

**COMMUNITY LIVING
BURLINGTON**



62nd Annual General Meeting

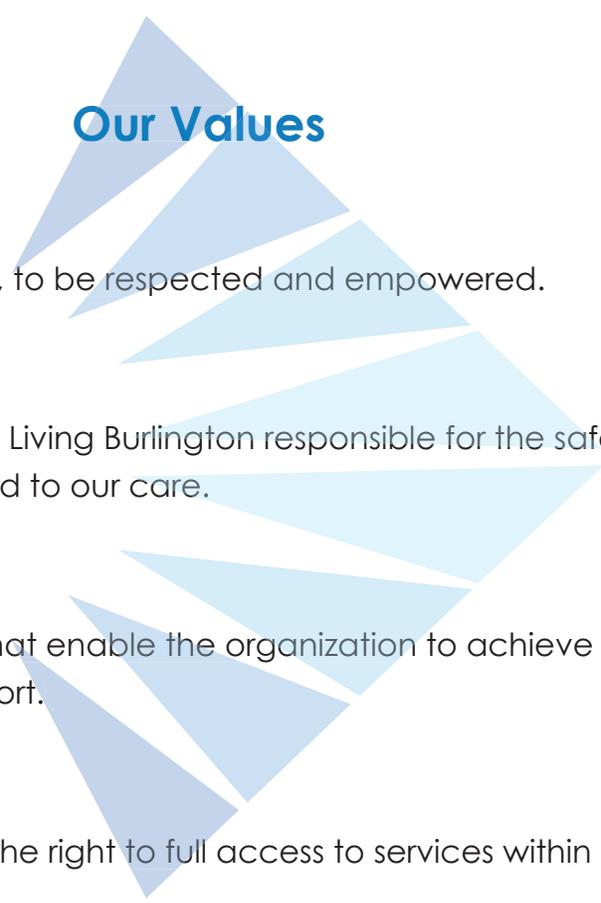
Tuesday, June 20, 2017

The Possibilities Are Endless

The Mission of Community Living Burlington is to enrich the quality of life and to promote full and meaningful inclusion in our community of individuals who have a developmental disability.

Our Guiding Principles

That all persons live in a state of dignity, share in all elements of living in the community and have the opportunity to participate effectively.



Our Values

Dignity

We value each person as unique, to be respected and empowered.

Accountability

We hold everyone at Community Living Burlington responsible for the safety, security and well-being of the people entrusted to our care.

Human Resources & Leadership

We value the human resources that enable the organization to achieve the highest quality of service to the people we support.

Advocacy & Inclusiveness

We value, promote and protect the right to full access to services within our community for those we support.

Service

We are committed to an "exceptional quality service approach" based on the uniqueness of each person we support.

Partnerships and Outreach

We value and promote collaboration with our community partners and stakeholders.

2016-2017 Board of Directors

Board Chair	Anne Herbert-Grouchy	2nd term, June 2014 - June 2017
1st Vice	Cathy Thomson	2nd term, June 2015 - June 2018
2nd Vice	Joe Nemet	Appointed September 2015-June 2018
Treasurer	Harold Hay	1st term, June 2014 - June 2017

Directors at Large

Linda Charlebois	2nd term, June 2014 - June 2017
Scott Black	1st term, June 2016 - June 2019
Cam Jackson	2nd term, June 2014 - June 2017
Dianne Kerkhof	2nd term, June 2016 - June 2019
Jennifer Nolan	2nd term, June 2015 - June 2018
Chris Roszell	1st term, June 2015-June 2018
Tanveer Singh	Appointed October 2016 - June 2019
Jane Bullbrook	1st term, June 2016 - June 2019

Committees of the Board

- Ethics Committee
- Executive Committee
- Finance Committee
- Governance and Human Resources
- Resources Development Committee
- Risk Committee

CLB celebrates the many contributions of our Staff and thanks them for their dedication

35 + Years

Joyce Jagt

30 + Years

Debbie Hixson
Alan Martin

25 + Years

Susan Aubert	Miranda Heersink
Donna Clausnitzer	Cheryl Kielt
Marisa Colucci	Deb Neill
Pamela Fevens	Michele Pacheco
Fiona Gardiner	Nicole Sauer
Sheila Gillies	Anita Stevenson
	Jackie Young

