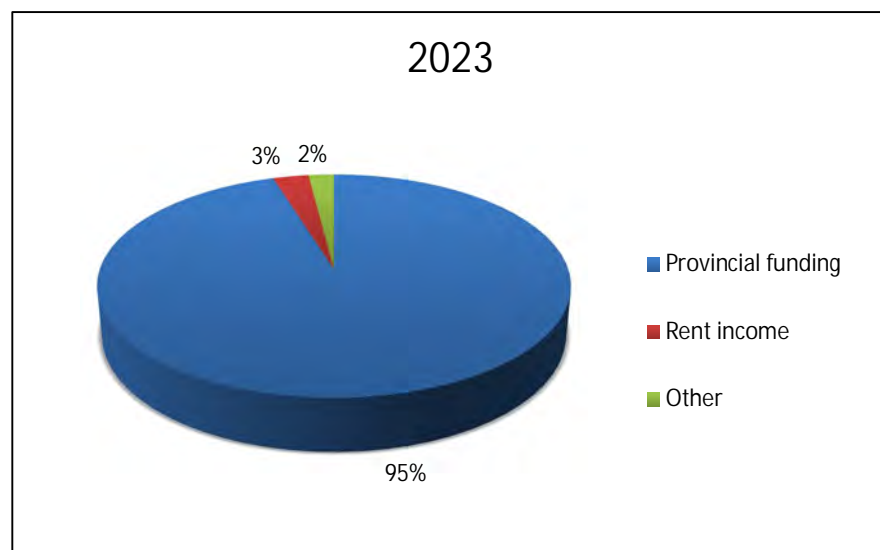
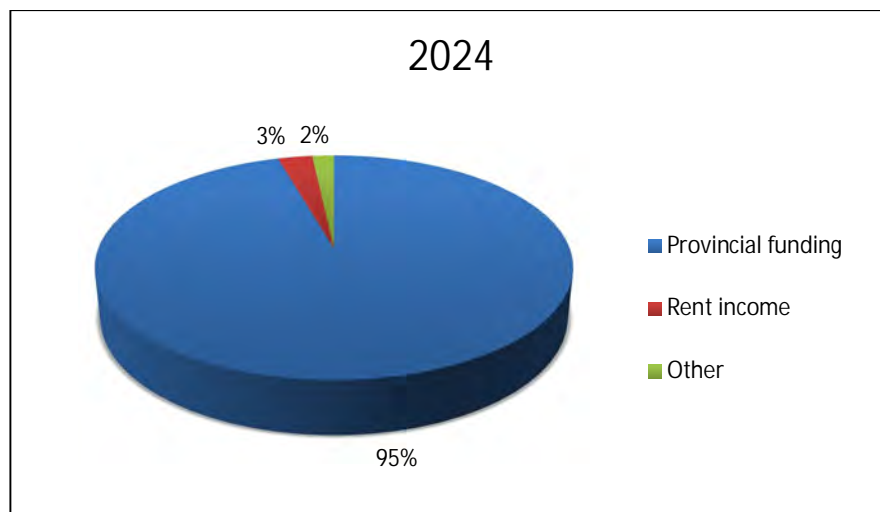
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HOW DID WE DO THIS YEAR

