

*Inspiring Possibilities since 1958!*

**COMMUNITY LIVING**

Upper Ottawa Valley



*Inspiring Possibilities*

# **ANNUAL GENERAL MEETING REPORT 2018-2019**



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# 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**”*

# *Our Numbers Make An Impact*

## 155

Community Living Upper Ottawa Valley is one of the largest employers in Renfrew County with 155 employees in full-time, part-time and casual roles.

## 150

Community Living Upper Ottawa Valley offers a wide variety of services and supports for 150 people with an intellectual disabilities in Renfrew County.

## 43

There are 43 local and inclusive employer champions in Renfrew County who have someone with an intellectual disability employed and on their payroll.

## 20

Our agency encourages people with intellectual disabilities to be involved in their communities and volunteer their time to over 20 local organizations.

# Annual General Meeting: Agenda

## Community Living Upper Ottawa Valley

### 61<sup>st</sup> ANNUAL GENERAL MEETING

*Thurs, 26 September 2019*

*6:30 pm*

*Best Western Hotel & Conference Centre*

1. Call Meeting to Order & Welcome
2. Review & Approval of Minutes: 2018 Annual General Meeting
3. Vice President's Remarks (Ms. Megan Evans)
4. Executive Director's Remarks (Chris Grayson)
5. Financial Report and Report of Auditors (attached in package)
6. Appointment of Auditors for 2019-20
7. Election of Board Directors
8. Class Action Lawsuit Video
9. Guest Speaker: Ms. Katharine Viscardis, *PHD Candidate, Trent University and 2019 winner of Trent University's 3-Minute Thesis Competition*
10. Adjournment of Business Session
11. Staff Recognitions
12. Adjournment

----- **END OF ANNUAL GENERAL MEETING** -----

# 2018 AGM Minutes

## 60th ANNUAL GENERAL MEETING MEETING MINUTES

THURSDAY, 27 SEPTEMBER 2019, 6:30 pm

1. **Call to Order & Welcome**

Holly Woermke introduced herself as chair for the evening. She welcomed everyone and called the 60th Annual General Meeting of Community Living Upper Ottawa Valley to order at 6:42 p.m.

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

**Motion #1**

It was moved by Shelley O'Malley and seconded by Laura Mayo that the minutes of the 2017 Annual General Meeting held on September 21, 2017 be accepted as distributed.

**Carried**

3. **President's Report**

Holly Woermke spoke to her report, congratulating the agency on its accomplishments and successes throughout its 60th anniversary year.

4. **Executive Director's Report**

Chris Grayson spoke to his report, reflecting on the agency's history and its strong mandate towards its commitment for inclusion.

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

The 2017/18 audited financial statements were included in the annual report package. The financial statements were approved at the Board of Director's July 24, 2018 meeting.

6. **Appointment of Auditor's for 2018/19**

**Motion #2**

It was moved by Laura Mayo and seconded by Megan Evans that Welch LLP be appointed as Community Living's auditors for the fiscal year 2018/19.

**Carried**



# 2018 AGM Minutes

## 7. Election of Board of Directors

Holly then presented the nomination report, noting of two returning Board members and two new members filling vacancies. Nominees for the four vacant positions are:

Matthew Conway  
Megan Evans  
Laura Mayo  
Cameron Scott

### **Motion #3**

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

### **Carried**

## 8. Guest Speaker

Holly introduced Chris Beesley, CEO of Community Living Ontario, as this year's invited guest speaker. Beesley highlighted CLUOV's achievements over the past year, as well as touched on pivotal moments of the agency's history from 1958-2018.

## 9. Adjournment of Business Session

### **Motion #4**

It was moved by Megan Evans that the business portion of the Annual General Meeting be adjourned at 7:25 p.m.

### **Carried**

## 10. Executive Award

On behalf of the Board of Directors, Holly Woermke presented the Executive Award certificate to Champlain Local Health Integration Network (LHIN) - Pembroke Branch. Ms. Karen Lapierre, Manager of Client Services, accepted the award on behalf of the healthcare leadership team.

## 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 President Report



Many years ago, I wrote my president's report about **"CHANGE;"** its inevitability and the importance of it. This has never been more true than this year at CLUOV. Changes on the Board, changes with our staff, and changes in the community.

On the Board, we say farewell to seasoned veterans and welcome fresh new faces. One of those veterans we say goodbye to is Dave Marcus. Dave has been on the Board for many years and has contributed in more ways than can be imagined! His wealth of knowledge, commitment to the organization, and professionalism will be remembered forever.