15-20 Years

Rosalie Adams	Joanne Karaiskakis
Melanie Bonnes	Lise Lapointe
Tracy Boudreau	Janet Lawson
Lisa Callen	Laura Maillet
Jennifer Chesterton	Tracey McCarthy
Marilyn Desjardins	Lola McGregor
Kristina Fernandes	Lisa Morton
Laura Filipuzzi	Shelly Pavan
Lorie Fletcher	Gema Rondon
Diane Frankenne	Meghan Tyrrell
Mandy Guibao	Jennifer Wilson
Christine Hobbins	Grace Zelazny
Eunice Janzen	

20-25 Years

Martina Boyd	Jennifer Minstrell
Traci Hurley	Chrystlyn Thompson
Cathy Makin	Debbie Turner
Susan McGarry	Bonnie Wight

10-15 Years

Maria Aguilar	Alicia Gerrard	Ghazala Mirza
Nicole Algar	Charmaine Hanson	Renee Myers
Kelley Andrews	Jennifer Harley	Faridah Namirembe
Chrissy Armstrong	Janel Harris	Amy Ormrod
Lara Arnold	Alison Hird	Tammy Penk
Lindsey Blumenauer	Abigail Izirein	Isha Persaud
Nicole Brainard	Amy Jancar	Keverne Postma
Katy Brewer	Kerri Kalliokoski	Judy Pryde
Tisha Bryan	Theresa Kiehn	Sheena Santina
Danuta Cieklińska	Steve LaBorde	Penny Scott
Bonnie Clay	Ashlee Laidlaw	Judy Shaw
Beverely Coleman	Genoveva Lam	Leanne Sheehan
Sigrid Collas-Robichaud	Kim LeVie	Brenda Sheehan
Krystal Conway	Azzure-Lea Lickman	Cassandra Small
Joan Creed-Guadelope	Marilou Licup	Kim Southe
Nicole Dorsman	Linda Lysko	Wanda Stupinksa
Colleen Duke	Nancy Manseau	Mandy Taylor
Sharon Earle	Caroline Martin	Nadina Toric
Alysha Evans – Demarco	Marsha McLean	Lorie White
Patricia Ferrie	Rosanne McNeal	
Brenda Gerometta	Candace Miller	

Inclusive Employment at Community Living Burlington!

Respectfully submitted by **Karen Lade**

For over 25 years the Employment Services team at Community Living Burlington has been advocating within the business community on behalf of the people we support. The Employment Services team has an amazing and supportive network of employers and has access to motivated, reliable and dependable workers.

Work is an essential part of life, giving us a sense of purpose and allowing us to sustain ourselves. For people we support, the importance of work is no different. In addition, many employers can testify that their employee(s) who have a disability have had a positive impact on their companies' overall work environment.

Currently, the Employment Services team supports two talented ladies who have post-secondary education in Journalism and Media. Embracing our Mission and Values Community Living Burlington hired Amanda Strapp and Jennifer Honey as our new journalists to write Community Living Burlington's future Newsletters and Community Living Burlington's Annual General Meeting report (AGM). The majority of this AGM report is written by Amanda and Jennifer.

Thank you to Amanda and Jennifer for your dedication and hard work!





A Short Bio

by **Amanda Strapp**

My name is Amanda Marie Strapp, a cashier at the Waterdown Walmart, an inspiring journalist that blogs weekly at WordPress and one of Community Living Burlington's clients. I'm 23 years old, and have been diagnosed with a very mild case of Asperberger syndrome. I currently live in Waterdown with my parents and my two dogs.

I grew up in Waterdown, and had wanted to be a writer due to my love of reading. After graduating from Waterdown District High, while I was trying to figure out what to do next, my parents suggested that I take a journalism course to make my passion into a career. At that suggestion, I ended up attending Sheridan College, in the Print-Journalism program. I

received my diploma when I graduated last year after three years of learning and hard work.

