

Inspiring Possibilities

2017-18 ANNUAL REPORT



“Community Living marking its 60th anniversary!”



*“Community
Living Upper
Ottawa Valley
Reaches a
Milestone!”*



1958—2018

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CELEBRATING 60 YEARS!

Outgoing President Says... Oct. 22/70

Association for Community Living made changes

The Pembroke and District Association for Community Living went through a year of change, said its president Bill Beecham.


In his report at the annual meeting Wednesday night he added that "while changes can be unsettling at times I believe the changes and challenges we dealt with in the past year have strengthened the association."

Mr. Beecham said one of the big challenges facing the association was the

Members elect board

The Pembroke and District Association for Community Living approved the new board of directors Wednesday.

In his report the nominating committee said it had asked a number of people to stay on the board and they all agreed. The report also said more nominations were solicited through newspaper ads but



KUTSIEKE BEECHAM

"He has proven to be a tremendous asset to the team and I hope he is with us for several more years to come," the president added.

Mr. Beecham went on to say the vision statement (it was approved by the membership later in the meeting) is not new but its importance lies in the fact it will strengthen the goals of the association and give it direction for years to come.

There are many associations that have gone through the process of formulating vision statements that show how they support

CLUOV marks closing of Ontario institutions

Community Living spreading message of inclusion



COMMUNITY LIVING
INTÉGRATION
COMMUNAUTAIRE

Celebrating 'Community Living Month'

Received From: **Township of Laurentian Valley** Date: **Oct. 13, 2004**

ONE THOUSAND 00 Dollars

\$ 1000.00

Community Living Upper Ottawa Valley

HELPING OUT - Laurentian Valley Township Councillor Jim Sheedy (right) presents a cheque for \$1,000 to Dave Markus, Community Living Upper Ottawa Valley president. The money will go towards the 'New Places to Live' fundraising campaign. (Observer photo)

Heading in the right direction

By TINA PEPLINSKIE Staff Writer

The 'New Places to Live' fundraising campaign has surpassed its original goal of \$30,000, but donations are still coming in.

To date, Community Living

"We have received donations from up and down the Ottawa Valley," Dave Markus, president, CLUOV

The four self-contained apartments provide living possibilities for eight individuals. It will provide independent living with appropriate supports. One of the apartments is wheelchair accessible and other modifications can be made to suit the needs of

Community Living doing the best job possible

By STEPHEN UHLER Staff Writer

Agency is...

A home of their own

By TINA PEPLINSKIE Staff Writer

Purchasing a new home is an exciting venture for anyone, but it is particularly special for people who have overcome many challenges to do so.

For years, people with disabilities were unable to live on their own and often lived in a group home setting, but now thanks to support from organizations like Community Living Upper Ottawa Valley, people with intellectual disabilities are making strides and succeeding.

Kathy Bennett, one of four services co-ordinators with CLUOV, stressed the importance of having people with disabilities integrated into the communities in which they live. She added it is also important to place people in communities where they have a vested interest.



Kathy Adams (center) received a lot of help from his parents to get his new house ready for his move. His father Claude (left) worked every day for three months doing carpentry work and his mother Norlene made the curtains, among other things.

Ed Christensen enjoys looking at his photo albums in his spare time. It is a way for him to relive happy memories from his life.

The News - Tuesday, January 22, 2008 - 3

Community Living Upper Ottawa Valley reaches a milestone

By ANTHONY DINON Staff Writer

Fifty years of community integration was celebrated recently as Community Living Upper Ottawa Valley marked a milestone anniversary.

Ivan Morphy, literary co-chairman of the anniversary committee, was also a member of that original committee 50 years ago.

"In that first 30 years we went from one room at the Legion to a house on Jubilee, formed a school and we did all that with no government money," Mr. Morphy said. "We did it all through the support of local people."

From those humble beginnings has grown Community Living Upper Ottawa Valley which is known throughout Ontario, Canada and the United States, as one of the top organizations for community living in North America.

That rich heritage and history was celebrated by the current staff and some of the clients of the association with a series of plaque presentations and certificates presented by more than 20 notable dignitaries.

Opening the celebration was anniversary committee member Norlene Adams.

"For over 30 years my family has had the support of Community Living to help us in our efforts to enable our son Kirby to realize his dream of living and working in his chosen community of Norman Street here in Pembroke," Ms. Adams said. "Continued on page 7"



CLUOV gets top accreditation

Continued from page 3

"No matter what dreams and vision for the future that parents have for their child, the support of family officers is necessary to make that dream a reality. My family, as well as many other families, has had that support in the past. We are excited that with accreditation from the

scends the boundaries of our Association president. Over the past challenge still facing Living is ensuring that all those affected by the recent closure of programs find a place to call home.



STEPHEN UHLER / DAILY OBSERVER Community Living Upper Ottawa Valley was named the Not-For-Profit/Community Organization of the Year at the 11th annual business achievement awards, presented by the Upper Ottawa Valley Chamber of Commerce. Here, CLUOV representatives Holly Woermke, left and Diedre Lambert, centre, stand with Tania Discher, representing gold sponsor Johnson and Mackie Ltd.

