

Inspiring Possibilities since 1958!

COMMUNITY LIVING

Upper Ottawa Valley



Inspiring Possibilities

**ANNUAL GENERAL
MEETING REPORT
2019-2020**

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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”**

AGM 2020

ANNUAL GENERAL MEETING

Wednesday, September 23

The public is invited at an AGM
and a movie at the Skylight Drive-In.

7:00pm - AGM

7:30pm - Staff Awards

Dusk: Movie!

Movie is Indiana Jones:
Raiders of the Lost Ark
FREE ADMISSION FOR EVERYONE!

Canteen will be open for purchases.
Masks are required in the canteen and washrooms.
COVID-19 protocols in place.

COMMUNITY LIVING
Upper Ottawa Valley

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Annual General Meeting: Agenda

Community Living Upper Ottawa Valley **62nd** ANNUAL GENERAL MEETING

Wednesday, 23 September 2020

7:00 pm

Skylight Drive In

1. Call Meeting to Order & Welcome
2. Review & Approval of Minutes: 2019 Annual General Meeting
3. President's Remarks (Elaine Neigel)
4. Executive Director's Remarks (Tina Williams)
5. Financial Report and Report of Auditors (attached in package)
6. Appointment of Auditors for 2020-21
7. Election of Board Directors
10. Adjournment of Business Session
11. Staff Recognitions
12. Adjournment
13. Indiana Jones: Raiders of the Lost Ark

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

2019 AGM Minutes

Call to Order & Welcome

Megan Evans introduced herself as vice chair for the evening. She welcomed everyone and called the 61st Annual General Meeting of Community Living Upper Ottawa Valley (CLUOV) to order at 6:38 pm.

Approval of the Minutes of the 2018 Annual General Meeting

Motion #1

It was moved by Brian Gillespie and seconded by Colleen Whittier that the minutes of the 2018 Annual General Meeting held on Thursday, 27 September 2018 be accepted as distributed.

Carried

President's Report

Megan Evans acknowledged former Board President, Shelley O'Malley's report, sharing that Mrs. O'Malley has retired from CLUOV's Board of Directors. Ms. Evans vocally spoke to Mrs. O'Malley's report, touching on various accomplishments CLUOV had achieved over the past year.

Executive Director's Remarks

Chris Grayson, Executive Director noted that 2019 is the 10th year anniversary recognizing the closure of institutions, which marked a significant move towards inclusion. Chris also briefly spoke to CLUOV's own housing initiatives to close group homes and support people to live in community housing settings. CLUOV is also working with community partners to develop inclusive housing options to give people the choice to decide where and with whom they live with.

Presentation of Financial and Auditor's Report

The 2018-19 audited financial statements were included in the annual report package. The financial statements were approved at the Board of Director's 09 July 2020 meeting.

Appointment of Auditors for 2019-20

Motion #2

It was moved by Elaine Neigel and seconded by Keith Rae that the Welch LLP be appointed as Community Living's auditors for the fiscal year 2019-20.

Carried

2019 AGM Minutes

Election of Board of Directors

Megan then presented the Board of Directors' nomination report, sharing that the Board currently has two vacancies. The nominee for one of the two vacancies that is also up for re-election this year is Keith Rae.

Motion #3

It was moved by Laura Mayo and seconded by Colleen Whittier that Keith Rae be re-elected to CLUOV's Board of Directors for an additional term. All were in favour of this decision.

Carried

Class Action Lawsuit Video

A brief video was shown that featured local survivors who formerly lived in institutions who bravely shared their stories and are now living comfortably in our community.

Guest Speaker: Ms. Katharine Viscardis

Ms. Katharine Viscardis, PhD Candidate, Trent University, and the 2019 winner of Trent University's 3-minute Thesis Competition was this year's guest speaker. Katharine shared pieces of her winning dissertation, "Locked Away And Out Of Sight," where she spoke of the horrors children and adults faced during institutionalization at Canada's first institution designed for people with disabilities at the Huronia Regional Centre.