When I graduated from Sheridan, then came the time to look for a job. After visiting some job sites, I ended up going to the career center at the college to get some guidance. Not to mention the fact that in the past, I did apply for jobs, but I think they didn't even bother reading my resume, or they weren't hiring at the time. It was during one of my appointments I learned about Community Living Burlington, and decided to try that as it was near where I live. I was able to get in touch with someone at the organization, and we ended up meeting up to talk about how we were going to work together to get me into a paying job. When I got employed at Wal-Mart, they made a serious effort to ensure I was doing okay at the job: They spoke to my managers, they often visited me and they gave me suggestions.

Currently, they are now helping me find a way to jump-start my journalism career by allowing me to write for them. I really appreciate everything they have done for me so far, and what they are doing for me now. They keep in touch to make sure everything is going okay, and are quick to get back to their clients with any questions or concerns.

You can read about my experiences at Walmart and other stories showing my views and opinions at <https://daschundliver.wordpress.com>.



A Short Bio

by Jennifer Honey

Hi my name is Jennifer Honey and I am a writer for the Community Living Burlington site page. I grew up in the GTHA and presently live in Burlington. I have two younger brothers and a few step siblings.

I am an animal lover and am also a vegetarian. My cat's name is Cara and she is my world. I love music and enjoy listening to Christina Aguilera, Gwen Stefani and my brothers band Quarter In The Bag to name a few.

I took some courses in Pre Media and General Arts and Sciences at Mohawk College and this job working for CLB is a great opportunity for me to use my skills. Being a volunteer for an animal rescue service called Rescue Dogs Match has kept me busy and I very much enjoy it. I created a very successful Facebook page called "The Daily Cultures" and run this page with my friends. We have over 3000 followers that come to our page for all their entertainment and music news.

Writing and blogging for the past few years has been enjoyable, I can't wait to start writing for everyone and look forward to an exciting future to providing news stories for a monthly news letter for Community Living.

Stay tuned for upcoming stories!

Board President's Report

Respectfully submitted by **Anne Herbert-Grouchy**

This past year has been a year of change for Community Living Burlington (CLB).

At the Board's Strategic Planning Session in September, we welcomed Jonathan Wilson of Soul Systems Leadership Consultants who has been engaged to support the agency through our transformation process by using our passion, abilities and values to move forward with expanding social capital for all in our community. This project will have a long term impact on this agency, the people we support and the community.

The Board started to review the agency's by-laws and governance and operational documents in light of ever-increasing Regulatory requirements. To keep the agency current with changes, the legal firm Ross & McBride has been retained to support the Board to navigate the complexity of not-for-profit-and-charity law in Canada and to maintain the corporation minute book, with appropriate filing of any by-law revisions or corporate structure changes to the Government of Ontario.

We are excited about transitioning to social media. Our interactive website www.clburlington.ca, which contains a great deal of information, gives people the ability to sign up to volunteer, make financial contributions, and read about upcoming events, programs and classes. I also encourage everyone to follow CLB on Facebook*, Twitter* and Instagram* for up-to-date news and information.

A huge success was the launching of "Connected Families", a parents' group that will inspire, encourage, educate and empower families caring for someone with a developmental disability. I would recommend that everyone sign

up at www.connectedfamilies.ca/participate and then explore the website as a whole.

I would like to recognize and offer sincerest thanks to retiring board members Linda Charlebois and Cam Jackson. Linda is the past Treasurer and has been a valued member of the Finance Committee for the duration of her six year tenure on the Board. Linda was an immense asset as she contributed her not-for-profit finance experience to the Board. Cam has been an active and passionate Board member for the past six years. In addition, Cam has been a supporter of CLB for many years, contributing to our Walk n' Roll events, Children's Christmas Parties and many BBQs and other events. Thank you, Linda and Cam, for all of your support over the past years on the Board. We will miss you at our meetings and hope to see you again at future CLB events.

A special thanks to the remaining Board members for their contribution of time and knowledge to the agency over the past year. I would also like to say that I truly appreciate the support you have given me over my tenure as Chair.

Thanks also to the people we support, families, CLB employees, volunteers and community partners for their dedication and support. Together, we have a common mission: "to enrich the quality of life and to promote full and meaningful inclusion in our community of individuals who have a developmental disability".

