

*Choice*



*Change*



*Growth*



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# *Community Living Dryden-Sioux Lookout*

## *Who We Are*



### *Our Mission*

The mission of Community Living Dryden-Sioux Lookout is to help people belong and be respected by harnessing the goodwill of our diverse north-western communities and by mobilizing community efforts to create innovative solutions through advocacy and collaboration.

### *Our Vision*

The vision of Community Living Dryden-Sioux Lookout is to see people live and participate in community and culture in a respectful, meaningful, and fulfilling manner.

### *Our Values*

We value community inclusion, compassion, fairness, integrity, creativity, integration and teamwork.

We celebrate diversity.

We celebrate the successes of the people we support and the amazing adaptability and supportiveness of our communities in supporting our organization's mission.

# Our Programs

## *Residential Services*

Our Residential Services department provides supports to individuals living in homes located throughout our communities. This program provides 24-hour supports with an emphasis on maximizing daily living skills to achieve the highest possible level of independence.

## *Supported Independent Living*

The Supported Independent Living program offers our clients the supports they require in their own homes in accordance with their individual needs. The degree and type of supports required are determined by the individuals themselves, their families, various service professionals and the individual's Community Support Worker.

## *Family Home Program*

The Family Home Program offers an alternative residential option for adults that provides the individual with an opportunity to become an integral member of a family and at the same time live in a community setting.

## *Video Conferencing Program*

Our Video Conferencing Program delivers clinical, educational and administrative information to individuals, families, caregivers and professionals. It is through this technology that our Agency is linked with our Ministry designated clinical service provider, Surrey Place Centre.

## *Healthy Generations Family Support Program*

Healthy Generations provides services to families raising children with Fetal Alcohol Spectrum Disorder (FASD). The primary focus of this program is to support children aged 0-6 and their families.

## *Vocational Services*

Our Vocational Services department provides adults with developmental disabilities the opportunity to learn the skills needed to gain employment and complete work contracts both within and outside of our offices. The Supported Employment component of our Vocational Services provides supports to businesses that employ people with intellectual disabilities.

## *Day Program Supports*

Our Day Programs provide adults living with a developmental disability a supportive and stimulating social experience. People who attend have the opportunity to experience a variety of leisure activities with others who have the same interests. The majority of the programs are operated during the day however, based on individual need, there are often programs running during the evening hours or on the weekend.

## *Ojibway Park*

Through a unique partnership between Community Living Dryden-Sioux Lookout and Ontario Parks we operate a Provincial park. The goal of the Ojibway Park program is to offer work experience to people with unique support needs and for them and the agency to contribute to the community by providing a service that is self-sustaining and a model of inclusion.

## *Transition Services*

Transition Services are a person centered initiative for young adults with a developmental disability. The primary focus of the program is help young adults make a successful transition from school to adulthood.

# Commitment to Growth

Hello! My name is Leah Perkins.



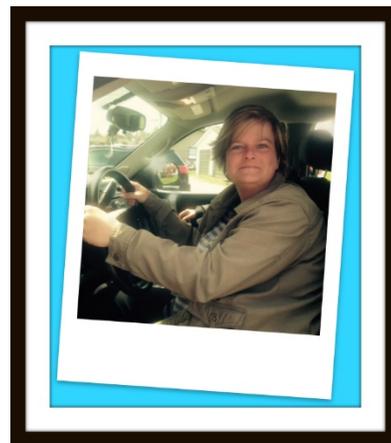
I am a 27 year old who is living the single life and loving it. I reside at 300 St. Charles Street and I choose to participate in the services of Community Living Dryden-Sioux lookout.

My parents have never lived together and I have only ever lived with my mother Lori. I don't get to spend a lot of time with my dad but, when we can, we continue to grow our relationship by going out for meals.

My relationship with my mother has always been stressed and we didn't always get along well. When I was 17, after yet another argument with my mother, I decided to go live in

Brandon MB where life got crazy and very scary. I was easily influenced by negative "friends" and became heavily involved in drugs. I was not taking care of myself and life got very dangerous and stressful. After a destructive period of time, I moved back to Dryden. When I moved back I was homeless. I lost a lot of weight, was very sick and many people became worried about me.

*Teachers, social workers, and family stepped in and helped me out and this is where my LIFE begins.*



*With everyone's help and my commitment, I have gained independence, self-esteem, confidence and self-pride.*

In April 2004, Community Living Dryden-Sioux Lookout began to support me. My first home was with Anita and David Hackman where I lived and learned for the next 3 years. Anita and Dave were very good for me and to me.