Board members like Dave are few and far in between. I wish to extend a heartfelt thank you to Dave and his wife Peggy for their support and friendship over the years.

However, there is always a silver lining. With these turnovers of Board members, new people step in to provide new ideas and bring enthusiasm to the table. Diversity is the key to the success of any non-for-profit Board and I feel that the new faces certainly demonstrate this at CLUOV. The strong membership they are joining will provide them with the knowledge they will need to build their foundation.

At the office, change has also been seen. Familiar faces have joined the prestigious groups known as "retirees!" Donna Locke and Grace Brum have earned their membership in this club. These ladies have some exciting times ahead as they enter this next stage in their life. We will truly miss their expertise, but wish them happy days! We thank them for their years at CLUOV. They have made many contributions in numerous areas of the organization. Congratulations!



With their departure, new faces have entered the fold, too! Once again, **CHANGE** can be a good thing. New ideas, new experiences, and new initiatives begin.

In the community, change is evident, physically and socially. Devastating land erosion has put one of our homes in jeopardy. The physical stability of our home on Moffat St. has been threatened by a natural disaster, leaving it uninhabitable. The gentlemen who lived at this beautiful old home were safely relocated but the future of this residence is unknown. Local and provincial leaders are assessing the home and we await their findings in the months to come.



# Board President Report

Housing initiatives have been a key focus this year. CLUOV has been recognized provincially, nationally, and internationally for their innovative view of housing. Research indicates that a variety of housing options should be available to all people. This greatly affects their community involvement and their independence.

CLUOV has provided cost-effective housing strategies, which would help everyone in these stressful economic times. Staff have been invited to share their ideas and provide support for those at many forums this year and in the upcoming months. Exciting research and cutting edge innovations continue to make CLUOV a place highly recognized in the field.

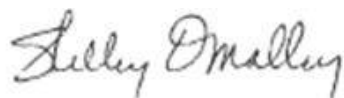
The local communities have been involved in many continued projects. A variety of fundraisers have kept everyone busy, from our Box of Possibilities to our annual golf tournament.

Community Living Month in May has also provided top notch daily glimpses into how we keep busy. Facebook posts and local media outlets support our organization's efforts.

BEE Successful has also grown as it enters its second year at CLUOV. Meaningful employment has been secured for many individuals. The staff have worked diligently to seek out employers and provide support for the employees. How exciting to see so many out in the community, making a worthwhile contribution, and getting paid like everyone else. What better way to feel you belong!

With these exciting changes, new challenges will inevitably result in more changes – and CLUOV is up for the challenge! As I leave the Board after 8 years, I am more than confident that exciting new initiatives are on the horizon. I look forward to seeing the community continue to be an inclusive environment and for everyone to embrace the change!

*"We are the change we have been waiting for." - Barack Obama*



Shelley O'Malley  
Board President



# Executive Director's Report

As I write this year's annual report, I am doing so without an approved operating budget. Here we are nearing the end of September and as a result of the new government and some changes to the portfolios within our Ministry, we are uncertain what our future funding looks like. This is concerning to say in the least; however our team continues to pursue the directions outlined in our strategic plan and beyond.



On a personal level, September marks my 40th anniversary working in the developmental services sector. It's been a complete 360 from my early years when we were building and perfecting segregated structures and programs like ARC Industries and group homes to today, where we are focused on full inclusion and citizenship.

In my tenure here as your executive director, we have made major strides in that direction. Last year's AGM guest speaker Chris Beesley stated, "CLUOV is an agency fighting above their weight class." Nick Foley, also a recent guest speaker, encouraged us and all agencies, families and advocates to be "disruptors of the status quo."

As we look back on this year, we have continued to share our message of inclusion and speak to others about why it is the fundamental foundation of what we do here in the Ottawa Valley. Our message and process for implementation is resonating across Canada, the United States, all the way to the Middle East! We were once again asked to speak at the Community Living Ontario conference, the Council of Quality and Leadership's international conference and at the Inclusion International event in Tel Aviv, Israel.

Clearly what we are trying to accomplish is of interest to many who have asked us to share our journey and lessons learned along the way. I have also spoken to agency staff and Board members at agencies such as Community Living Temiskaming South and am the Renfrew County representative on the Eastern Region Systems' Management Planning Committee. One of the four regional priorities on this committee is innovative housing options.