May is Community Living Month

A young Petawawa woman speaks about her career

By Carol Ripley Community Living Upper Ottawa Valley

Weeks and months of proving herself to the faculty at the school, she has now been working 5 days a week, for the past five years.

Ms. Fisher, Ron Tremblay

tion and her strong ability to work with children, while reading, or while playing them at recess. Jennifer the teachers, by resources. Ms. Jennifer makes a difference.

VISION. MISSION. PRINCIPLES.

Our 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.

Our Mission

To foster the development of welcoming communities through:

Providing supports and services based on each person's uniqueness and self-determination so they may enjoy safe, secure, and rewarding lives

Enriching community life by developing community capacity and partnerships

Opportunities for stakeholders to learn and take leadership

Promoting and celebrating diversity through public education and promotion of inclusion and community living

Leadership in human rights advocacy

Eliminating physical, attitudinal and societal barriers to full citizenship

Our Principles

- People from our catchment area will be supported so they can live within the area, if that is their choice
- Everyone connected to CLUOV is an ambassador for inclusion, for the organization and for the people it supports
- CLUOV will not support segregated initiatives and activities and will ensure our focus is on individualization and inclusivity
- Self-advocacy is critical
- The concepts of “*exploring options*” and of “*informed choice*” must be part of the decision-making process for all people supported by CLUOV
- A high profile for the organization is important to its work
- Professional conduct is vital: **“To see is to know”**

*Our goal is to “**shift the culture of the community**”*

2017-18 BOARD OF DIRECTORS



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Holly Woermke, Board Chair
Shelley O'Malley, Vice Chair
Laura Mayo, Treasurer
Colleen Whittier, Secretary
Megan Evans, Director
David Marcus, Director
Elaine Neigel, Director
Keith Rae, Director
Bob Smith, Director

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Absent: Brian Gillespie

ANNUAL GENERAL MEETING: AGENDA

Community Living Upper Ottawa Valley

60th ANNUAL GENERAL MEETING

Thursday, 27 September 2018

Clarion Hotel & Conference Centre— 900 Pembroke St. E.

1. Call Meeting to Order & Welcome
2. Review & Approval of Minutes: 2017 Annual General Meeting
3. Chair's Remarks (Holly Woermke)
4. Executive Director's Remarks (Chris Grayson)
5. Presentation of Financial Report and Report of Auditors
6. Appointment of Auditors for 2018/19
7. Election of Board Directors
8. Guest Speaker: Chris Beesley, CEO, Community Living Ontario
9. Adjournment of Business Session
10. Executive Award Presentation
11. Staff Recognitions

————— **END OF ANNUAL GENERAL MEETING** —————

GUEST SPEAKER:

CHRIS BEESLEY

Chris Beesley has been the CEO of Community Living Ontario since June of 2013 and lives in Toronto with his wife Lori and their two children: Mitchell and Erin. Mitchell was born in 1994 and has an intellectual disability.



As parents, Chris and his wife have spent over 20 years engaging with doctors, daycares, the school board, the government, Developmental Services Ontario and Passport, to name but a few.

This lived experience has taught him a few things about advocacy, the value of all people and the resiliency of families.

In his role as CEO, Chris works with families, people with intellectual disabilities, the provincial and federal governments, local Community Living associations, other provincial disability organizations, and the Canadian Association for Community Living to develop strategies that will help make Ontario a better place to live for people who have intellectual disabilities and their families.

Based on his role and experience, Chris will speak about what's going on with the new government, what's new and what's next!



2017 AGM MINUTES

59th ANNUAL GENERAL MEETING MEETING MINUTES

THURSDAY, SEPTEMBER 21, 2017, 6:30 pm

1. **Call to Order & Welcome**

Holly Woermke introduced herself as chair for the evening. She welcomed everyone and called the 59th Annual General Meeting of Community Living Upper Ottawa Valley to order at 6:30 p.m.

2. **Approval of Minutes of the 2017 Annual General Meeting**

Motion #1

It was moved by Shelley O'Malley and seconded by Jane Dougherty that the minutes of the 2016 Annual General Meeting held on September 16, 2016 be accepted as distributed.

Carried

3. **President's Report**

Holly Woermke spoke to her report, briefly sharing highlights of the agency's successes and accomplishments over the past year.

4. **Executive Director's Report**

Chris Grayson spoke to his report, challenging staff, Board members and supporters to remain vigilant as we shift towards a more inclusive mandate. Chris also congratulated staff, sharing that the agency received two provincial awards at Community Living Ontario's AGM: the James Montgomerie Award and the Social Media Award.

5. **Presentation of Financial and Auditor's Report**

The 2016/17 audited financial statements were included in the annual report package. The financial statements were approved at the Board of Director's August 2, 2017 meeting.