During my years with the Hackman's, I participated in the day program. I worked and volunteered at a variety of businesses around town. Most recently I finished a volunteer position and wage subsidy placement at Michelle's Top Drawer.



*Michelle taught me so much and has given me even more confidence.*

Community Living Dryden-Sioux Lookout and all of the staff are a big part of my life. With everyone's help and my commitment, I have gained independence, self-esteem, confidence and self-pride. I live in my own apartment, pay my own bills, shop and generally care for myself with minimal support. Don't get me wrong, I have my daily struggles but hey..... Who doesn't!



Written by Leah Perkins.



# *A Champion of Change*

In honour of Cynthia Jackson's retirement on June 1, 2015, we would like to highlight her years of advocacy and work within our agency and the developmental services sector.

Cynthia moved to Sioux Lookout with her family in 1984, after living in

Landsdowne House, a remote Oji-Cree First Nation community in the northern reaches of Ontario, situated along the shore of Attawapiskat Lake in the District of Kenora. This was the beginning of her role as one of the pioneering parents navigating the education system as she advocated for her son Kyle to be totally included in the school system. He was six years old at the time, living with an intellectual



disability. That first year he attended a day care program with the assistance of a special education assistant. Bill 82 was a landmark piece of legislation in special education in Ontario, and its principal provisions remain in the Education Act. Practices had not however caught up to

legislation at the time and Cynthia started using the legislation to the full extent as needed to advocate for her son. In 1985 Kyle started in grade one in the public school system. Due to searching for the best support for her son, in 1986 he moved over to the Catholic private school. During these years she was also involved with starting a parent support group for the purpose of advocacy, education and

*She started a parent support group for the purpose of advocacy, education and support. Her advocacy took her all the way to the Minister of Education.*

*"The moments that stand out most to me are the ones I see through the eyes of clients."*

support. When ensuring access to inclusive bus services for her son, her advocacy took her all the way to the Minister of Education in order to guarantee Kyle's right to ride the regular school bus as his brother did.

Her developmental services career began in 1989 when Cynthia worked for the Sioux Hudson Association for Community Living in the Day Program, Supported Employment and as morning support in a group home until 1994.

In 1994, Cynthia was diagnosed with Breast cancer, which started a series of events that would change the course of her life and her son's. As Kyle entered young adulthood and Cynthia contemplated her future, he moved into adult services and has been living

in a family home since 2000. Cynthia always said that Kyle was her teacher and it was all about advocating for how all people deserve to be treated. From 1995 to 2002 she served on the Board of Directors for Sioux Hudson Association for Community Living helping bring together two separate boards from community programs and residential services into one amalgamated agency. She was part of the board that transferred many individuals from institutions to community living.



From 2002 to 2015 she was a Director of Service with Community Living Dryden-Sioux Lookout. She saw the

*Continued on Page 24 . . .*

# *No Limits! Choosing to be the Best*

Elwood was hired at McDonald's in Dryden in January of 1991. He has spent 24 years dedicated to his work responsibilities there.



are featherweight and works like a champ throughout his shift. Strong also because, despite life's obstacles, Elwood shows up for work and puts his very best into every shift. "Rain or shine or snow" it doesn't matter. He never complains and always brings a smile to those he surrounds. Elwood leaves an impression!

*Elwood's strong work ethic, positive attitude and sense of humor, inspire others to do better.*

Management and staff were very forthcoming when asked to speak of Elwood and his work experience with the restaurant. "Strong", "impressionable", "influential".

These are the words they used to describe him. Elwood is a retired



**Special Olympics**

gold medal champion in weight lifting. "He could out lift everyone here, even the young kids". He picks up boxes like they



His uplifting spirit and great attitude have left many past employees

*Elwood leaves a lasting impression on those who are lucky enough to know him.*

asking, “Is Elwood still working at McDonald’s?” Todd has worked with Elwood for several years. “He’s a teammate and



a testament to longevity”. Todd goes on to say that Elwood is dependable and knows his job. He is responsible for bringing dry products to the shed, and does this independently. Staff can rely on him to complete this task and return to assist with loading the remaining boxes into the restaurant. Scott has worked for McDonald’s for many years. He left for a short period of time, and when he recently returned, he was not surprised to see Elwood still going strong. “He’s reliable...and very funny. Elwood always brings a smile to my face.” When asked about his job, Elwood states “I loves to help”. He shares this information while thoroughly enjoying the cheeseburger that precedes every single shift. When he worked at McDonald’s, Darcy

Franson remembers often talking with Elwood. “Elwood used to say that the burger was going to give him muscle!