We have seen a significant shift in our team with as many as six retirements since our last AGM. This is a difficult stage for the agency in losing such dedicated team members, yet we are managing the best we can. Restructuring has occurred within our entire management and administrative teams. I am blessed with a great leadership group who, regardless of the situation, are working towards the best possible outcomes for people we support.

In preparation for this inevitable transition, we organized a succession leadership training program for not only our leadership team, but engaged and invited the entire management team from Madawaska Valley Association for Community Living. This is yet another example of our commitment to partnerships in our work at CLUOV.

# *Executive Director's Report*

Last November, we hosted an event for developers, landlords and community-minded housing partners. Those in attendance heard the message of collaboration and partnerships and our desire to continue to get out of the landlord management business. The results from that night have made our vision outlined in our strategic plan significantly closer to reality.

One of our residential properties was sold and as result of the event, eight developers have come forward to work with us. We are anticipating two more properties to be vacated and sold over the next 4-6 months. We also currently have 4 various builds on the go, each completely independent and unique in the offerings for residential models. Within these 4 units, we will see a total of 12 people move to new locations.

These strides don't happen from one single event. They happen because we are working tirelessly talking about inclusion and citizenship at every opportunity – at our fundraising events, city council meetings, in every article we publish on social media, and in every profiled article in the news or in local magazines like Health Matters. Our key message is consistent and often. I believe we have hit the tipping point in the minds and values of those partners in our communities.

We continue to be an active member of the provincial project "From Presence to Citizenship," which is in its 4th year of collaboration. At last year's "People Driving Change" event, over 300 delegates attended and gained commitment from the delegates and from the group itself to provide yet another annual conference in 2020. This group of agencies are all working as hard as we can to move the benchmark to citizenship and inclusion and as a support network, have helped each other through many difficult agency-to-agency situations lending support, resources and friendship along the way. It has truly been a great group to be associated with and I hope we are able to continue our collaboration.

As your executive director, I continue to work hard to get our message out to our political partners at a local and provincial level. I coordinated with two other Community Living agencies in Renfrew County to meet with MPP John Yakabuski. We spoke to him about the implications of Bill 148, our agency's action on closing group homes and how it is a more cost-effective alternative to partner with developers and discouraged the support of opening any large congregated "big box" facilities.

Earlier this year, I met and toured with Minister Steve Clark and toured our property on Moffat Street regarding the ongoing landslide situation. I also met with the former Minister of Children, Community and Social Services Minister McLeod at a small round table meeting in Ottawa and have communicated with our new Minister, Todd Smith, and have invited him and his Director of Stakeholder Relations to meet with our agency.

As we look to an uncertain future in Ontario, I encourage our staff, our Board and our communities to look at what is strong, not what is wrong. We are an ordinary organization doing extraordinary things and I plan on maintaining that momentum into this year and beyond.

# 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 two (2) vacancies on the Board and proposing the following slate, with the following director up for re-election:

Keith Rae

The following Directors remain in office:

Matthew Conway  
Leigh Costello  
Megan Evans  
Brian Gillespie  
Laura Mayo  
Avery Munro  
Elaine Neigel  
Cameron Scott  
Colleen Whittier

Sincerely,



Shelley O'Malley  
President,  
CLUOV Board of Directors



# Board of Directors 2018-19



*Absent from picture: Dave Marcus, Elaine Neigel, Bob Smith*

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8

Shelley O'Malley Board President  
Megan Evans, Vice President  
Laura Mayo, Treasurer  
Colleen Whittier, Secretary  
Matthew Conway, Director  
Brian Gillespie, Director  
David Marcus, Director  
Elaine Neigel, Director  
Keith Rae, Director  
Cameron Scott, Director  
Bob Smith, Director

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9



# Farewell to Retiring Board Members



## **Dave Marcus (1996-2019)**

After sitting on CLUOV's Board of Directors for 23 years, it is with great sadness that we said goodbye to long-time Board member Dave Marcus. Dave's interest and passion for Community Living grew from his personal experience with his brother. He embodied his role on the Board by involving his wife Peggy and other family members.

During his 23 years on the Board, Dave assumed many roles, including Executive Officer, Treasurer, 1st Vice President and President.

Dave's expertise in both business and finance helped contribute to the Board's governance and policy development. He was also instrumental in CLUOV becoming part of the OMERS pension plan and was at the helm of the Board during CLUOV's first accreditation.

Throughout the years, Dave participated on numerous committees and volunteered at fundraising events, such as our annual golf tournament and Box of Possibilities, and rarely ever missed a Board meeting.



Dave's understanding for individuals with intellectual disabilities and determination to see their needs met in the community will live on in future work of our agency.