6. **Appointment of Auditor's for 2017/18**

Motion #2

It was moved by Colleen Whittier and seconded by Keith Rae that Welch LLP be appointed as Community Living's auditors for the fiscal year 2017/18.

Carried

2017 AGM MINUTES

7. Election of Board of Directors

Holly noted the following directors retiring from the Board this year and thanked them for their years serving on the Board: Elaine Clouthier, Jane Dougherty and Christine Reavie.

Holly then presented the nomination report, as printed in the annual report. Nominees for the three vacant positions are: Elaine Neigel, Bob Smith, and Colleen Whittier

Motion #3

It was moved by Jane Dougherty and seconded by Shelley O'Malley that the slate of nominees be accepted as presented.

Carried

8. Guest Speaker

Holly introduced guest speaker, Nick Foley, founder of "Celebrate the Hero" and "Move for Inclusion" at 6:45 pm.

Nick spoke on a number of topics throughout his presentation, as he encouraged everyone to be inclusive and accept all people without bias, touched on his cross-country bike journey in 2015 and shared how any individual can have a positive effect on the world, with the example of his own daughter, Brynn.

9. Adjournment of Business Session

Motion #4

It was moved by Colleen Whittier that the business portion of the Annual General Meeting be adjourned at 7:30 p.m.

Carried

10. Executive Award

The Executive Award was presented to Mulvihill Drug Mart. Mr. Brian Mulvihill accepted the award on behalf of the pharmacy.

11. Staff Recognition Awards

Staff recognition awards were presented to those in attendance.

12. Adjournment of Meeting

The Annual General meeting concluded at 7:50 pm.

BOARD NOMINATIONS REPORT

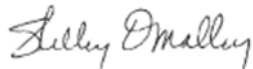
Our by-laws state that the affairs of the corporation shall be managed by a Board of twelve (12) directors.

We thank our Directors for their tireless work to help to help make decisions on behalf of Community Living Upper Ottawa Valley. We currently have four (4) vacancies on the Board and the Nominations Committee is proposing the following slate:

Matthew Conway
Megan Evans
Laura Mayo
Cameron Scott

The following Directors remain in office:

Brian Gillespie
Shelley O'Malley
David Marcus
Elaine Neigel
Keith Rae
Bob Smith
Colleen Whittier
Holly Woermke



Shelley O'Malley
Chair, Nominations Committee

BOARD MEMBERS IN ACTION!





Reports

Board Chair & Executive Director

BOARD CHAIR REPORT



I am honoured to serve as President for Community Living Upper Ottawa Valley's (CLUOV) Board of Directors in its 60th anniversary year. The organization began in 1958 and was formed by the families of individuals with an intellectual disability and likeminded community members whose vision was to serve the needs of these individuals in their home community. A lot has changed in 60 years and while that vision has evolved, it is still very much the same as stated in CLUOV's vision statement, ***"That all persons live in a state of dignity, share in all elements of living in the community and have to opportunity to participate effectively."***

Over the past year, much of the work done at our agency centred on innovative housing options for the people we support, inclusive employment and community engagement. As always, our focus is on inclusive opportunities within our community.

Last fall, we invited consultant and faculty member of the Asset Based Community Development (ABCD) Institute Joe Erpenbeck and hosted a workshop on community engagement. It was well attended by many of our community partners and other agencies. In February, we hosted a parent information session that covered topics such as the Ontario Disability Support Program (ODSP), introduced our employment services, housing options and estate planning.

In honour of International Women's Day, CLUOV hosted a breakfast at The Nook Creperie and invited local business women and entrepreneurs. We were also honoured to host the Minister of Community and Social Services, Helena Jaczek in November 2017 when she visited CLUOV to view some of our housing initiatives.

In the area of employment, our agency received ministry funding to set up a employment support services for people who receive support from the Ontario Disability Support Program. Our new employment services BEE Successful provides assistance to individuals to find jobs and ongoing job coaching.

In respect to our fundraising efforts, our 22nd annual golf tournament was originally scheduled for August 17, but unfortunately Mother Nature did not cooperate and we have had to reschedule to October 12. We are looking forward to a great day of fall golf!

To help celebrate our 60th anniversary, we decided to give back to the community for the support that we receive throughout the year by performing 60 Random Acts of Kindness.

BOARD CHAIR REPORT

This initiative kicked off in May, which is Community Living Month in Ontario by hosting a very well attended viewing of the movie Wonder at the Troyes Cinema in Petawawa. Individuals we support, staff and board members have all been busy performing acts of kindness over the summer months up until our 60th Anniversary celebration on September 15 at the Pembroke Airport.

We are well on our way to selling two of our group homes and have moved several people to more independent living environments. We continued our annual fundraising efforts with another successful Box of Possibilities lunch event in April. This year, we partnered with the Petawawa Housing Corporation, where proceeds from our 5th Annual Box of Possibilities campaign went towards the Petawawa Seniors Housing Project.