And then he would flex his biceps to prove his point”, laughs Darcy. “His smile is infectious and he always had to give me a big bear hug when he came to work. To this day, I try to stop by the store whenever I can when the Brower truck is in the yard because I know Elwood will be there. He still gives me a big hug and wants to know how my family and I are doing.”



*Continued on Page 25 . . .*

# *Community Information and Partnerships*

## *The Healthy Generations Family Support Group*



For all families supporting children living with FASD  
Meetings are Monthly  
@  
41 King Street, Sioux Lookout

### **Topics covered at the parent support group meetings in 2015:**

- Hold On To Your Kids
- Making Sense of Attention Problems
- Making Sense of Counter Will

### **Upcoming Series to be covered:**

- Moment to Moment
- Making Sense of Adolescence by Gordon Neufeld
- Three part Power to Parent Series by Gordon Neufeld
  - The Vital Connection
  - Helping Children Grow Up
  - Common Challenges

There are also lots of resources available at each meeting and the support of your peers and parents mentors.

**Come join us for supper. Childcare provided. There is also a Jr. High Group for teens living with FASD whose parents are involved in the support group.**

Contact: Brenda Whatley, Healthy Generations Facilitator

[Brenda.whatley@cldsl.ca](mailto:Brenda.whatley@cldsl.ca)

Phone: 223-3364 ext. 224

# *The Developmental Services Human Resources Strategy*

## Developmental Services Human Resource Strategy

Ontario Developmental Services  
*Make a difference every day.*

The Developmental Services Human Resource Strategy (DS HR Strategy) is a partnership between the Provincial Network on Developmental Services and the Ministry of Community and Social Services (MCSS) that continues to make significant strides in positioning employment in the developmental services sector as a “career of choice” in Ontario. This strategy is designed to enhance the effectiveness of agency recruitment practices by appealing to prospective and current employees who are seeking a “meaningful career” and who are passionate about making a positive contribution to the lives of people living with developmental disabilities. The DS HR Strategy has taken a multi-pronged approach, including developing and implementing core competencies in Ontario’s Developmental Services, developing a model for Agency-Based Training and Best HR Practices, and strategies to impact the education of their future workforce. The DS HR Strategy has worked with many stakeholders throughout the sector to ensure that outcomes of its work ultimately enhance the lives of the people who receive support in Ontario’s Developmental

Services sector.

The DS HR Strategy is comprised of a DS HR Steering Committee that oversees four other initiatives/committees: Workforce Development and HR Practices Implementation Committee (WDHRPIC), Core Competencies Provincial Implementation Committee, Marketing and Communication Committee, and Talent Management and Succession Planning.

Community Living Dryden-Sioux Lookout takes pride in not only following the DS HR Strategies best practices but also participating in initiatives over the years such as forums, core competencies initial testing, phase 1 core competencies, HR Metrics, succession planning etc.

One area that we have focused on this past year is Succession Planning and Talent Management because they are very important to the future growth of CLD-SL. The DS HR Strategy has formulated a best practice model that was created after surveying 90 Agencies across Ontario in 2013. These Agencies ranged from having an elaborate succession plan to having no

succession plan. From the data collected and research comparing the best practices among other sectors the DS HR Strategy Talent Management and Succession Planning Guide was created in 2015. The guide ensures that across the DS Sector all agencies provincially are using consistent terminology and have a defined succession plan and talent management program in place.

Succession planning and talent management is a critical process that will help ensure CLD-SL is well-positioned and prepared with competent and effective leaders for the future. With an increase in retirements and limited talent pools across the sector for executive leadership roles, having an internal talent management is essential in maintaining operational stability, maintaining clear and open communication and ensuring that the internal talent pool is ready to fulfill critical roles within the Agency in both short-term and long-term situations. Talent management is the documented process for developing high potential employees for which they have an interest and are well suited. This process ensures the “right” employee is ready to assume the “right” role at the “right” time. Succession planning is a strategic planning exercise that seeks to ensure that an organization has a pool of highly skilled and talented employees available and ready to step into senior leadership and other critical roles should the need arise. Both Succession planning and talent management are based on the employees’ core competencies levels, natural development, training and supporting

local capacity and meet requirements of the MCSS Risk Assessment tool.