Thank you Dave for your many years, countless hours and dedication to Community Living Upper Ottawa Valley!

# Farewell to Retiring Board Members

## **Shelley O'Malley (2010-2019)**

Shelley has been a significant member of our Board for the past 9 years. From assisting CLUOV through accreditations, Board governance, bylaws and policy amendments, and providing oversight and mentorship new Board members, it's evident that Shelley's contributions have helped shaped our agency to where it is now.



Shelley has also held the role as Board President and Vice President twice, as well as Board Treasurer. She has represented CLUOV not only as a Board member, but often in all aspects of her personal life. Her career background provided the skills and expertise to serve both the community, people and families supported by CLUOV.

She championed the evolution of language, the values that reflect respect for those with intellectual disabilities and promotes a vision where everyone belongs within their community.



## **Bob Smith (2014-2019)**

Bob brought a unique perspectives as a community member that had not otherwise been affiliated with our agency prior to him joining our Board of Directors.

Bob very quickly understood and represented our values, mission and vision to members of the broader community, one being the Knights of Columbus. He encouraged business partners to become

employment champions and represented our agency through our Box of Possibilities and golf tournaments, and was fundamental in the success of our Guys Night Out Lottery fundraiser.



Although Bob's tenure on our Board was not as long as other retiree members, he always brought a smile, had a calm demeanour and was thought-provoking. We wish Bob well in his future endeavors!

# Class Action Lawsuit

March 31 2019 was the 10th anniversary of the closure of government-run institutions that housed people with intellectual disabilities. The Huronia, Rideau and Southwestern Regional Centres closed, effective March 31, 2009. The closure marked a significant move towards inclusion.

In 2009, a class action lawsuit was filed by some of the residents of Huronia Regional Centre and other institutions. The lawsuit sought damages for abusive and inappropriate conditions endured at the institutions for individuals who resided there from 1945 to 2009.



In 2013, the class action lawsuit filed against the Ontario government was settled. 34 people now supported by Community Living Upper Ottawa Valley were part of the class action. We have been most gratified to help people in Pembroke and the surrounding area with claims and projects.

Community Living Upper Ottawa Valley has been very proactive in recognizing survivor trauma and seeking ways to support those affected. Our agency is opposed to institutions, which have deeply contributed to marginalization, isolation and stigmatization of people with disabilities. We are working with community partners to create more inclusive residential environments and we strive to ensure that the lessons learned from former institutions are not forgotten as segregated settings presented as an alternative “affordable housing” solutions crop up around the province.

We have created this class action lawsuit video with people that want to have their voices heard and live in the most supporting way. People who are well-supported in the community are better-able to revisit and work through experiences of past abuse. When people feel safe and secure, this security will be recognized within their stories.

Our communities need to remember the history of how institutional life unfolded to ensure we do not repeat it or the harm it caused.



# *Guest Speaker: Katharine Viscardis*

Katharine Viscardis is the 2019 winner of the Three Minute Thesis (3MT®) at Trent University, the President's First Prize and Provost's People's Choice Award for her dissertation, "Locked Away And Out Of Sight."

Having witnessed the horrors of child institutionalization while volunteering in a Bulgarian orphanage for one month in 2010, Katharine attempts to understand the foundations and conditions of institutions for children and the abuse of children therein. Her dissertation explores the history and legacy of Canada's first institution designed, officially, for children and adults with disabilities, the Huronia Regional Centre (1887-2009).



Katharine outlines the violent experiences of children who were admitted at the Huronia Regional Centre, considers how such violence against children could occur for so long in a state-run facility, and questions how much has changed in the lives of survivors and children with disabilities after the institution's closure in 2009. She asks, does institutionalization truly end with the closure of physical spaces of incarceration?

Katharine's dissertation is a significant contribution to research, particularly considering the current political climate of austerity which threatens to destabilize, if not reverse, the gains made in the movement for deinstitutionalization.



# Staff Recognitions

Community Living Upper Ottawa Valley understands the importance of the hard work and dedication of our employees. Each year, we recognize and celebrate the outstanding contributions of our staff through their milestone year. This year we are celebrating 15 employees!