Facebook
<http://www.facebook.com/clburlington>

Twitter - <http://twitter.com/clburlington>

Instagram
<http://www.instagram.com/clburlington>

Executive Director's Report

Respectfully submitted by **Amanda Strapp**

2016/2017 was a big time of change for Community Living Burlington with a new strategic plan and the transformation of ARC Industries and to Community Living itself. Community Living Burlington is changing to become more community friendly and inclusive, while still providing service for the people they support.

This AGM report will show what steps are being taken to make this possible, and what the goals are for the changes. This information was provided by Judy Pryde, Executive Director of Community Living Burlington.

Due to the government requesting changes to ARC Industries, Community Living Burlington needed to rework supports for those attending ARC. Of course, this has presented challenges for Community Living Burlington. Over the course of the year, they had to assure the people we support who go to ARC Industries and their families, that there is no rush, and they are not going to close. They just wanted to come up with better options for them that will help them in the future. Community Living Burlington has been working with a consultant from Soul Systems, CEO Jonathan Wilson. He has been coming in, holding meetings with the Board of Directors and staff to help them set up a plan for ARC Industries to transform.

Over the course of the year, Jonathon worked with key staff members to come up with a plan. The Board of Directors and Senior Staff group spent a whole day of strategic planning with Wilson back in September. Recently, Community Living applied and was awarded a modernization grant through the Ministry of Community and Social Services. They will be working together to work on services, such as financial services and HR services with 3 other agencies in Halton.

For the next year, there are time lines and new responsibilities laid out for key staff members to help change ARC Industries and Community Living Burlington in general.

During all the planning, it was then decided that ARC wasn't the only thing that needed to change. Community Living Burlington itself will also undergo changes to make it more community friendly for people. Instead of having staff members making programs specifically for people, they will instead encourage people to join existing programs in the community to get them more involved.

For example, if Community Living Burlington is holding an art class, instead of doing it in one of their buildings in a single room, they are going to try to do the class in the library or some other public location. This will get people out into the community and have them interact with the public and not be isolated.

Community Living Burlington will also be encouraging the community to get more involved by promoting the organization more and encouraging people to volunteer. CLB wants to show the community the benefit of having people we support involved in their business or programs.

Some of the highlights of the plan:

- Making sure that they will continue to have excellent staff members that are empowered and well trained to support people
- Helping people make good connections with the community
- Encouraging volunteerism and advocacy
- Managing internal resource development better
- Operational Improvements

The community itself has been very supportive of the changes. So far, the organization has partnered with the City of Burlington, the Rotary clubs, the local library and churches to get people more involved in their community. Additionally CLB acquired a grant to develop Connected Families, a group comprised of family members to share resources and support one another. This is necessary as many parents are aging and their children still live at home. There is a huge waitlist and there are not a lot of residential options for those families.

Although CLB had golf tournament last year, Community Living Burlington is going to host a new fundraising event this year on September 23rd called, 'Community Living's Got Talent'. It is a talent show that will showcase the talents people we support have. Community Living Burlington has also been fundraising with online auctions.

Community Living Burlington's staff and Board of Directors have worked very hard over the last year to make the organization more community friendly while still ensuring the people are getting the support they need.

Finance Committee Report

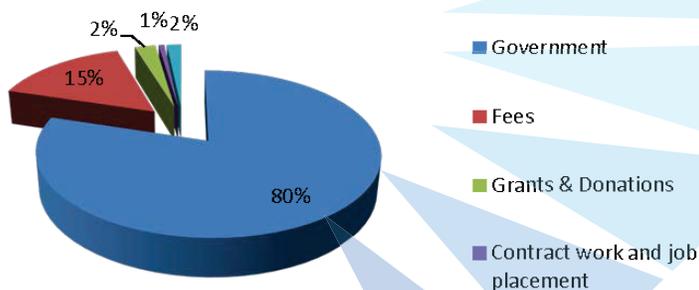
Respectfully submitted by **David Capek**, Director of Finance