Adjournment of Business Section

Motion #4

It was moved by Laura Mayo that the business portion of the Annual General Meeting be adjourned at 7:22 pm.

Carried

Staff Recognition Awards

Colin Howard, Director Human Resources & Administration, presented the staff recognition awards to those in attendance.

Adjournment of Meeting

The Annual General Meeting concluded at 7:43 pm.

Board President Report

This year has been about change, choice and flexibility. It has been an honour to serve as the President for Community Living Upper Ottawa Valley's (CLUOV) Board of Directors during its 63rd year. In spite of the many impacts of the COVID-19 Pandemic, it has been quite a year with many positive outcomes. I believe the community and family members who founded this agency in 1958 to support their loved ones in full, authentic participation in life would be proud of the initiatives undertaken this year, and of the organization's thoughtful growth over the last 63 years.

In the fall, Community Living Upper Ottawa Valley welcomed Tina Williams as the new Executive Director of the organization. Little did anyone know she would be steering the ship through a pandemic within three short months. New faces at the Community Living office coupled with a worldwide pandemic have meant a great deal of new learning for everyone. Supporting and being supported during a pandemic have meant new guidelines, a flurry of PPE purchases and many challenging adjustments and worry for all. We have been thankful for gifts of PPE received from community partners. We have been especially grateful for the adjustments and work done by all staff, especially those on the "front lines" who have worked tirelessly to maintain their connections with individuals supported. We look forward to a time when we can fully resume all the functions of the agency while continuing to safeguard the health and wellbeing of both agency staff and those supported. In the meantime, I express my gratitude to every single employee who has continued to work and kept the organization on track in terms of its vision, all the while managing their own individual concerns and lives. It is the dedication, commitment and professionalism of all staff that has allowed the agency to continue its important work so effectively during these challenging times.

Amidst the uncertainty of 2020, Community Living Upper Ottawa Valley has persevered with its vision of assisting people to live independent and full lives in their homes, workplaces and communities. We continue to see individuals making the transition from larger to smaller group or independent living through new community partnerships designed to provide access to safe, comfortable housing. With 57% of people with intellectual disabilities in Ontario residing in group living situations, our local agency can be proud of its direction and perseverance to offer individualized choices.



Board President Report

On the employment front, Community Living can be very proud of the Bee Successful program. “Pre-COVID”, this program had exceeded its annual targets and received many positive appraisals from employees, employers and visiting Ministry personnel. This program has provided a bridge for people supported to have their gifts and their skills both validated and appreciated in the workplace. Also of importance, the program educates employers helping them to become ambassadors for inclusion.

I would like to personally thank each of the members of the Board of Directors for their service to the agency and the people it serves. The best interests of individuals supported are at the heart of our work. This year, we have enjoyed monthly conversations with individuals supported who have given their time to join us at Board meetings and share their experiences. When we return to face to face meetings, we hope to continue to meet more of you who inspire this organization’s purpose and vision.

At this time, it is with profound respect and gratitude that we offer our sincere appreciation to Colleen Whittier for her many years of service as a member of the Board of Directors. Colleen’s knowledge and understanding has been a gift to new Board members and has assisted the group in making decisions and reaching outcomes that align with the vision of Community Living Upper Ottawa Valley.

Change, choice and flexibility have marked the first half of 2020 and will likely continue as descriptors in the months to come. Adjusting to change and newness is not always easy but time shows us just how flexible we have been in adapting to new protocols and protective measures. The agency will continue to place safety as a first priority and exercise a protective level of caution for some time to come. The provision of choices that include, enrich and reward and the elimination of barriers of all kinds will continue to guide us in our work as Board members. We should not fear change but view it as a constant from which we can seek inspiration and determine our next steps, all the while maintaining our number one priority of supporting individuals to live independent and fulfilling lives. We’ll take a chance on change; after all, full, authentic participation in life is as important today as it was in 1958!

