



Inspiring Possibilities

2012 –2013 Annual Report



Goals Mutual Respect Commitment Relationships Community Dignity Possibilities Inspiring Opportunity



Goal & Vision



"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".

Community Living Upper Ottawa Valley envisions a society where all rights, both legal and human are afforded every citizen without discrimination. And, where every person is supported in their efforts to become a participating, respected member of their society. The fulfillment of this vision will have ensured that all people are welcomed and supported in their community:

- That all community services are available to every citizen;*
- That people can aspire to and have the opportunity to work towards a career of their choice, real work for real pay, and fair recognition of accomplishment;*
- That people have the opportunity to retire and enjoy the lifestyle and activities of their own choosing;*
- That, as adults, people choose where, how and with whom they live;*
- That children live in a nurturing and supportive family-like environment, and enjoy the benefits of family life;*
- That children attend their regular neighbourhood school in age appropriate classes with their peers, from pre-school through to post secondary;*
- That educational programs are challenging and tailored to the individuals.*

Because the equality of our lives is so dependent upon how, when where and with whom we are free to live, love, learn, work and spend our personal time, the fulfillment of our community responsibilities will have ensured that people are free and have the necessary empowerment to enable them to:

- Enjoy, develop and maintain whatever relationships they find meaningful;*
- Make choices/decisions in self-defined terms from a wide range of options;*
- Receive appropriate support when desired.*

October 24, 1990

Reviewed 1999, 2006 & 2010

AGENDA

COMMUNITY LIVING UPPER OTTAWA VALLEY

55th ANNUAL MEETING

A G E N D A

Thursday, June 20, 2013, 6:30 p.m.
894 Pembroke St. W., Pembroke, Ontario

Business Meeting

1. Call to Order
2. Review of Agenda
3. Minutes of 2012 Annual Meeting
4. President's Remarks
5. Executive Director's Report
6. Acceptance of Financial and Auditor's Report
7. Appointment of Auditors for 2013/14
8. Election of Board of Directors
9. Installation of Board of Directors
10. Other
11. Adjournment of Business Session

Guest Speaker
~ Social Time To Follow ~

2012 AGM Minutes

MINUTES

54th Annual General Meeting
Wednesday, June 20, 2012, 6:30 p.m.
894 Pembroke St. West, Pembroke

1. **Call to Order and Welcome**

Christine Reavie, President, welcomed everyone and called the 54th Annual General Meeting to order at 6:30 p.m.

Booklets containing all pertinent information and reports were distributed upon registration. Christine reminded members that those making and seconding motions must have a current membership and that they must state their name when making the motion and show their pink voting card given to them in their registration package.

2. **Review of Agenda**

Motion #1

It was moved by Dave Marcus and seconded by Jane Dougherty that the agenda be approved as distributed.

Carried

3. **Approval of Minutes of 2011 Annual General Meeting**

Motion #2

It was moved by Shelley O'Malley and seconded by Karen Payne that the minutes of the 2011 Annual General Meeting held on June 15, 2011 be accepted as distributed.

Carried

4. **President's Report**

Christine Reavie asked that the membership take a few moments to review her report as printed in the Annual Report.

Motion #3

It was moved by Dave Marcus and seconded by Gerry Mansveld that the President's Report be accepted as printed.

Carried

5. **Interim Executive Director's Report**

Motion #4

It was moved by Dave Marcus and seconded by Colleen Whittier that the Interim Executive Director's report be accepted as presented.

Carried

6. **Acceptance of Financial and Auditor's Report**

Karen Payne spoke to the audited financial statements.

Motion #5

It was moved by Dave Marcus and seconded by Gerry Mansveld that the audited financial statement and auditor's report for the fiscal year 2011/12 be accepted as presented.

Carried

7. **Appointment of Auditor's for 2012/13**

Karen Payne asked for a motion to appoint Welch LLP as Community Living's auditors for the fiscal year 2012/13.

Motion #6

It was moved by Allan Garrah and seconded by Keith Rae that Welch LLP be appointed as Community Living's auditors for the fiscal year 2012/13.

Carried

8. **Election of Board of Directors**

Dave Marcus introduced the slate of Directors for the membership's consideration:

Directors with 1 year to serve of a 3 year term:

Dave Marcus	Karen Payne
Shelley O'Malley	Keith Rae

Directors with 2 years to serve of a 3 year term:

Christine Reavie	Brian Tate	Elaine Clouthier
Jane Dougherty	Colleen Whittier	

The Nominating Committee proposes the following slate of candidates:

Patricia Durston Kyle Croft
Laura Mayo

Nominations were called for from the floor two times.