Financial highlights for the year ended March 31, 2017

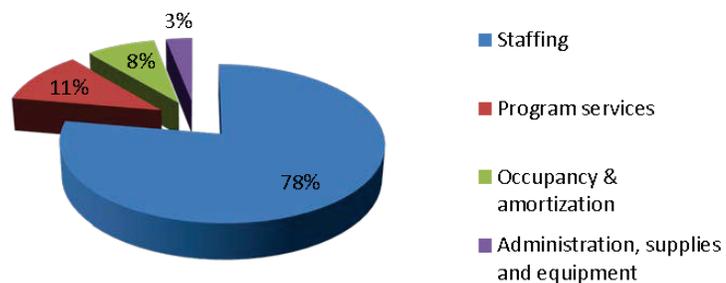
in '000s

	<u>2017</u>	<u>2016</u>
Total Assets	\$7,955	\$8,062
Invested in Land and Building at Amortized Cost	82%	84%
Total Liabilities	4,764	4,842
Total Endowments	2%	2%
Total Revenues	17,016	16,447
Total Expenses	17,060	16,423

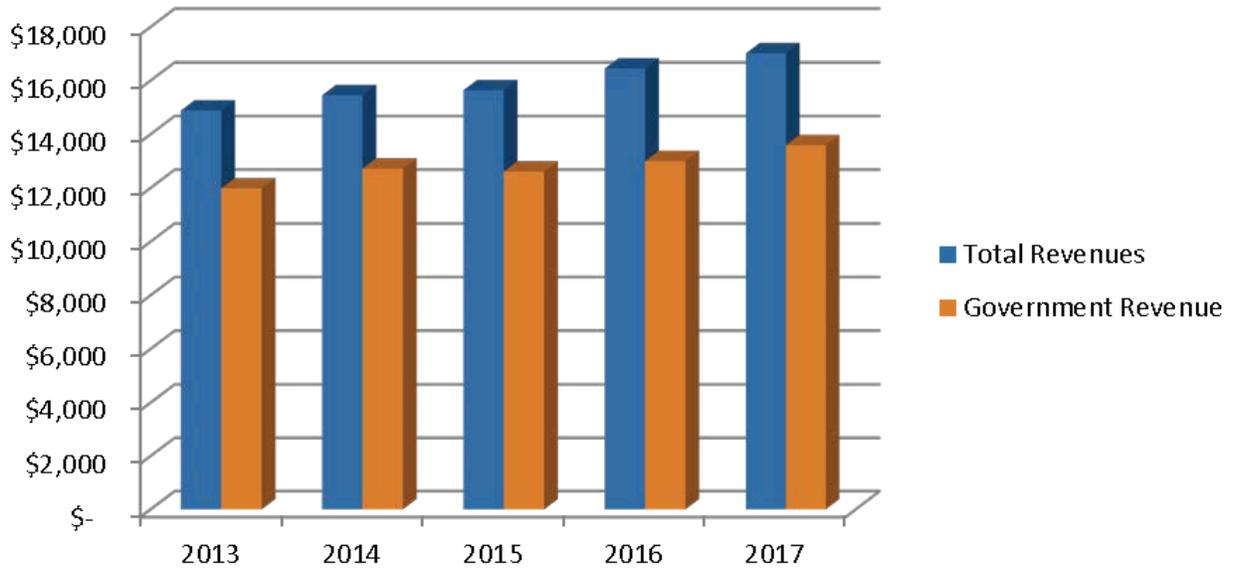
2017 Revenue



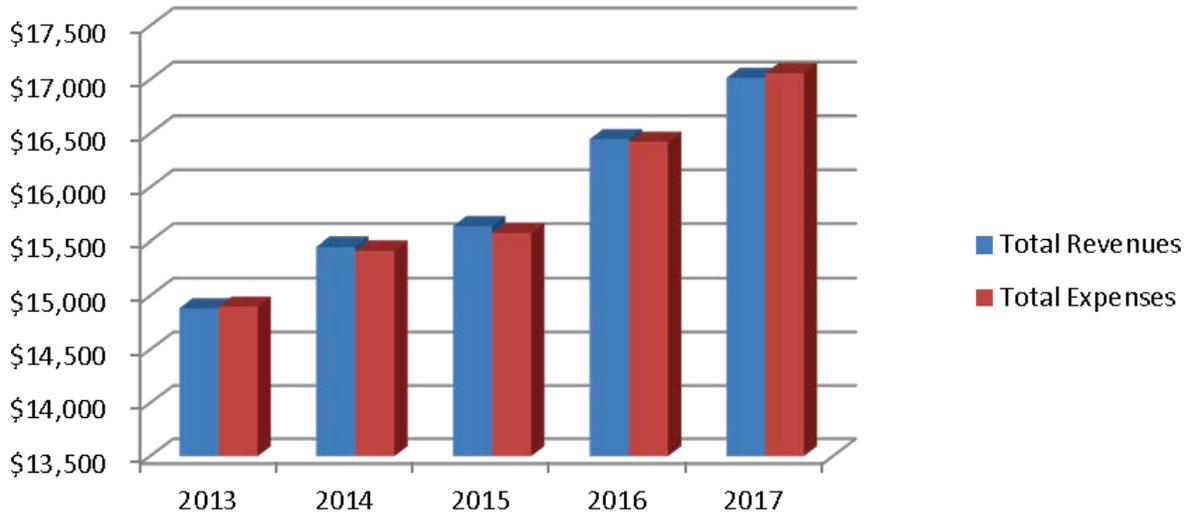
2017 Expense



Total Revenues



Total Revenue and Total Expense



For full audited financial statements please visit www.clburlington.ca

Grant and Soul Systems making Big Changes for Community Living Burlington

by Amanda Strapp

A grant can lead to many things for a company. For Community Living Burlington, a grant has led them to the support of Soul System, and is leading to new exciting changes for the company and the people.

It all started when the government decided to close ARC, one of Community Living Burlington's services that help people who have a disability. When the industry announced it to Community Living, they also directed that they use the existing funds and resources to make something new.

However, Community Living Burlington is a charity organization. So they requested a grant from The Ontario Trillium Foundation. And the grant was approved. For a year, the organization sent Community Living money, allowing them to get the help from the CEO of Soul Systems, Jonathan Wilson, to help build a plan.

"Without the funding, we wouldn't be working with Jonathan," said Karen Lade, "The Ontario Trillium Foundation gave Community Living Burlington funding to work with Jonathan to help us with this change with ARC Industries."

Over the course of the past year, Community Living worked with Wilson to come up with a plan for ARC Industries.