## *A Champion for Change* *Continued from Page 9*

Family Home program grow and has supervised everything from Group Living, Community Programs and specialized FASD services.



When asked about her career highlights she said, “The moments that stand out most to me are the ones I see through the eyes of clients.” She marveled at the times they felt amazement and pride for their own accomplishments. She said, “When I have been able to make a positive impact for clients, that’s how I measure success. There is such joy in that, to sit back and watch them flourish.”

Cynthia was a champion of helping to

create an inclusive community. Some of the community partnerships she was involved with over the years included:

- Out of the cold Board of directors
- Community Policing Committee
- Legal aid
- FASD Service Delivery Network
- Handi-Transit Board
- Sioux Lookout Art Circle
- Accessibility Committee
- Palliative Care Committee

Staff and clients will remember her fondly. Many staff were mentored that came from other cultures and lands. Speaking about what her mentorship meant to him, Munir Alarda said:

*“Some staff feel a strong sense of loss when their supervisor leaves the workplace. Serving as guidance and leadership, a supervisor has the ability to shape the careers of those below them as well as encourage professional development in their lives. The most important thing I learnt from Cynthia is how to be a good human being. I’m really lucky to work under a great mentor like her, who was more than a teacher, more like a friend.*

*To Cynthia: Some supervisors give orders, you gave us direction. Some supervisors give targets, you gave us a vision. Other supervisors lead by authority, you have always led us by respect.*

*The memories of working with an inspirational woman like you will never go. Now that you have finally decided to leave, I wish you the very best of what life has to offer. We will always treasure and*

*respect the support and guidance that you presented to us throughout our careers. You were our supervisor, friend and true mentor. Good Luck.”*

We wish you the very best Cynthia as you move into another phase of life. We know you are not one to be in the spotlight but we honour your work and life and will remember the lessons you taught and the example you have been. We look forward to hearing about what you will do next in service to your community.

Written by Sherry Baum,  
Executive Director



*No Limits!*  
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It’s quite obvious that Elwood leaves a lasting impression on those who are lucky enough to know him. He has such a strong spirit and exudes positivity and love. Being in Elwood’s presence warms your heart! His commitment to McDonald’s is just one example of his strength and determination. Well-done Mr. Dessere! You truly are an outstanding individual!

Written by Tuesday Laderoute



# *Community Living Dryden-Sioux Lookout*

## *Summary of Additional Fiscal Accomplishments*

- Community Partnerships for clients: Drivers Education, Handi-Transit and purchased services through passport funding (Art classes, sewing, gym memberships, literacy programs to name a few)
- New Servers syncing Dryden and Sioux Lookout – New Server Room in Dryden
- New phone system upgrade
- Grant from Service Canada through enabling accessibility fund:
  - Arthur Street Driveway and Outdoor elevator at Colonization Avenue location.
- Partner Facility Renewal Funding from MCSS:
  - Window replacement at centennial and Foundation repairs at Prince Street
- Purchase of 2 new vans for programs
- Purchased computers to set up computer lab in Dryden for clients
- Sysco Foods – Food cost saving measures
- Created alternative space for transition age youth drop in centre.
- Installed Lift at First Avenue
- Addition of Key Fob entrance system to #288 Arthur Street, Dryden and 41 King Street, Sioux Lookout
- David Pitonyak – Positive Approaches Training
- Client Safe Handling – Train the Trainer
- Northwest Region DS Stakeholders Forum
- Participation in the Care Treatment Task Force and the DS HR Strategy
- Membership in FASDONE Provincial Advocacy Body
- Formalization of NWFASD Network
- ComVida – (HRIS – Human Resource Information System) Integrated Systems:
  - Scheduling, Training and Tracking
  - Payroll implementation in 2014
- Communications Committee – streamlining administrative/program functions for additional efficiencies – Server Cleanup, Forms revisions, CIMS – Client Database
- Update to Reception areas – ensures greater accessibility for public and community
- Administration Teambuilding - Performing Under Pressure and MBTI
- Provided input, roll-out and communication into new Specialized Accommodations Services Guidelines