I am very pleased to report that our organization received two international and provincial awards, which was such an honour to be recognized by our peers. Last October, we received the Council on Quality & Leadership (CQL) International Award of Excellence at their annual conference in Indianapolis and in May we received the Ontario Agencies Supporting Individuals with Special Needs' (OASIS) second annual Leadership Award. Congratulations to all the CLUOV staff. You should be very proud.

In the past year, the Board of Directors recruited three new members. We also invited Tom Little to lead a Board training session in June. It was thoughtful and informative. We updated our progress on CLUOV's strategic plan and agreed to an extension of the current plan, which will be announced later this year.

As you can see, it has been a busy and productive year. This is a wonderful agency that I am proud to be a part of. At our Annual General Meeting last year, our keynote speaker Nick Foley challenged us to be "disruptors of the status quo" and as we have seen in the past 60 years, we continue to see change, move forward and improve the lives of the people we support. As we celebrate the past 60 years, we look forward to what the future will bring!



Holly Woermke, CLUOV Board Chair



EXECUTIVE DIRECTOR'S REPORT



Over the last two years, I have stated we must remain vigilant and help others to shift to a more inclusive mandate. We, each of us involved in our agency, have a role to play in leading the courageous conversation. That is one of this agency's cultural contributions to the sector. We will continue to advocate for the rights of individuals and continue to put the community first in all we do.

As we reflect on what has transpired over the last year, never has this statement been more important. Our agency is steadfast in our belief and vision for inclusion to the commitment to quality services and supports in that regard. Actions speak louder than words, but this year it required both to ensure our message is heard loud and far.

Unfortunately, we have witnessed families on television, radio, newspapers and on social media suggesting that people with disabilities should be exempt from our province's labour laws. In our own community, we have seen private operators opening segregated group services and have heard town councils make motions in support of exempting people from fundamental human rights. Despite all of our great work and success, it is clear we have more work to do.

Our agency worked in cooperation with Community Living Ontario to submit a joint letter to the editor to clarify the misconception in the media. At our agency's expense, we submitted advertisements within several newspapers and were interviewed to share our opinion on the rights of people and the expectation for equality. We also wrote to one of our local municipal councils, asking them to retract a motion recently made, which suggested that people with disabilities should be treated differently. Other partners throughout the Ottawa Valley and surrounding areas did the same. Keenan Wellar of LiveWorkPlay was vigilant in concert with our efforts and conducted several media interviews, echoing the same positive message of inclusion.

Our 31 Days of Inclusion campaign in May was once again a huge success, as we filled our Facebook page featuring our 60 years of history. We took the time to start by educating our Facebook followers on the history of institutional life and shared the leadership of our founding families in the valley and their efforts to begin our local association.

Pictures and the stories generated many responses and discussions of genuine respect and acknowledgement for those early pioneers. We should reflect on those early years as the learning for where we are going now.



EXECUTIVE DIRECTOR'S REPORT

Media coverage of our agency has been on an all-time high with the awards both provincially and internationally highlighting the efforts of our staff, volunteers and of our community support. important those stories behind the photos are.

As you review our annual report, take the time to look at all the pictures and reflect upon how important those stories behind the photos are.

Our staff teams have continued to go above and beyond—staff appreciation must never be taken for granted and last year, we wanted to provide all with a gesture of unity and thanks for an outstanding year. Our internal agency culture and team building committee lead a project that resulted in imprinted apparel to celebrate our 60th. All staff and board members received this unique gift package. You will see a sampling of it at our AGM on display!

We continue to focus on partnership development and working alongside those agencies or organizations that together make us better. Now in our third year as a member of the From Presence to Citizenship group, our message is clearly being shared deep into the system of the developmental services sector. I was the conference chairperson last year for the second annual Learning Exchange. Over 250 delegates attended to hear a unified theme of inclusion, building and maintaining momentum, which drove the discussions throughout the event. Planning is already underway for our next annual conference!



Providing supports on an individualized basis is by no means easier and it comes with lots of challenges. Our teams have worked diligently to make this happen and along the way, partnerships are being formed, new neighbours being met and achieving new opportunities and outcomes.

Our efforts to divest our residential properties are well on its way to being achieved. By the time you read this, Macy Street will be listed and if any luck, the property will be sold.

The Ministry of Community and Social Services (MCSS) has selected Community Living Upper Ottawa Valley as a pilot agency to dig deep into our practices regarding residential divestment. Earlier this month, we shared our philosophies, our achievements to date and the data supporting what we hope becomes and initiative across the province.

Two other larger agencies, Community Living Algoma and Community Living Brant (partners of our Presence to Citizenship project) are also involved in the ministry's analysis of our collective work. It is my hope after their review of our three agencies practices that we will see a provincial pilot to shift to more individualized focus on residential supports.

EXECUTIVE DIRECTOR'S REPORT

As the Executive Director of such a great agency, I am fortunate to travel the province and share our stories of success. We get invited to speak and share what we are doing and in doing so, I believe we are transplanting the seeds of change across the sector.