"To help build a good strategic plan, " Wilson explained, " You have to start by looking back into the history of the organization. You learn about their strengths and weaknesses. And then you look outwards and you look at what are the needs for the people today. Are those people meeting those needs, are there

organizations that are helping? And then you look to the future, and then say 'Okay, so, if this is how this used to be, and how things are today, what do we need to focus on, going forward?'"

Because of the planning, Community Living realized it wasn't just ARC that needed to change; they needed to change as well to help people connect to the community better. Working together with Wilson, they were able to come up with a five-year plan.

Instead of having programs where a group of people are all gathered in a room, they will find out what each individual person wants and what matters to them. And then by using those wants and matters, they will work on a way to help the people connect to their communities better.

"It's all about people we support: what they want and connecting people to their community in ways that matter to them," explained Lade, "People should be out, and doing things. People should be working, people should be volunteering and people should be hanging out with their friends. That's really the vision of the future, is connecting people to their community in ways that matter to them."



An inspirational moment with Arthur

by Jennifer Honey

I had the most amazing opportunity to meet Arthur, a man who has the most amazing story. I connected with Arthur through CLB. My Employment Support Worker Joyce introduced me to Fran Stewart who works with Connected Families and she put me in touch with Arthur and his brother Mike, who I met also.

Arthur is 59 years young and lives in Burlington Ontario at a group home operated by Community Living. When Arthur walks in a room he lights it up with his warm smile and cheerful attitude. It was an incredible opportunity for me to meet him and a privilege to do this interview.