Executive Director's Report

An Unforgettable 2020

This year has been one we will certainly not forget anytime soon. At CLUOV we pride ourselves on our ability to grow and learn, with planned and careful consideration to the contributions, reputation and quality of life of those we support. 2020 has not let us continue on this path as anticipated. Needing to stall on the support of goals and redefining strategies to assist with existing relationships has been tricky. Creating opportunities for new relationships or connections has been near impossible. It has been immensely important to give emphasis to the mental health and well-being of all, as we focus on physical health and safeguards. Our staff and support teams have had competing responsibilities at work, at home and to our greater community. We recognize the toll this takes.

A big part of our AGM is reserved for staff appreciation based on milestone years of service, but let me be the first to acknowledge the steadfast contributions our staff make every day. CLUOV's commitment to seek "community as a first resort" has been challenging when accessing community has become so limited for each of us. I appreciate the window that opens in my office as I have had several heartfelt conversations with staff and with people who receive support. Your advocacy is commendable, you met challenges with ideas and creative solutions. It is evident that we are all in this for the right reasons, we want good things for those we support, their families and each other. Our staff, management team, Board of Directors, community partners and especially the people we support and their families have had a direct role in our successes throughout this pandemic. The constant updates to our support practices, loss of direct support hours, adoption of technology and stay at home orders have not been easy to embrace. But we have adapted for the health and safety of everyone, particularly people we support who are at increased risk.

Each year at our AGM, the agency seeks to establish a clear vision for the future and recommit to our values and strategic directions. Planning for the future in such uncertain times leaves even those in leadership feeling a bit at a loss. We continue to weigh decisions against our core values, now creating smaller social circles and more introverted approaches to achieving goals.



Executive Director's Report

While it may appear that COVID-19 has been the only focus, we have managed to support seven people to move to new homes between March and July. We engaged with new partnerships, collaborated with local businesses and our staff teams worked diligently to make these transitions as smooth as possible. We also planned a very successful Golf Day, reconstructing our approach to it, to ensure the safety and comfort of all volunteers, participants and staff. We have developed a business plan to present to MCCSS towards the sale of the home on Heritage Drive while we facilitated the safe demolition of the house on Moffat Street. We presented a sound budget; growing base funding from MCCSS by five percent which will increase again with new supports later this fiscal year. New training and approaches were required for reporting to the Ministry as their practices improve. Faces at our office changed within the positions of Bookkeeper, Administrative Assistant and Executive Assistant, at the onset and during COVID. We also hired 8 new staff to our support teams and are hiring a scheduler. Our Supervisors continue to find ways to engage with and provide oversight to their staff. All have prepared for our next compliance review, which may only afford 24 hours' notice.

CLUOV experienced several staff absences, both short and long term, due to impacts of COVID-19. New policies, practices and strategies were implemented and updated as new public health information was learned. We are also in the process of bargaining a new Collective Agreement.

Looking to the future we must honour our messaging. Choice and autonomy need to be led by opportunity and a multitude of experiences that inform decisions. Safety cannot replace dignity or solely define quality. Living alone or choosing with whom to live should not equal loneliness. Practicing physical distancing cannot mean little to no social opportunities. It will be important for CLUOV to rely on our values to steer our path forward. We have partners across the province, supporters locally and each of you that can guide us forward. We will continue to measure and monitor outcomes, set the highest standards for support and celebrate the achievements of those we support. We will be creative and brave; accountable and inquisitive; considerate and engaging; and always together we are better.

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.

The following Directors remain in office:

Elaine Neigel
Keith Rae
Matthew Conway
Leigh Costello
Megan Evans
Laura Mayo
Avery Munro

The following directors will be retiring:

Colleen Whittier

Sincerely,

Elaine Nigel
President,
CLUOV Board of Directors

Board of Directors 2019-20



Absent from picture: Laura Mayo, Mathew Conway

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Elaine Neigel, Board President
Megan Evans, Vice President
Laura Mayo, Treasurer
Avery Munro, Secretary
Colleen Whittier, Director
Leigh Costello, Director
Matthew Conway, Director
Keith Rae, Director

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Farewell to Retiring Board Members

Colleen Whittier (2011-2020)

After sitting on CLUOV's Board of Directors for 9 years, it is with great sadness that we said goodbye to long-time Board member Colleen Whittier. Colleen's interest and passion for Community Living grew from her personal experience with her son.