Over the last year or two, we have spoken to parents, to staff teams, to government officials, to other regional planning tables and have been asked to share documents on leadership, board practices and more. This is all as a result of the efforts of our collective team.

I want to sincerely recognize, acknowledge and express my appreciation to all the employees of CLUOV, community partners, and many businesses who have provided opportunities for people with intellectual disabilities to become contributing members of their community and place their trust and confidence in CLUOV.

Our Board of Directors has continued to be visionary in its commitment of inclusion and has kept its focus on the goals and objectives of our strategic direction. They deserve acknowledgment for championing the cause of citizenship for all.



Chris Grayson, CLUOV Executive Director



SPEAKERS BUREAU REPORT



Community Living Upper Ottawa Valley's (CLUOV) Speakers Bureau is available for speaking engagements your community club, classroom, event or organizational meeting. Our speakers deliver their own, personal stories, that will leave you feeling inspired.



at

The individuals involved in the Speakers Bureau have had a variety of life experiences and their talks can be tailored to any group. Some of their presentations include:

- Their employment experiences and how it has impacted their lives
- Sharing personal stories of working to be included in community life
- Experiences with self-advocacy and standing up for themselves and others
- Speaking to classrooms and schools about the impacts of bullying

The Speakers Bureau is a great way that individuals with intellectual disabilities can work on building self-confidence while being included in community initiatives. There is no cost to book the speakers. They have experience with groups both large and small, and with an audience of adults or children.

Our Speakers Bureau is also involved in our local community, taking part in community development training, attending conferences, speaking with social service worker students at Algonquin College, helping out at local job fairs, meeting with other self-advocates groups, etc. In March, Community Living Upper Ottawa Valley invited Raina Flexhaug and Gayle Cayen (featured above) to speak at their International Women's Day Breakfast. The ladies shared their own stories on how they have overcome obstacles in their lives to achieve success.

For more information or to book our Speakers Bureau to speak to your community group, please contact our office at 613.735.0659.

QUALITY ENHANCEMENT REPORT

Committee members: Gerry Mansveld, Holly Woermke, Elaine Neigel, Colleen Whittier, Chris Grayson, Melissa Hoffman, Kristy Phinney, Keith Rae, Kim Rennick, Holly Tennian, Tina Williams

2018 was a year of Initiative! We are following through many of the goals we set since our strategic plan was developed. Regular data reviews, Personal Outcome Measures training and acting on the commitments made through the Council of Quality & Leadership (CQL) Accreditation review were part of the Quality Enhancement Committee's focus during our 60th anniversary year.

As we celebrate, we also look back at how far our agency has come. Our 31 Days of Inclusion campaign in May allowed us and our Facebook followers to reflect on our agency's history and it was so impactful to see the comments and response from our greater community.

From our data, we know that for several years the outcome, *"People choose where and with whom to live"* and the outcome *"People chose where they work"* were areas of opportunity for our organization. We did not excel in meeting these outcomes. After very deliberate steps outlined through our strategic planning, real energy is being put towards these two outcomes.

BEE Successful, an arm's length division of Community Living Upper Ottawa Valley, became the newest Ontario Disability Support Program (ODSP) employment support provider in Renfrew County. The success this small team has already accomplished makes us realize it was worth the effort and the right thing to do.

The committee is also excited to monitor the successes of people who have recently moved from group living to homes of their choosing, shared only when it is their wish to do so. Later this fall, we will again analyze how the impact of our strategic plan is measured through Personal Outcome Measures data. We will be reporting our community engagement, employment successes, sale of properties and staff training initiatives to our partners at CQL during our two-year follow up call, and are confident in maintaining our accreditation status.



Finally, core competencies, as one of our CQL commitments has been shared with all agency staff, creating an energy that we expect to positively impact our work culture. We expect this energy to carry into the 2018/2019 year and look forward to monitoring the continued success towards our CQL commitments as they align with our strategic plan.

COMMUNITY DEVELOPMENT REPORT

Committee Members: Holly Woermke, Laura Mayo, Bob Smith, Chris Grayson, Jennifer Layman, Cheryl Tennant, Holly Tennian, Dillon Watts, Tina Williams

We have so much to celebrate this year! As we reach our greatest milestone so far, our 60th anniversary year, we have much to be proud of.

2018 had many successes in terms of outreach and our involvement with our community. In March, we hosted a Women's Day Celebration Breakfast that allowed for our Speakers Bureau and BEE Successful team to showcase their respective agendas. The use of a third party, out of county marketing partner, also allowed our new employment services BEE Successful to have a standalone platform and presence that is gaining its own awareness.