**Congratulations to our staff celebrating 5 years!**



**Natasha Aube**



**Stephanie Chaput**



**Joyce Cruise**



**Aimee Fleury**



**Jody Freethy**



**Lise Gagnon**



**Chris Grayson**



**Mike Mirault**



**Roxanne Pilon**



**Cheryl Sack**



# Staff Recognitions

**Congratulations to our staff celebrating 10 & 15 years!**



**Bruce Felhaber**  
(10 years)



**Selena Miller**  
(15 years)



**Jennette Surnoskie**  
(15 years)

**Congratulations to our staff celebrating 25 & 30 years!**



**Diane Mitchell**  
(25 years)



**Suzie Desjarlais**  
(30 years)



**Happy Anniversary**

# Community Development Report

Our Community Development Committee was nothing short of busy this year. The year kicked with the third annual From Presence to Citizenship Event, held in Toronto. Guests enjoyed another successful sold out event with an array of guest speakers who helped share best practices in driving change in developmental services.

Our agency really focused on community outreach and involvement with local community partners. In March, we held our second annual Women's Day Breakfast to celebrate influential female community partners in Renfrew County. Julie Keon, author, Certified Life Cycle Celebrant and Ceremony Officiant was our keynote speaker, along with a presentation from two of our Speakers Bureau members.

Seasonally, our agency produces an external newsletter "InTouch" that features agency updates, events, conference participation and speaking engagements, community involvement, etc. We are also featured several times a year in the seasonal magazine "Health Matters," a local publication focusing on health options in the Ottawa Valley. For the magazine's spring issue, we contributed a four-page spread where we explained what our agency does and spoke to the importance of inclusion in all aspects: in our home, our community, in the workplace, and at social gatherings. We also included information on our employment services, our Speakers Bureau, our housing initiatives, and our community involvement.



We kicked off Community Living Month in May with a bang, as we held our 6th annual Box of Possibilities lunch fundraiser. More than 535 boxed lunches were purchased by individuals and businesses, surpassing all of the previous years and being the most successful one so far! As a special thank you, lunches were delivered to volunteers who were filling sandbags for flood victims following the spring flooding.



# Community Development Report

The City of Pembroke and Township of Laurentian Hills once again agreed to “raise our flag” at their municipal offices throughout the month of May. We were also invited to speak at the City of Pembroke’s Council meeting, where Mayor Mike LeMay officially declared Community Living Month. We also participated in a new initiative during Community Living Month this year by taking part in Shine a Light on Community Living, where we illuminated our office in blue and green to advocate for the full participation, inclusion and citizenship of all people with an intellectual disability. Algonquin College Waterfront Campus, Grey Gables Inn, Henry's Furniture and Saar's Store/ Greco's pizza also partnered with us for this campaign by lighting up their buildings.

We recognized 31 local vendors, community partners and inclusive employers that our agency has been connected to for years and explained their approach to inclusivity during our 31 Days of Inclusion campaign. Our stories netted more viewing and comments than any previous initiative on Facebook.

As we strive to attract and retain dedicated and committed staff, we revamped our recruitment focus, with four of our staff representing our agency through employee commercials on myFM. We also changed the wording in our job advertisements to target people who want to make a meaningful impact on the lives of people we support. These strategies were implemented to entice new people to want to work for CLUOV.

In the next few weeks, we will soon have a separate portion on our website that will focus specifically on recruitment and will give outsiders a look into what it’s like to be a Community Living Worker and the benefits we offer.

Earlier this month, we held our 23rd annual golf tournament at the Oaks of Cobden golf course. It was a beautiful fall day on the green, with 102 golfers. Over \$13,000 was raised, with 100% of proceeds going towards our Outcomes Fund, which provides people with intellectual disabilities to access meaningful activities and opportunities.

It’s been another great year as we continue to build community awareness, promote inclusion, and continue to inspire possibilities. We look forward to what’s in store for us in 2020. Until then, follow us on our Facebook page [www.facebook.com/cluov](https://www.facebook.com/cluov) and our website [www.communitylivingupperottawavalley.ca](http://www.communitylivingupperottawavalley.ca) to stay up to date with news and updates!





# BeeSuccessful Report

## “What does it mean to be an inclusive employer?”



It's this question our team at Community Living Upper Ottawa Valley (CLUOV) has been challenging businesses in our community with for nearly 25 years. Since 1995, our agency has looked to support people with disabilities to find and maintain employment throughout the Upper Ottawa Valley. Our services have enabled local employers to promote inclusivity in the community and provide people with the opportunity to earn a fair wage and contribute to the greater good of society.

Since 2018, CLUOV has taken great strides to have an even greater impact in the employment services sector. Through a partnership with the Ontario Disability Support Program (ODSP), BeeSuccessful has served as our very own employment agency –solely dedicated to developing job opportunities for individuals with disabilities and barriers to employment.