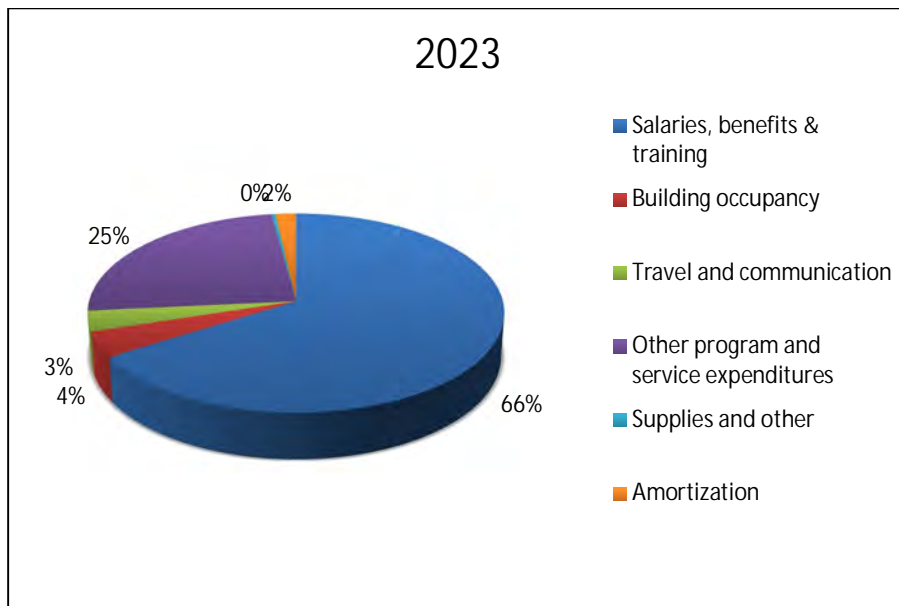
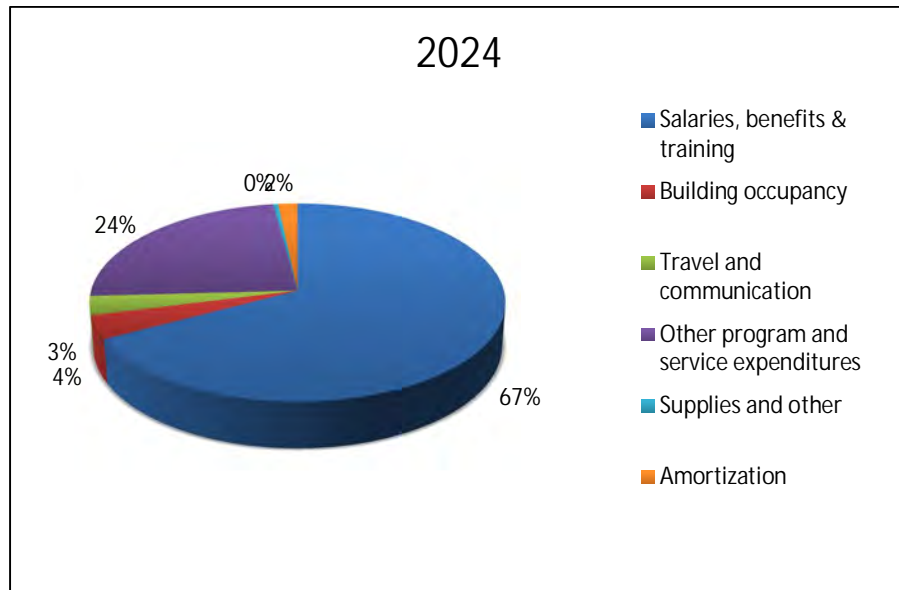
How did we do this year?

	2024	2023	2022
<u>Revenue</u>			
Funding	\$6,756,930	\$6,704,930	\$6,110,607
Funding Other	27,823	16,369	17,461
Special Services at Home and Passports	1,254,693	1,265,990	1,073,907
Rent income - owned properties	229,539	235,680	233,130
Interest	65,135	34,349	2,946
Donations	53,951	2,005	10,082
Other	8,671	9,430	25,007
	<u>8,396,742</u>	<u>8,268,753</u>	<u>7,473,140</u>
<u>Expenditures</u>			
Salaries and benefits	5,585,664	5,380,018	5,460,960
Staff training	25,458	28,179	23,413
Building occupancy	319,008	338,687	301,558
Travel and communication	258,391	273,601	167,004
Other program and service expenditures	1,984,726	2,000,002	1,330,607
Supplies and equipment	33,409	26,001	23,654
Interest and bank charges	999	857	1,292
Miscellaneous	0	0	0
Amortization	140,089	145,066	114,921
	<u>8,347,744</u>	<u>8,192,411</u>	<u>7,423,409</u>
Revenue over expenditures before other items	48,998	76,342	49,731
<u>Other Items</u>			
Expense recoveries	17,038	122,771	109,137
Net revenue over expenditures *	<u>\$66,036</u>	<u>\$199,113</u>	<u>\$158,868</u>
* Consists of:			
Program Surplus	-	-	-
Charitable Surplus	\$66,036	\$199,113	\$158,868

OPERATING REVENUE



OPERATING EXPENSES



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