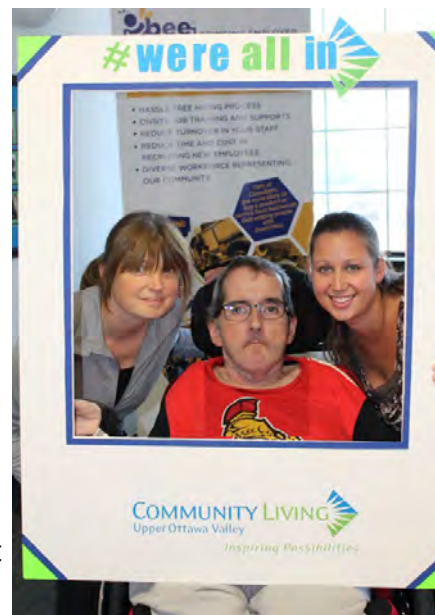
Our 5th Annual Box of Possibilities had repeat and new customers that not only received a wonderful lunch, but that also meant our InTouch newsletter was shared with more than 400 community members! Our featured articles in Ottawa Valley Business and Health Matters, along with the advertisements created by ForwardThinking give a polish and professionalism to our marketing strategy.

During Community Living Month in May, our 31 days of Inclusion stories netted more viewing and comments than any previous initiative on Facebook.

Earlier this month, our agency hosted its 60th anniversary event at the Pembroke Airport, where attendees walked through the past decades of Community Living and saw a glimpse of our agency's historical past! It was a free fun family event with games and prizes, while attendees also got to partake in the Pembroke Airport's 50th anniversary airplane fly-in festivities.

We have postponed our Annual Golf Tournament to October 12— all are welcome to register a team and enjoy a fall day on the greens. Between our Speaker's Bureau, participation at conferences and our BEE Successful team, we have presented at conferences and events more than 12 times so far this year!

It's been a fantastic year, full of many achievements, celebrations and exciting news—we are looking forward to what's to come in 2019, so stay tuned! Follow us on our Facebook page www.facebook.com/cluov and our website www.cluov.ca for more updates! #wereallin





Awards & Recognition

2017-2018 AWARDS & RECOGNITION



Community Living Ontario Social Media & James Montgomerie Awards

Community Living Upper Ottawa Valley (CLUOV) was recognized with two awards that were presented at Community Living Ontario's Annual General Meeting in Niagara Falls September 2017.

The first was the Social Media Award, which recognized CLUOV's *"31 Days of Inclusion"* campaign that ran during Community Living Month in May. The campaign posted a story every day during the month that highlighted inclusion initiatives that were happening in our community.

The second award CLUOV earned was the James Montgomerie Community Award for being most effective at *"furthering the goals of the Community Living movement, addressing issues of institutionalization and forwarding the goals of inclusion."*

Specifically, CLUOV's work to move away from group housing and into inclusive community housing was highlighted as a significant achievement amongst the 120+ Community Living agencies in Ontario.



CQL International Award of Excellence

In November 2017, the Council of Quality & Leadership (CQL) presented CLUOV with the International Award of Excellence in recognition of CLUOV's work towards building an inclusive community. These accomplishments include: helping to create more inclusive residential settings, moving away from segregated community programming and engaging the community on how to include individuals with intellectual disabilities in their workplaces, organizations and volunteer initiatives.

The award signified CLUOV's commitment of both financial and staffing resources to develop authentic living environments that connect people to their communities.

2017-2018 AWARDS & RECOGNITION

The award signified CLUOV's commitment of both financial and staffing resources to develop authentic living environments that connect people to their communities.

"Community Living Upper Ottawa Valley is the first agency in Canada to achieve the Person-Centered Excellence Accreditation with Distinction, with our agency," said Mary Kay Rizzolo, President and CEO of CQL. "They have completely deserved this International Award of Excellence for the innovative work they are doing for the successes they are having with the people they support. Considering that they are the only agency in Canada with that designation demonstrates just how committed they are to cutting-edge, person-centered approaches."



For CLUOV, the award signifies their commitment of both financial and staffing resources to develop authentic living environments that connect people to their communities. They have built new relationships and have moved away from traditional property ownership by the service provider, while still holding itself to the highest standards of quality.

"I am so proud of our organization and staff for making such strong commitments to inclusion," said Chris Grayson, Executive Director for Community Living Upper Ottawa Valley. "So many people who receive support from our agency have a positive quality of life built on relationships, opportunities and by making real contributions as citizens. Our agency is not a status quo organization. We have demonstrated repeatedly that we are relentless in doing the right things for the right reasons."



CLUOV is the first Canadian organization to receive this award. Congratulations to all!

2017-2018 AWARDS & RECOGNITION



ERG Client Services Recognition Award

In April 2018, CLUOV received the Client Services Award from the Eastern Regional Group through Employment Ontario.

The Client Service Award recognizes an agency *“who has consistently demonstrated exceptional client service, and have achieved outstanding results that have had a significant positive impact on the lives of their clients.”*

OASIS Provincial Leadership Award

CLUOV was awarded a prestigious honour from the Ontario Agencies Supporting Individuals with Special Needs (OASIS) in June 2018.

The Member Leadership Award recognizes *“an organization that demonstrates excellence, innovation and leadership in the developmental services sector, and best exemplifies the interests and mission of OASIS.”* OASIS is a provincial organization with a membership of a variety of agencies that work in the developmental services sector. The award is a recognition of one of their peer agencies who is achieving at a level worthy of recognition.