The Employment Solutions Team at BeeSuccessful works diligently to foster employment, facilitate the interview/hiring process, and assist with on-site job coaching and training. In their first year of inception, BeeSuccessful effectively developed over 20 employment opportunities for those with barriers to work – far exceeding goals and the average output for a new ODSP Employment Supports provider. This speaks to the great work of our Employment Solutions Consultants, who work with employers to identify all job requirements, including knowledge, skills, abilities, and attitudes, and ensure the perfect job match. Building a mutually beneficial employer and employee solution is always their number one mandate.

This summer, the team at BeeSuccessful has successfully developed 8 new job opportunities with a variety of business across the Upper Ottawa Valley. From Deep River, to Petawawa, Pembroke, and stretching all the way to Eganville and Renfrew – their support is offered and impact is felt everywhere. These new partners include the Pembroke Regional Hospital, where someone has been employed as a groundkeeper, North Renfrew Long Term Care, who has hired-on an office assistant, and at Valley Line-X, where someone is supported to clean vehicles and manage shop upkeep!



It's incredibly encouraging to see such progress in BeeSuccessful's young life. The entire team at CLUOV is excited to see what fantastic future outcomes will be created for employers and employees alike!



# Speakers Bureau Report

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

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

This year, CLUOV's Speakers Bureau has participated in 7 various presentations at schools, church groups, local community groups, colleges, and summer camps. They have also represented our agency at local job fairs and networking events in Renfrew County.

This fall, Speakers Bureau member Melissa Hoffman is up for election to participate on the Council for Community Living Ontario, and a few of our speakers are presenting at the Speaking Out for Inclusion Conference in Port Elgin.



Our Speakers Bureau has been developing over the past few years as a way to build confidence and self-advocacy through public speaking. The Speakers Bureau is a great way that individuals with intellectual disabilities can work on building self-confidence while being included in community initiatives. Over the next year, members will continue to educate and engage businesses and service clubs throughout the Ottawa Valley.

Together we can strive towards more inclusive and accepting communities!





# Celebrating Community Living Month

## SHINE A LIGHT ON COMMUNITY LIVING

May is Community Living Month, a collective effort in advocating for the full participation and inclusion of all people who have an intellectual disability and their families.



Every year in May, Community Living Upper Ottawa Valley proudly celebrates people who are supporting the mission of building inclusive communities for all. One of the ways our agency took part in Community Living Month this year was through participating in a province-wide initiative on Friday, May 3 called “**Shine a Light on Community Living**” where we lit up outside of our office with blue and green lights.



We also asked several local businesses to light up their buildings with green and blue, including Algonquin College Waterfront Campus, Henry’s Furniture in Petawawa, Grey Gables Inn and Saars General Store in Laurentian Valley.

We appreciate the local participation in this campaign, allowing us to celebrate with provincial partners. We look forward to illuminating the Ottawa Valley again next year. Together, we are sharing a powerful message of inclusion that shines throughout our community!



## SPEAKING AT COUNCIL MEETINGS

The goal of the province-wide promotion is to build awareness in Community Living agencies through discussion of how people who live with an intellectual disability can contribute and benefit from full participation in the community.

On May 7, Tina Williams, Director of Operations and Gayle Cayen, a self advocate with CLUOV’s Speakers Bureau and independent business owner were invited to speak at the City of Pembroke’s council meeting.



# Celebrating Community Living Month

## FLY OUR FLAG

Each year, our agency strives to raise awareness and educate people throughout the Ottawa Valley regarding the importance of individuals with intellectual disabilities benefiting from full citizenship in their community. One of the many ways we do that is asking our local municipalities to take part in Community Living's "Fly our Flag" initiative in May.

This year, the City of Pembroke and Township of Laurentian Hills happily agreed to help raise awareness for full inclusion in our communities by flying our flags.



May  
is Community  
Living Month!

Celebrating Inclusion  
in the local area

COMMUNITY LIVING  
Upper Ottawa Valley

## 31 DAYS OF INCLUSION

An annual part of recognizing Community Living Month is our 31 Days of Inclusion campaign on Facebook. This year, we featured 31 stories of businesses and organizations that are advocates for inclusion. In total, the 31 stories generated 45,000 views and added more than 40 more people who "liked" our page.

Our hope is that these stories inspire ways to be inclusive and serve as a reminder of the great local businesses that strengthen this community. Thank you to everyone involved for continuing to build inclusiveness throughout our community and province!



# Annual Highlights





# Annual Highlights