During her 9 years on the Board, Colleen assumed the roles of Director and Secretary.

Colleen's expertise in health care, her strong values and enduring advocacy contributed to many Board decisions.

Throughout the years, Colleen participated on numerous committees,

volunteered at fundraising events, represented CLUOV on the Special Education Advisory Committee with the Renfrew County Catholic District School Board and rarely ever missed a Board meeting.

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



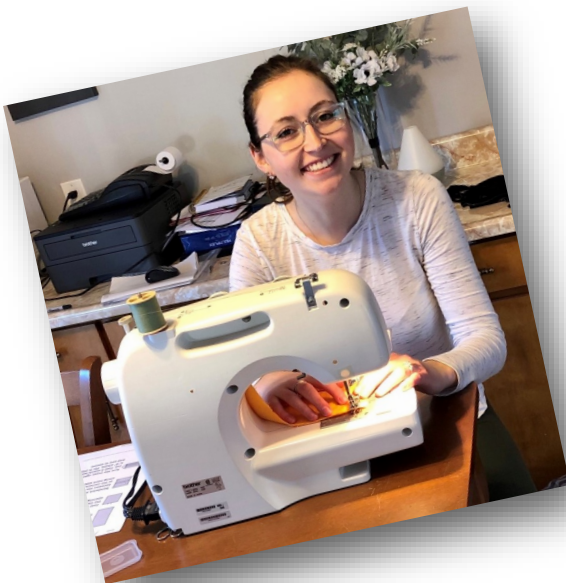
Thank you Colleen for your many years, countless hours and dedication to Community Living Upper Ottawa Valley!

Working During a Pandemic

COVID-19 has certainly impacted out workplace as it has with many others in the Ottawa Valley. Many of our staff work outside our office on a regular basis, so being able to stay in touch with them easily became an important priority early on in this pandemic. We've created a wellness committee to provide activities and resources for staff and the people we support.

The wellness committee also hosted a variety of virtual check-ins, including virtual yoga classes, trivia and Bingo hosted by people we support. Our committee has had activities since March 16, 2020, varying from funny videos, pajama parties, new recipes, self care check lists and more!

We also hosted a few contests including a scavenger hunt and an isolation photo challenge. Finally the committee created "boredom buster packages" that included bubbles, seeds, labels for seeds, chalk, DIY ring toss and a printed activity kit with colouring pages and games. Our creative staff assisted people to explore new hobbies, become experts with technology and recognize contributions of all essential workers.



Staff Recognition

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 9 employees!

Congratulations to our staff celebrating 5 years!



Kelsie Gagne



Stephanie Reid



Terri Wood



Justin Gagne



Lindsay Scherer

Staff Recognition



Maegan Blackmore



Elizabeth O'Brien

Congratulations to our staff celebrating 10 years!



Karen Brown



Chantal Brumm



Happy Anniversary

Community Development Report

Our Community Development Committee was put to the test this year with COVID-19 rules and regulations.

The year kicked off with the forth-annual From Presence to Citizenship Event, held in Toronto. This year's event attracted approximately 300 Executive Directors, Managers and leaders in the developmental services sector. Guests benefitted from an array of nationally and internationally recognized speakers and breakout sessions.

In March, we held our third-annual Women's Day Breakfast to celebrate influential female community partners in Renfrew County. Gwen Greenstock, was our keynote speaker, who shared a message about inclusion along with a presentation from Stephanie Reid of Bee Successful who shared her story of overcoming obstacles.