CLUOV was recognized for their collaboration, partnerships and professionalism, which has proved an inspiration to others.

"The Board of Directors has invested in accountability measures such as accreditation so that the community can be confident in supporting us and the services we offer for people who have disabilities," says Holly Woermke, Chair of the Community Living Upper Ottawa Valley Board of Directors. "Being accountable takes a lot of work, but when you're working to help someone live their best life, being accountable matters a great deal. It's worth the effort and we are so proud to share this award with everyone who continues to support our initiatives."

2018 EXECUTIVE AWARD RECIPIENT

We are proud to present the recipient of this year's Executive Award to Champlain Local Health Integration Network (Pembroke Branch) and their staff.

Each year, Community Living Upper Ottawa Valley's (CLUOV) Board of Directors acknowledges community businesses, groups and/or individuals through the presentation of an Executive Award that "recognizes the outstanding achievements in advancing the goal and vision of Community Living Upper Ottawa Valley."

This award symbolizes a true appreciation and recognition of Champlain LHIN through their team's dedication and responsive service to support people to live successfully in their home community. CLUOV has had a long-standing relationship with the local Champlain Local Health Integration Network (LHIN) in assisting people with intellectual disabilities for many years. Champlain LHIN exemplifies putting their "patients first" when providing quality service to assist people to achieve the best health care outcomes, taking part in planning and securing the services they need to remain living at home.

As our agency moves away from group living and towards more inclusive housing options, it is important that we recognize our partners who are essential to this endeavour. Champlain LHIN continues to make a positive impact in our community, demonstrating inclusiveness and the right to receive effective health care services.

Karen Lapierre, Manager of Client Services, will be accepting this award on behalf of Champlain LHIN, at our 60th Annual General Meeting on September 27, 2018. Congratulations to staff at Champlain LHIN and thank you!



JASON RAE LEADERSHIP AWARD



Earlier this year, Chris Grayson, Executive Director of Community Living Upper Ottawa Valley announced the first-ever Jason Rae Leadership Award, an award that was presented at Community Living Ontario's Annual General Meeting, September 12-14, 2018.

Grayson was the Executive Director of Community Living Campbellford when Jason Rae joined their Board of Directors and was later elected president. Grayson was inspired by Jason's ambitions and exceptional leadership. With the support of Jason's wife Jennifer, Grayson initiated this leadership award in Jason's memory.

Jason was a "service-minded role model" who did not let his disability get in the way of his passion for life. A contributing member of the Trent Hills community, Jason was actively involved with Advocates for Community Education (ACE); Community Living Campbellford/Brighton Board of Directors; and sat on various leadership Boards and committees focusing on the common goal of inclusion.

The award is presented to someone who best represents and champions inclusion at its fullest. Some example of how this is achieved include:

- Being involved in the community and giving back
- Being unafraid to speak up and help others find their voice
- Using leadership skills with both Community Living and within the broader community
- Being active in standing up for people's rights

We are pleased to announce that this year's Jason Rae Leadership Award was presented to Doris Weber!



Learn more about Jason and the Leadership Award on our website:

www.communitylivingupperottawavalley.ca/resources/jason-rae

STAFF MILESTONE RECOGNITIONS

Congratulations!

Congratulations to everyone celebrating
a milestone year with our agency in 2018!



Diane Bucholtz
Megan Lariviere
Danielle Levasseur



Stephanie Moss
Tricia Kettlewell



April Post





2018

Highlights

SPEAKING ENGAGEMENTS

Presentation to Ministry of Community and Social Services

In August 2017, Chris Grayson, Executive Director and Tina Williams, Director of Director of Supports and Services & Quality Enhancement were asked to present Community Living Upper Ottawa Valley's (CLUOV) housing initiatives to the Ministry of Community and Social Service's Program Policy Implementation Branch.

Grayson and Williams shared CLUOV's approach to moving away from traditional housing models and discussed CLUOV's successful Employment Modernization Fund (EMF) grant, explaining how it supports the agency's operational plan.



Council of Quality & Leadership's Blueprint For Person-Centered Practice

Chris Grayson and Tina Williams presented at the Council of Quality & Leadership's (CQL) Conference: Blueprint For Person-Centered Practice in October 2017.

Chris and Tina presented to over 70 participants as they shared strategies on how to transition from traditional approaches in supports and services, and examples of initiatives that can improve quality of life for people with disabilities.



From Presence to Citizenship Learning Exchange

Chris Grayson was the chair of this year's 2nd Annual "From Presence to Citizenship's Learning Exchange: To A Culture of Inclusion," which took place February 7-8, 2018 at the Holiday Inn Toronto Airport.

The conference received great feedback from attendees, with many enjoying the national and international speakers and leaders (champions) of transformation who shared

best practices and success stories. Executive Directors from other Community Living agencies also participated on a group panel where they each provided a brief overview of their agency's transformational projects and their agency's successes.