Arthur has been with Community Living for a few years with the help and support of his loving brother. It was his brother that initially made the connection for Arthur and Community Living in Oakville and then Burlington. Arthur and I connected from the get go and it did not take very long to get right into the interview. He made me feel welcome immediately. When I asked him about his many interests he was eager to tell me and I was very excited to listen.

He spoke about his love for music and how he can play the drums and guitar. He takes music very seriously and knows the chords and how to read music. His family is very musical and Arthur takes music lessons and practices regularly. He also told me about his favorite radio stations and his favorite music groups who would be the Beatles and Beach Boys.

Arthur smiles brightly as he tells me all about his interests and what he loves to do at his home. I asked him what he enjoys doing in his spare time and he mentioned watching some TV shows, many that I also watch. We have a few things in common, our love for music and the TV series Chicago Fire.



*Jennifer Honey and Arthur May 19th 2017
at Community Living Burlington*

Arthur loves to go on walks and enjoys the sunshine and is very happy we now have some good weather. He has a love for gardening and helps out with the garden at his home by watering the plants and taking care of them. Arthur tells me about a BBQ he is going to in June and when asked about his favorite BBQ foods, he smiles and says he loves hamburgers, chicken, fried potatoes and for dessert strawberries and three flavors of ice cream. Arthur also has a love for sports and he watches hockey, baseball and soccer on TV and enjoys playing basketball and volleyball and floor hockey. He is very active and enjoys swimming in the summer and going on boat rides.

As I get to know Arthur I see how amazing and positive a person he is. He is just so happy and cheerful, enjoys life so much and is truly an inspiration for all. I look forward to a continued friendship with Arthur through Community Living. Both Arthur and Community Living have grown and learned so much from each other.



In Loving Memory of

At Community Living Burlington we are privileged to have joyous memories of the people that we have lost this past year. Our hearts go out to the families and the loved ones of Murray, Joshua and Robyn.

It is with profound sadness we announce the passing of our dear brother Murray on March 16, 2017 in his 52nd year after a long but bravely fought battle with a challenging illness. Despite his challenges, Murray enthusiastically lived a full and active life with the help of so many. Murray will be deeply missed by his "sis" Bernie Fothergill and her husband, Ed, of Ancaster, brother Barry and his wife Linda of B.C., and brother David of Pembroke. Murray was a loving and devoted uncle to his nephew Christopher and niece Brittany. He also held a special place in his heart for Gramma Fothergill and his best friend Michael. He is predeceased by his parents Phyllis and Hugo Johnson, who provided him a solid family life he would never have otherwise enjoyed. Murray was a resident of Rotary House, a part of Community Living Burlington and worked at ARC Industries for many years. Our deepest thanks and appreciation go out to CLB and Murray's staff, for all their love, care, and support and for all the special outings, sporting events, dances and visits to Tim Horton's they provided to him. His staff, friends and co-workers became his second family, as did the members of New Street Christian Reformed Church who welcomed him as one of their own and provided him strong spiritual support as well as weekly activities. We would also like to thank Dr. Ribic, Dr. Treleaven and the kidney transplant team at St. Joseph's Hospital in Hamilton for their excellent skills and special care they provided to Murray. Murray touched many lives during his time with us. He will be missed by so many, but he will be loved and cherished forever.



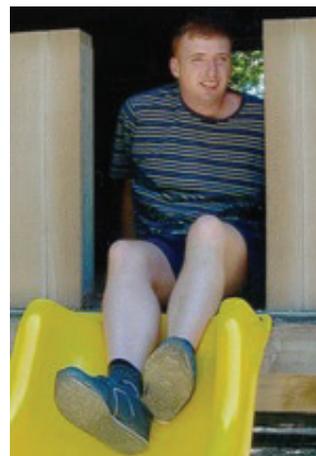
In Loving Memory Of
Murray Roulette
April 22, 1965 - March 16, 2017

*Bernice and Ed
Fothergil*

In Loving Memory of

Joshua passed away at Joseph Brant Hospital, Burlington, on Monday, August 15, 2016 at the age of 38. Loving son of Steven Michael Young. Cherished nephew of Robert (Maryann), Nancy Houston (Trevor), Jim Young, Susan Hogben (Bruce), and Bill (Jackie). Predeceased by his grandmother Thelma Kozack (prev. Young) (2016). Josh will also be remembered by many cousins, as well as the staff of Community Living Burlington and Bartimaeus.