# *Community Living Dryden-Sioux Lookout Support Services*

## *Residential Services*

30 Individuals Supported This Year

## *Supported Independent Living*

37 Individuals Supported This Year

## *Community Participation Supports*

99 Individuals Supported This Year

## *Family Home Program*

22 Individuals Supported This Year

## *Employment Supports*

19 Individuals Supported This Year

## *Healthy Generations Family Support Program*

46 Caregivers

55 Children

## *MMW Videoconferencing Program*

164 Individuals Accessed Core Services This Year

# *Community Living Dryden-Sioux Lookout*

## *Values our Employees*

The developmental services sector has undergone many significant changes since the inception of our Agency. We have been able to adapt to these changes and embrace the future because of the hard work and dedication of our employees. Community Living Dryden-Sioux Lookout values community inclusion, compassion, fairness, integrity, creativity, integration and teamwork. These are evidenced by the daily actions of our employees. We are pleased to celebrate with our employees as they continue to achieve the goals of our agency. This provides only a small acknowledgment to our most valuable assets, our people.

Munir Alarda	Heidi Engel	Kelly Johnston	Sabrianne Penner
Glen Armstrong	Marlene Evens	Lindsay Kempert	Lori Potter
Cresencia Ballacillo	Abdallah Fadel	Barb Kirouac	Elizabeth Presta
Sherry Baum	Janet Failma	Sabine Kottschoth	Maggie Reid
Kathleen Bazinet	Allen Feeney	Joan Kydd	Kelly Reimer
Tracy Bazinet	Lori Feller	Mario LeBlanc	Melissa Reimer
Shawnda Bell	Melissa Feller	Elaine Leclerc	Jackie Roullard
Matt Bennett	Tiffany Fleckney-Paolin	Tricia Ledoux	Mary-Lynn Sapay
Bobbi Berry	Cindy Flynn	Autumn Leutschaft	Joanna Schultz
Helen Berry	Beth Freeman-	Donna Liddon	Shauna Spalding
Darline Besselt	Wrolstad	Brent Lundy	Monique Storrey
Lisa Biczok	Liz Gagne	Barb MacDonald	Kandi Strand
Susan Billedo	Ron Gobeil	Ursula MacIsaac	Randi Teeple
Bonnie Boon	Ashley Goretzki	Sharon MacKinnon	Rebecca Tibbs
Maybelline Borja	Nancy Grenier	Deana McGogy	Lily Toews-Parsons
Danielle Bresson	Joyce Haines	Lynda Menard-Penner	Sharon Valiquette
Juanita Briones	Peggy Hampe	Bill Michaud	Lorrie Warren
Joan Brown	Tuesday Laderoute	Janet Miller	Marcy Warren
Beatrice Brunner	Laurlee Haney-LeBlanc	Kendall Miller	Sheila Warren
Julie Cain	Cara-Lee Hazlewood	Julie Ogden	Brandy Watts
Patricia Calvert	Mercy Hill	Shawn Ogden	Brenda Whatley
Sheri Calvert	Mark Hoggarth	Marilyn O'Quinn	Rebecca Whatley
Estrelita Clarke	Sharon Hyatt	Nick Ortega	Kate Wickstrom
Judy Cole	Cynthia Jackson	Vilma Ortega	Tyler Wilson
Shannon Collins	Yvonne James-	Cherie Parker	Amy Woolfrey
Steven Couto	Livingston	Patricia Parsons	Sandra Woolfrey
Rita Driver	Jolanta Janica	Steven Patey	Nona Villa
Tara Eddison	Lhasaja Johnson	Jake Penner	

# *Community Living Dryden-Sioux Lookout Longterm Service Acknowledgments*

Community Living Dryden-Sioux Lookout would like to acknowledge the hard work and dedication of the following employees and Family Home providers who have reached milestones in years dedicated to CLD-SL in 2014. A celebration of this dedication was held in both communities in February 2015.

## *Staff*

Crescencia Ballacillo – 20 Years (1994)

Sherry Baum – 20 Years (1994)

Pat Calvert – 20 Years (1994)

Joyce Haines – 15 Years (1999)

Julie Ogden – 15 Years (1999)

Kathleen Bazinet – 10 Years (2004)

Shawnda Bell – 10 Years (2004)

Beth Freeman Wrolstad – 10 Years (2004)

Sharon Valiquette – 10 Years (2004)

Glen Armstrong – 5 Years (2009)

Matt Bennett – 5 Years (2009)

Laura Haney-LeBlanc – 5 Years (2009)

Barb Kirouac – 5 Years (2009)

Rebecca Tibbs – 5 Years (2009)

## *Family Home Providers*

Susan Billedo – 5 Years (2009)

Tim and Sherry McNear – 5 Years (2009)

# *Community Living Dryden-Sioux Lookout Values our Association Members*

Without the ongoing commitment from our communities, Community Living Dryden-Sioux Lookout would not be able to enhance the lives of people we support.