SPEAKING ENGAGEMENTS



Pre-Budget Consultations

At the pre-budget consultations in February 2018, Chris Grayson spoke to the Ontario Minister of Finance, Charles Sousa, about the fact that the developmental services sector had been without base funding for a decade, and as a result, hundreds of agencies were experiencing cumulative financial hardships.

Grayson also brought forward the issue of costs and implications associated with Bill 148. The changes resulted in an added pressure on an already financially strained developmental services sector and also impacted individuals and families desperate for community agencies to respond in a proactive manner.

City of Pembroke & County of Renfrew Council Presentations

To officially declare Community Living Month in May 2018, Chris Grayson and Raina Flexhaug spoke at the County of Renfrew and City of Pembroke's council meetings. Additionally, they also announced Community Living Upper Ottawa Valley's 60th anniversary and their random acts of kindness campaign, and new employment services, BEE Successful.

My Home, My Community Conference

Chris Grayson was invited to present at Service Coordination for People with Developmental Disabilities' "My Home, My Community" conference in Ottawa, ON in May 2018 where presenters explored housing options and shared ideas for innovative and supportive housing.



Grayson talked about developing unique partnerships that engage discussion through the process of engagement, building relationships, community campaigns and "playing in other people's sandboxes." Grayson also spoke of CLUOV's transition to move from traditional group home living models to person-centered and community-based opportunities.

Community Living Ontario 65th Conference

Chris Grayson and Tina Williams spoke at Community Living Ontario's 65th Conference, September 12-14, 2018 in Richmond Hill, ON. Grayson and Williams shared strategies on how to move away from "system-program thinking" and provided insight into how community development and committed relationships impact a true quality of life for people with disabilities.

BEE SUCCESSFUL

Community Living Upper Ottawa Valley (CLUOV) has always promoted the benefits of work for people with intellectual disabilities. Our agency has successfully supported people in inclusive employment since 1995 and have been involved with more than 60 inclusive employers for over 23 years.

This year, our agency partnered with the Ontario Disability Support Program (ODSP) to create a new employment service to assist any individual in Renfrew County with a disability and match them with a promising employment opportunity. In April 2018, CLUOV officially became a recognized service provider and announced our new employment services: **BEEsuccessful**.

Bee Successful (Bringing Employer, Employee Solutions) is a free service specifically directed to assist any individual with a disability and eligible for ODSP obtain paid employment.



Our Bee Successful team help build mutually beneficial employment relationships, provide job coaching for employees and help employers understand the business benefits of hiring youth employees with a disability.

By hiring diverse staff, you are positioning your organization as an inclusive and progressive company. Our employment specialists work with the employer to identify job requirements, including knowledge, skills, abilities, and attitudes. We also provide ongoing support throughout the hiring and training process.



Our team is working diligently to partner with more employers throughout Renfrew County to create more inclusive employment opportunities and become our next #EmployerChampion! If you are a potential candidate and you haven't been successful in the past, contact us. We have the support available and look forward to helping you "bee" successful!

Bee Successful
613.602.6572
contact@beesuccessful.ca
www.beesuccessful.ca



CONGRATULATIONS, RAINA!



In September 2017, Speakers Bureau member Raina Flexhaug attended Community Living Ontario's 64th annual conference and was elected to the Council of Community Living Ontario.

The Council of Community Living Ontario consists of 12 self-advocates from across the province that come together to make a difference in the lives of people who have an intellectual disability by making sure their voices are heard. Elected members work hand-in-hand with Community Living Ontario's Board of Directors to find solutions and share information, opinions, knowledge, and experience on important issues such as poverty, safe and affordable housing, human rights, and barriers to quality health care.

Members of the Council envision communities that do not tolerate exclusion, prejudice or bullying, and instead are respectful and are places where people are listened to and where their opinions and feelings matter.

As a Council member, Raina is passionate about advocating for inclusion, despite limitations. Raina was passionate about joining Community Living Ontario's Council because she wanted "the opportunity to share her experiences across the province and be an ambassador for Community Living Upper Ottawa Valley (CLUOV)"

Raina also participates on CLUOV's self-advocate Speakers Bureau, which promotes inclusion, being goal-oriented, and an active member of the community.



Chris Beesley, CEO, Community Living Ontario and Raina at Community Living Ontario's 64th Annual General Meeting

60 RANDOM ACTS OF KINDNESS

In recognition of our 60th anniversary this year, Community Living Upper Ottawa Valley decided to give back and show appreciation for the community's support over the past 60 years: by delivering 60 random acts of kindness!



These initiatives include hosting a free movie event open to the public, providing free downtown parking, donating clothes to a community clothing drive, providing The Grind with free boxed lunches, baking homemade cupcakes and delivering them to local businesses, sponsoring local charities and more!



60 RANDOM ACTS OF KINDNESS



Annual Highlights



Annual Highlights



Annual Highlights



Annual Highlights





Inspiring Possibilities since 1958!