Mr. Steven Young has donated a beautiful picture that will be displayed at Reception at Community Living Burlington to honour Josh.



In Loving Memory Of
Joshua Young
February 13, 1978 – August 15, 2016

In Loving Memory of **Robyn Christina White**

December 12, 1994 to October 30, 2016

We are deeply sad to advise of the passing of Miss. Robyn Christina White, born on December 12, 1994, sometime in the early morning hours of October 30, 2016. Robyn passed during her sleep, in the comfort of her own bed at her home in Burlington, Ontario.

Robyn is the daughter of Jasmin and Scott, and the beloved sister of Mandy and Julia. Throughout her short 21 years, and through the love, care and effort of so many, Robyn surmounted seemingly

unachievable milestones. Although Robyn's disabilities ultimately took her from this world quietly and without suffering, she touched so many, leaving a beautiful and undeniable mark on her world, her friends and her family. We are truly blessed to have had her with us.

Robyn was at the centre of our universe. She inspired us all with her unbridled enthusiasm and spirit and joie de vivre, all in the face of so many challenges. Although we will miss her terribly, we are so happy for Robyn that she can finally be free and move about the universe as she sees fit without limitation.

We will miss you forever and for always our dearest Robyn.

Scott White



Life Share - A Place in Your Heart and and A Place in Your Home

Respectfully submitted by **Amanda Strapp**

Everyone can shine. Everyone has a place where they truly belong. That is what Community Living Burlington believes. And with their help, Thunder has found that place where he belongs and is shining brightly.

Thunder had a rough start in life. He had experienced loss, and often had to move around to different houses, the last being a group home that he really didn't like. He also dealt with issues such as alcoholism, educational challenges and a refusal to leave his room. Essentially, he felt like he didn't belong anywhere, and had no one to support him at the time.

That all changed for him last year in April. And it was because of LifeShare, a program offered through Community Living Burlington, which helps adults with a developmental disability find their forever home.

It was through this organization that Thunder met Sandi and Greg, a couple which had 30 years of experience of helping people and had raised a family before. They applied to take Thunder in, and they were matched up with him due to all of their experience.

When Thunder first moved in, he didn't do anything. But his new family was determined to change all that. They took him out to try out for sports, they took him to many events such as the church dinner, and they encouraged him to try new things.

"He would not get out of the car," Sandi said, remembering when she first took Thunder to apply for sports, "I don't wanna do it, don't care, and don't waste your time."

Sandi and Greg would not give up on Thunder, however. They kept on encouraging him to get out there and do something.

Eventually, all the waiting paid off. Thunder got out of the car for a practice and took part in it. That was the beginning to a transformation of the boy from a meek self to a happier person.

Over the course of the year, Thunder made many leaps and bounds. He grew to love doing sports. He started to get involved with other people. He grew more confident and found there was more to life than just sitting in a room doing nothing.

Community Living Burlington also continued to play a part in Thunder's development. He went to ARC



Industries, one of Community Living's programs to help him find work. He ended up taking part in the Grow program, where he helped out the people of his community with cutting their grass.

Now Thunder has a very active, happy life. He plays many sports such as baseball and soccer, even having reached the provincials this year.

"Now he's absolutely running practices and he's an all-star." Admitted Sandi with pride.

He also volunteers with Habitat for Humanity, a big store where people can donate home improvement items. One day a week, Thunder goes to pick up the stuff, while the other four days, he helps set up the store. He also does art; his family takes him out every night to do something, and now attends school.

"I'm surprised I got this far in my life, actually," admitted Thunder.

Thunder has truly changed into a happier person. He is a shining example of how people can succeed with the right support. And he was able to get all the support he needed with the help of Community Living Burlington

Thank You for Your Support!

Ministry Of Community and Social Service

Halton Region

United Way Burlington and Greater Hamilton

Halton Community Investment Fund

Membership

Donations



3057 Mainway, Burlington, ON L7M 1A1

905.336.2225

www.clburlington.ca