Motion #7

It was moved by Christine Reavie and seconded by Shelley O'Malley that Joanne Clarke be added to the slate of candidates.

Carried

Joanne Clarke accepted the nomination.

Nominations were called for from the floor the third and final time.

Motion #8

It was moved by Jane Dougherty and seconded by Colleen Whittier that nominations cease.

Carried

Dave Marcus then declared the slate of Directors elected as presented.

9. **Installation of Board of Directors**

Gerry Mansveld was called upon to formally install the 2012/13 Board of Directors of Community Living Upper Ottawa Valley.

10. **Adjournment**

Motion #9

It was moved by Dave Marcus that the business portion of the Annual General Meeting be adjourned at 6:50 p.m.

Carried

President's Report



Looking back through previous Community Living Upper Ottawa Valley Annual Reports, I find a common thread addressed in the president's message. CHANGE!! There is one thing we can always count on and that is change. Some change is challenging, some change is frightening, and some change is exciting. No matter how we handle change, it is always easier when we face it with our colleagues as a team. The team at Community Living Upper Ottawa Valley has continued to demonstrate its commitment to the individuals it serves and has tackled changes with enthusiasm and perseverance.

Through this first year, I continue to be impressed with the staff and board of directors as they work through the changes that we face. Such hard work and dedication is appreciated and I thank you for your tenacity.

It has been an exciting year at Community Living Upper Ottawa Valley. We have congratulated some staff members for years of service they have achieved, we have welcomed the Governor General of Canada in honour of our volunteers and we have hired Chris Grayson to fill the Executive Director position. Change!

Community Living Upper Ottawa Valley continues to focus on the people we support and their families, and assist them to accept and understand change. Change is much easier to accept when we have some knowledge about the reasons for it. As I conclude the first year in my term as president, I want to thank all the people who work through the ups and downs of change! They are patient, they are kind and they are appreciated.

I look forward to the next year, anticipating more change knowing we have the team at Community Living Upper Ottawa Valley that can rise to the challenge.

"Change has a considerable psychological impact on the human mind. To the fearful it is threatening because it means that things might get worse. To the hopeful it is encouraging because things may get better. To the confident it is inspiring because the challenge exists to make things better." ~ King Whitney Jr.

A handwritten signature in cursive script that reads 'Shelley O'Malley'.

***Shelley O'Malley, President
Community Living Upper Ottawa Valley***

Interim Executive Director's Report



To start off, I would like to take this opportunity to thank all who assisted me during my role as your Interim Executive Director in 2012-13. Our Board of Directors also dedicated additional time and effort in dealing with changes and issues that required ongoing attention and all their efforts and dedication working together with me was greatly appreciated.

We, as you are aware, had somewhat of a challenging year, however, we also had several successes.

Both Heritage and Steffen homes successfully completed Ministry Compliance Reviews in October 2012. Your hard work and team approach to providing valued care and support and always keeping in mind best health and safety was well noted.

During this time period we were also able to increase the number of part time permanent staff which has enhanced consistency in both supports and team approaches.

February was an opportunity to acknowledge several staff for their ongoing commitment to Community Living Upper Ottawa Valley at our Staff Recognition Evening. Five (5) Year Honorees were, Sharon Cochran, Donna Duffin, Tracey Hubert, Stephanie Moss, Amanda Quinton, Kim Rigo and Chris Saulnier. Twenty (20) Year Honorees were, Brigitte Phinney, April Post and Carol Ripley. Congratulations to each of you.

In this position, I was able to work closely with other Developmental Services and the Ministry of Community and Social Services to ensure mandated MCSS reporting changes were provided and completed with accuracy. The assistance provided by the management team was a big influence in the successful gathering of information. Thank you.

As a Developmental Service agency, we continued this past year to work in partnership with the Ministry of Community and Social Services to implement the new point of access for service and support through Developmental Services of Eastern Ontario for persons with an intellectual disability. This has meant we needed to ensuring people with disabilities, families and the community were informed, understood and followed the new process for accessing services. Our agency will continue to be a point of information and advocacy throughout this process.

Community Living Upper Ottawa Valley throughout the 2012-13 year has met regularly with The Canadian Union of Public Employees, Local 5088 to develop an equitable and fair First Collective Agreement. As the summer begins to unfold, it is hoped that this will be achieved.

Interim Executive Director' s Report

I can say that this experience as your Interim Executive Director has provided me with a more in-depth understanding of what is needed to ensure we are doing the best we can with the resources we have. I can say that first and foremost, our commitment is to people we support but that cannot be done without a team effort and always being aware and informed of what the future may have in store for our sector. Staying informed, staying involved and staying committed is what it takes.