Seasonally, our agency produces an external newsletter "InTouch" that features agency updates, events, conference participation, speaking engagements and 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 winter issue, we contributed an article on "Using Tech To Increase Quality of Life". In the Spring issue we focused on "The Impacts of Isolation and the Value of Choice". Finally, in the summer issue we spoke about "Ensuring Supports As You Age". We also included information on our employment services, our Speakers Bureau, our housing initiatives, and our community involvement.

Community Development Report

We participated in an initiative during Community Living Month this year by taking part in Shine a Light on Community Living, by illuminating our office in blue and green to advocate for the full participation, inclusion and citizenship of all people with an intellectual disability.

We recognized 31 staff members, who shared their experience with Community Living during our 31 Days of Inclusion campaign. Our stories each year net more viewing and comments than previous initiatives on Facebook.

September 18th, we held our 24th annual golf tournament at the Oaks of Cobden golf course. This event looked a little different than previous years as we were mindful of providing a COVID-19 safe format. Golfers teed-off at scheduled times, and picked up a lunch to enjoy during or following their round of golf. There was no social gathering but golfers received a \$50 gift card to a local eatery. The event is usually a fundraiser but Community Living wanted to support the local business community by promoting the annual sponsors and matching donations by purchasing half of the gift cards. It was a beautiful fall day on the green, with 90 golfers. \$6,300 was raised, with 100% of proceeds going towards our Outcomes Fund, which provides people with intellectual disabilities to access meaningful activities and opportunities.

Despite the challenges of 2020 we continue to build community awareness, promote inclusion, and continue to inspire possibilities. We look forward to what's in store for us in 2021. Until then, follow us on our Facebook page www.facebook.com/cluov and our website www.communitylivingupperottawavalley.ca to stay up to date with news and updates!

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 people 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 CLUOV Speakers' Bureau has invested in public speaking training for their members through Algonquin College and has continued to keep in touch with video calls and goal-setting in anticipation of when they can speak to groups again. The committee also created member profiles that are now featured on the CLUOV website.

This past spring, Community Living Huntsville reached out to our local group for information on how our speakers' bureau operates. They found us through our agency website. They were eager to incorporate some initiatives that were discussed.

Early spring, CLUOV's Speakers Bureau has participated in various presentations throughout our community. Members were invited to present to the 1st year SSW students at Algonquin College. They delivered a presentation that provided insights into challenges of someone living with an intellectual disability, while also providing Raina with a chance to self-advocate. Their combined presentation also included the many aspects of working in the developmental services sector.

Speakers Bureau Report

Last fall, Speakers Bureau member Raina Flexhaug was elected Vice President for the Council for Community Living Ontario and Speakers Bureau Members Gayle, Jeff and Travis presented at the Speaking Out for Inclusion Conference in Port Elgin.

The Speakers Bureau also hosted 2 successful fundraiser. Collaborative efforts with Nick and Xenia made the Singo Bingo Night at Frescos a huge success and a bake sale at the PMC during Silver Stick was a hit. The members also hosted a Holiday Open House at the CLUOV head office.

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 to make their community a more inclusive community.

Together we can strive towards more inclusive and accepting communities!



Bee Successful Report

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

Bee Successful is the employment arm of our organization. With the guiding belief that each person should be seen as capable without label or discrimination, and that each person can aspire to and have the opportunity to realize their employment goals. It is this message that they spread throughout our county. Over the past year there have been opportunities to speak on community panels, at schools, and most notably a 2 part information session hosted by Community Living Renfrew South; where they were asked hard questions, but got to share some valuable knowledge in exchange.

There are many factors involved to the success of this program. From public outreach, to partnering with other organizations, to the development of plans with the person receiving services. It is this collective effort which has seen 43 new inclusive employers added to our list, yes we keep a list, since 2018.

In a world where we are not facing a global pandemic, we would be celebrating our successes from the summer, and the brilliant students we would have hired. Since Covid-19, efforts at Bee Successful have changed, changed some more, and then changed again. Beginning with ensuring workers know their rights, to diving into the world of employment insurance and CERB, to addressing fears of the virus with ways in which to prevent it. Bee Successful has focused on ensuring workers feel supported. Now, as the province begins to reopen, we are working diligently with workers and employers to develop plans to return to work in a safe matter.