The following is a list of individuals, families and organizations who have pledged their support for Community Living Dryden-Sioux Lookout by becoming members of our Association. A warm thank you goes out to each and every one for their community-minded spirit.

## **FUNDERS**

Ministry of Community and Social Services  
Public Health Agency of Canada  
Ontario Disability Supports Program  
Lutheran Community Care Centre  
Hands, The Family Help Network  
Surrey Place Centre

## **MEMBERSHIP**

### *Corporate Gold*

Domtar  
Dryden GM  
Madsen Motors

### *Corporate*

Andre Tardiff Agency LTD  
Canadian Tire Associate Store  
Downtown AutoPro  
Egli's Sheep Farm  
Gould's Brandsource Home Furnishings  
Home Hardware Building Centre  
Hugh Allen Clinic  
Dr. Brian & Mrs. Catherine Lockyer  
Mascotto's Marine LTD  
McAuley & Partners  
Sioux-Hudson Literacy Council  
Skycare Air Ambulance & Charter Service  
St. Joseph Roman Catholic Church  
TD Canada Trust  
Terra Deco Enterprises LTD

### *Family*

Jonathan & Sherry Baum  
Wilmer & Alfreda Cheslock  
Keenon & Michelle Henry  
Barb & Jason Kirouac  
Shayne & Sharon MacKinnon  
Oscar & Diana Madussi  
Jim & Mary Anne Misner  
Pat Rentz  
Bruce & Anne Siciliano  
Bob & Ginette Spence  
Ernest & Sonja Wainio

### *Single*

Susan Barclay  
Jamie Gould  
Pansy Howell  
Klaus Knorz  
Natasha Mousseau  
Humberto Pacheco  
Janet Paterson

# Community Living Dryden-Sioux Lookout Financials

Our Operating Expenditures  
over the past three years:

**\$6,794,130**

2012-2013

**\$7,170,822**

2013-2014

**\$7,993,890**

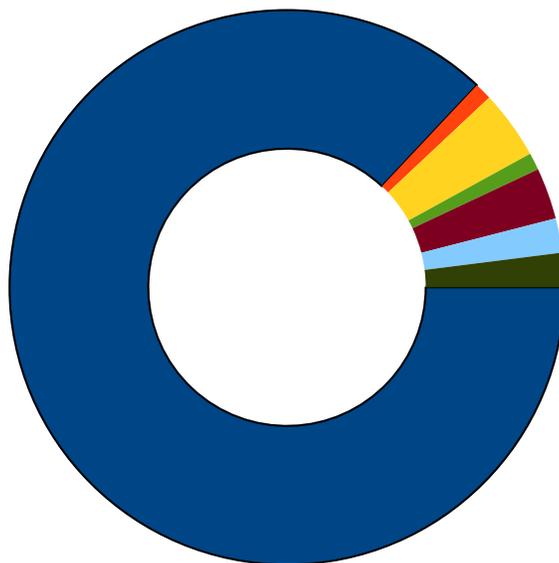
2014-2015

Community Living Dryden-Sioux Lookout's total revenue from the fiscal year, 2014-2015 ending March 31, 2015 was \$7,993,890. Financial information is drawn from the Community Living Dryden-Sioux Lookout

Financial Statements for April 2014-March 2015 which were audited by BDO Canada LLP. For access to the full audited Financial Statements for Community Living Dryden-Sioux Lookout, please call us at (807) 223-3364.

## Our Revenue in 2014-2015

- Ministry of Community and Social Services, 87%
- Public Health Agency of Canada, 1%
- Lutheran Community Care Centre, 4%
- Hands, The Family Help Network, 1%
- Surrey Place Centre, 3%
- Rental Revenue, 2%
- Other, 2%



*Community Living Dryden-Sioux Lookout  
Board of Directors*

Current Board of Directors List

*As at April 1, 2015*

Humberto Pacheco, Chair

Susan Barclay

Jamie Gould

Michelle Henry

Klaus Knorz

Natasha Mousseau

Sherry Baum – Acting Executive Director (ex-officio)