Thank you for this experience and opportunity.



Donna Locke, Interim Executive Director

Executive Director' s Report



It is my pleasure to submit a short report of my tenure as your new Executive Director.

In only a few short months since beginning in mid-April, I have experienced very positive opportunities to meet with volunteers, people supported, and with staff individually as well as in two focus groups. All of these opportunities and events will continue going forward.

There is a clear sense of enthusiasm for redirection and refreshing the pride and positive culture this organization has been known for.

When one looks to the future we can only anticipate what the ideal could look like, but I assure you it will be one of pride, enthusiasm and passion with all of us working towards the common vision we all share. We will engage stakeholders, staff teams, and broader public partners in shaping the future identity as we reach for the possible.

I look forward to many opportunities as we dance through the complexities, have those courageous conversations, develop a culture where the truth is heard and begin to think differently in the coming year.

Respectfully,



Chris Grayson, Executive Director

Community Awareness & Promotions



Our committee spent time refocusing the committee's goals and therefore developed a new mandate.

"To promote and educate our local communities on the goals and vision of Community Living through a variety of educational, promotional and fundraising activities, utilizing a multi-pronged and partnership approach to assisting others to understand and actively support inclusion, community-wide participation and shared values of our organization.

There was discussion that the current board committees potentially create a duplication of initiatives as the goals often transect. Additionally, a bring forward mechanism detailing what each committee is working towards beyond board reports were seen as a favourable outcome.

We were pleased that this spring offered enhanced opportunities for increased positive media coverage and there was active discussion and movement towards better use and development of social media, our CL website and interaction with Community Living Ontario

The esteemed visit from His Excellency The Right Honourable David Johnston was a special highlight and privilege for our agency and a valuable and meaningful way for CLUOV and its volunteers to be recognized through local, provincial and national media.

Community Living month was celebrated in May. Our major event was the Soup and Sandwich with proceeds to the accessible playground and inclusion initiative here in Pembroke. We also achieved success with our Partners For Life program with Canadian Blood Services and local media coverage is forthcoming.

The committee forwarded the nomination for our In Touch newsletter to Community Living Ontario for a newsletter award.

The Golf Committee is a sub group of CAP and is in full meeting and planning mode for the 2013 golf tournament being held on August 16th.

These events provided the opportunity for reflection on how we can continue to expand our branding, social capital, community partnerships and for event planning. The committee also discussed instituting more formal methods of acknowledging appreciation and thanks.

The CAP committee closed out the abbreviated committee year feeling energized that the agency was gaining momentum towards reestablishing and heightening our agency profile.

Christine Reavie

Christine Reavie, Co-Chair

Social Capital



The Social Capital Committee met on three occasions, December 5, 2012, February 21, 2013, and March 21, 2013. Members of this committee include Joanne Clarke as Chair, Karen Payne as Co-Chair, Kyle Croft and Stephanie Moss. One meeting had all four members present. The initial meeting focused on discussing the meaning of social capital and brainstorming ideas for the committee to work on. Ideas that were identified were: continuing to promote and recognize the Partners for Life group with Canadian Blood Services and exploring post-secondary education options for people supported. There was discussion about getting involved to help Champlain Discovery with building an accessible playground, but the Social Inclusion Committee made contact and offered their assistance with this project. There was a general consensus among the committee members that many of the projects and ideas could fall under more than one committee. Therefore, things were put on the back burner until clarification could happen with other committees as to what their focus was and what areas they were working on.

In February, the group drafted a letter to recognize and thank all of the people that are part of the Partners for Life membership. Each blood donor received a letter thanking them for their contribution to saving lives and encouraged them to continue giving the gift of life.

Joanne Clarke, Chair

Quality Enhancement Report



For the past several years, our committee has maintained a consistent dedicated group of members, bringing knowledge management and shared values, as well as a collective memory of past changes and past successes. We would like to acknowledge this group, as they have already committed to the next year wanting to meet as early as August to initiate first steps in our Strategic thinking. So thank you, Colleen, Gerry, Keith and Brian for your early commitment. As we look forward to the coming board year, we have 3 main focusses that we would like to share.

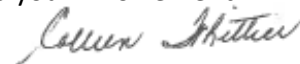
A renewed commitment to Accreditation.

A continued review of data leading organizational change and use of resources.

And to create opportunities for Stakeholder engagement (starting with fall 2013 focus groups).