Although we do not know what will happen in the remainder of the year, our goals remain the same: 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.



QEC Report

Greetings from the Quality Enhancement Committee. Our committee's role is to identify, measure and set strategic goals for continued and improved quality enhancement relating to quality supports and services within the agency. We analyze internal agency data to measure personal outcomes and ensure compliance with MCCSS Quality Assurance Measures (QAM).

During the past year, our committee was thrilled to see CLUOV's long-term quality enhancement commitment strengthened when Tina Williams transitioned into the role of Executive Director. The agency underwent another successful MCCSS QAM Compliance review in November of 2019 attaining 100% compliance with all regulations. Our committee regularly reviews and sets targets for areas of review within the compliance inspections.

Personal Outcome Measures and our partnership with CQL for our accreditation is at the forefront of our committee's goal setting and review. The agency was in the process of certification of two new Reliable Interviewers for the agency when the pandemic emerged. We have found ourselves in unfortunate circumstances in opposition to our agency values and mission. Typical participation in our community, membership, quality time with family & friends has temporarily been replaced with a focus on health & safety. Our committee has monitored the agency's pandemic response to ensure compliance with legislation, MCCSS and Public Health guidelines. But also, quality of life initiatives the agency has implemented to assist people to be connected and not feeling so isolated during stay at home orders. Technology has played a big role during the pandemic and the agency has assisted people with attaining tablets/laptops. This has allowed individuals to stay connected virtually with family and friends. Our Rights Restriction Review Committee has been apprised of the agency's pandemic response and the impact on individual rights and freedoms.

As life begins to return to a new normal, our committee will be actively involved in setting the course for our next accreditation review through the Council on Quality and Leadership. This will involve a strong focus on using the Personal Outcome Measures as a tool to identify what is important to people and exploring the planning and achievement of outcomes, along with the supports that help people achieve those outcomes. We look forward to getting back to business as usual and hope everyone is coping well during these unprecedented times. Our agencies inclusion tag line "Together is Better" has never been more applicable than during a time that has demonstrated that "We are all in this together"

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 15 called “**Shine a Light on Community Living**” where we lit up outside of our office with blue and green lights.

31 DAYS OF INCLUSION



Community Living Upper Ottawa Valley

May 11 at 9:15 AM · 🌐

...

Day 11 - Megan Fuisz, Community Living Worker

I have been a proud employee of Community Living for the past 12 years. I have a great team of co-workers that I work alongside every day. One thing that makes me proud to work here is that my opinions matter. Being on the front line and working with individuals every day, the management team always makes sure that my concerns are considered, my opinions are taken seriously and I am always asked to contribute where and when I can.

What truly makes it fun to work here are the people - those I support and those who are my colleagues. We brainstorm awesome ideas, come up with amazing activities, see certain situations through different eyes and put the smiles on faces of the people we support every day. I just want to say "thank you" to my colleagues - you make my days, and the days of the people we support, so much more enjoyable.

Photo: Megan (second from right).



Celebrating Community Living Month



Community Living Upper Ottawa Valley

May 21 · 🌐

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Day 21 - Henry Brodofske, Community Living Worker

I joined Community Living in June of 2019. While I was from Pembroke, I had lived in Cambridge for 20 years. I approached this agency when I returned to Pembroke due to the amazing outlook and focus they have on independence and skill building with the people we support. Everyone is treated with respect and dignity. I came to the position with knowledge and experience which was quickly recognized by the agency. It wasn't long before I had full-time employment.

One of my roles has been to support an incredible gentleman with a transition to independent living. Along with my supervisor and the management team, we developed the plan. My input and ideas were always met with a positive reaction and I felt heard and supported by everyone involved.

Community Living is a great team of people who are truly committed to doing great things for the individuals we support.

Photo: Gordon Bellamy and Henry



Annual Highlights