If any of our organizational members or external stakeholders have ideas about how information could be collected, and shared please let us know. We look forward to your involvement.

Quality is everyone's business.

A handwritten signature in cursive script, reading "Colleen Whittier".

Colleen Whittier, Chairperson

Inclusion Committee Report

The Committee on Inclusion's mandate is to support the communities to develop inclusive opportunities for equal access and active participation for all people, and fosters positive social attitudes towards people with disability.

The Committee focused on 2 opportunities for inclusion. The first opportunity was the Champlain Discovery Playground Project. The committee felt that building a fully accessible playground where all children were welcomed to play was a wonderful opportunity to establish a partnership in inclusion. The committee met with the school and offered our support to the project, both through fundraising and volunteerism.

Thank you to the Community Awareness and Promotion committee who organized the Soup and Sandwich lunch which raised \$770.00 for this project. We look forward to future events that will support making this playground a reality!

The Second opportunity to support inclusion was brought to us by the Parent Support Group who sent a letter outlining their concerns to County School Board(s) regarding inclusive education for students with intellectual disabilities.

Some areas that will be discussed for students in High School are:

- That all students have the expectation to complete community services hours to earn credit.
- That all students have the opportunity to choose electives (such as drama, music) prior to the school year starting school in September. (and that this choice is secure and not subject to bumping)
- That all students are supported to participate effectively and receive credit.

The Committee looks forward to pursuing and promoting inclusive educational initiatives as this continues to be an issue in our schools.

Committee members include: Pat Durston, Shelly O'Malley, Elaine Clouthier and Suzie Desjarlais

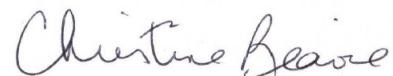
Membership & Nominations Report



The affairs of the Association shall be managed by a Board which consists of up to sixteen (16) elected directors of which fifteen (15) are elected and the Past President who is an ex-officio director of the Association.

Each year five members of the board complete their three year term. Additional vacancies may arise when a board member cannot finish their term on the board of directors. This year we have four vacancies, a one year of a three term to complete and three, three year terms.

Attracting younger families to membership and volunteering with Community Living is critical to everyone's future. Please become active in shaping your future and the future of your Association.



Christine Reavie, Chairperson

Directors with 1 year to serve of a 3 year term:

Christine Reavie
Jane Dougherty
Brian Tate
Colleen Whittier
Elaine Clouthier

Directors with 2 years to serve of a 3 year term:

Patricia Durston
Kyle Croft
Laura Mayo
Joanne Clarke

The Nominating Committee proposes the following slate of candidates:

Dave Marcus
Karen Payne
Shelley O'Malley
Keith Rae

This year we have 3 vacancies, one year of a year, one year of a two year and one year of a three year.

Volunteers Wanted



Volunteers Wanted

Call 613-735-0659 and speak to us about volunteering with Community Living Upper Ottawa Valley on our Board of Directors, Committees, Task Teams, and other rewarding opportunities.

Visit us at:

Our WEB PAGE:

www.communitylivingupperottawavalley.ca

FACEBOOK:

<http://www.facebook.com/pages/Community-Living-Upper-Ottawa-Valley/20746297928597>

Mission



Our goal is to ensure 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.

To foster the development of welcoming communities through:

- P**roviding supports and services based on each person's uniqueness and self-determination so they may enjoy safe, secure, and rewarding lives;
- E**nriching community life by developing community capacity and partnerships;
- O**pportunities for stakeholders to learn and take leadership;
- P**romoting and celebrating diversity through public education and promotion of inclusion and community living;
- L**eadership in human rights advocacy and;
- E**liminating physical, attitudinal and social barriers to full citizenship.

Supporting people who have an intellectual disability

Your Support Makes a Difference

*17th Annual Community Living
Upper Ottawa Valley Golf
Tournament*

*August 16, 2013 @ 1:00 p.m.
Oaks of Cobden Golf Course*

Contact either Bev Robichaud or Carol Ripley at 613-735-0659 for details.

- Enter a Golf Team
- Sponsor a Hole
- Make a Cash Donation



A Milestone Year Celebration

Employee Recognition Event 2012

Inspiring Possibilities



Recipients in this photo include (L to R) - Brigitte Phinney (20 Years of Service), Donna Duffin (5 Years of Service), Kim Rigo (5 Years of Service), Carol Ripley (20 Years of Service)

Honorees unable to attend the event included, Sharon Cochrane, Tracey Hubert, Stephanie Moss, Amanda Quinton, Chris Saulnier (5 Years of Service), April Post (20 Years of Service)