



2016 - 2017 ANNUAL REPORT

ANNUAL GENERAL MEETING

Wednesday, September 20, 2017

Charles W. Stockey Centre, Parry Sound

REPORT FROM THE PRESIDENT

This year, Community Living Parry Sound (CLPS) celebrated their 55th anniversary! What an incredible accomplishment. What started 55 years ago as a grassroots movement for education is now a strong and thriving organization and an integral part of the community it serves. Thank you to everyone who made, and continues to make, this possible. We would not be here without the support of the people who use our services and their families, the management team and staff of CLPS, our volunteers, our Board and the community of Parry Sound. Our gratitude and appreciation is immeasurable.

Like most anniversaries, 2017 was a year to celebrate the past and present, but also to focus on the future. To ensure that CLPS continues to provide the best possible support to people and families in our community and to further inclusion, our focus this year has been on strategic planning – learning from our past, embracing change and welcoming the future. To this end, we engaged the services of People Minded Business Inc., a company that works with forward-thinking organizations to help them create positive change in people's lives. Through the use of focus group research, interviews and planning sessions, they helped CLPS develop a vision, mission and strategic plan:

Vision: A community where all people have the power and freedom to determine the life they want.

Mission: Our purpose is to support people with disabilities to build better lives in their community. We do this through partnerships, innovation and education.

Our three-year strategic plan will focus on advancing a Community First philosophy as we work with new and existing partners to expand opportunities that produce rewarding results. We will continue with our focus on succession planning within the organization to ensure that CLPS has the resources and leaders it needs for the future. To accommodate the shift in CLPS' mandate to direct funding and the provision of personalized and inclusive supports, we will transform our business practices and work to provide creative and innovative supports to the people who use our services, their families and the community.

CLPS was also delighted this year to be chosen by LIFT Philanthropy Partners (LIFT), a national non-profit organization, to partner with and support CLPS into the next phase of their 2017-2020 strategic plan. LIFT is pioneering an innovative approach to catalyze transformational impact in Canada. Using a national network of leading experts and businesses along with LIFT's hands-on management support, LIFT is able to improve the operations, measurement practices, and accountability of non-profits, charities, and social enterprises so that their social impact is both lasting and meaningful.

Over the next twelve months, CLPS and LIFT will conduct a series of internal workshops in which high-level goals are set and actionable strategies are created. Both partners will be equally invested in seeing that outcomes are achieved, and that the CLPS reach, impact and effectiveness are expanded. This opportunity to work with, and learn from, leading business experts and the LIFT team will ensure that the addition of fee-for-service operations will provide comprehensive, timely individualized support that is tailored specifically to the goals, aspirations and needs of the person. We look forward to this exciting partnership and the work we will do together.

We also welcomed new members to the board this year: Danny Gray, Doris Muckenheim, Lianne Piddington and Amelia Wilkinson. Each of them brings unique experience and abilities that will help to further the growth and development of CLPS. With regret, we said farewell to long-time supporter and friend Julie O'Brien, and wish her well in her new location. Lisa Cook is also leaving but, we hope, will be able to join us again in the future. Thank you to both ladies for their excellent work and ongoing support of CLPS.

It is with excitement and a renewed sense of purpose that we face the new year. Thank you to everyone who supports CLPS. We welcome your input and questions. Please do not hesitate to contact us with any comments or suggestions you may have. 2017 was a year of great accomplishment and focus on the future and strategy. Please join us as we begin three more years of challenge, change and commitment to inclusiveness of all members of our great community.

*Respectfully submitted,
Lynda Marshall, President*

REPORT FROM THE EXECUTIVE DIRECTOR

2016/17 has been a transformational year for Community Living Parry Sound (CLPS). This year we celebrated fifty-five years of a social justice movement knowing that the future must look very different from the past. Over the year we reflected on the events and activities that brought us to where we are today, understanding that this has been an evolutionary process; however, these are not the events and activities that will achieve our vision for the future: *A Community where all people have the power and freedom to determine the life they want.*

During the past five decades we worked with families to achieve the right to education for all children regardless of abilities, entitlement to the disability allowance for adults, the closure of Ontario's asylum-style institutions and the development of a wide-range of developmental services.

Today we work with our government partners to transform developmental services. This transformation and the legislation that supports it will assist us to continue to evolve towards individualized supports that facilitate full citizenship in which people with developmental disabilities lead good lives, have rich relationships with friends and family, financial security, choices in how and where they live their lives, employment opportunities and are accepted and valued as citizens.

Change has been a constant element as we move from programs that segregated people, to delivering support services that promote community connections and natural relationships. As staff, we no longer see ourselves as caregivers but as educators, connectors and facilitators. As an agency we welcome change as an opportunity to continue growing and evolving towards our vision. The constant evaluation of change also ensures that we are providing the highest quality of services.

Transformation during a challenging economic time requires innovative thinking and practices. In an effort to achieve this, we continue to work with our partners locally and regionally to identify efficiencies and achieve outcomes which optimize our vision and strategic plan.

This year we have undertaken a consultation process with our stakeholders, which has resulted in a newly developed three-year strategic plan for 2017-2020. We were absolutely thrilled when LIFT Philanthropy Partners (LIFT) agreed to work with us. The work plan that we co-created fully aligns with our new strategic plan.

LIFT will partner with CLPS over the next twelve months to support the organization to move to a personalized approach. As a result of LIFT's support, it is expected that CLPS will effectively transition from a segregated, program model to an individualized support model which will enable us to achieve and demonstrate positive social inclusion outcomes.

LIFT strongly believes that organizations implement what they own. LIFT therefore has introduced a 'co-creation' model whereby both LIFT and CLPS will collaborate to conduct research, develop plans, and work through implementation together. All of the strategies will be conducted in partnership; LIFT will not write strategies but rather provide mentoring and support for CLPS to create their own strategies.

LIFT - CLPS Plan Goals

Community Living Parry Sound's 2017-2020 Strategic Priorities include: *Move forward with succession planning and growing the next generation of leaders to meet challenges and opportunities of the future* (Strategic Direction 2), and *Transform CLPS business practices to align with the shift to direct purchasing and providing of personalized and inclusive supports* (Strategic Direction 3).

Together, CLPS and LIFT will undertake the following LIFT Plan Goals to support these strategic priorities and expand the reach, impact, and effectiveness of CLPS:

- **Refined Service Portfolio:** A process map will help highlight the person receiving services' experience and document opportunities to enhance the transition to a personalized approach, including an updated service offering.
- **Change Management:** As the organization transforms its business model, a change management strategy will help ensure buy-in across the organization and remove potential obstacles.
- **Measurement:** There is a need to ensure that the organization has clear social outcomes, both at the organization level and at the person level, with systems in place to both prove and improve results. The outcome measurement framework will incorporate metrics around social impact, operational performance, and the LIFT-CLPS partnership. A dashboard to track progress on the new strategic plan will also be developed.
- **Leadership Development Strategy:** A leadership development strategy is required to support organizational leadership development as well as succession planning.

In addition to LIFT, we have worked very closely with community partners to ensure that the community gardens and kitchens not only grow but thrive. We are also very excited about a provincial partnership with Community Living Ontario around family engagement. This project is called *Cultivating a Friendly Community* and is a three-day event with facilitator Al Condeluci, a leading expert in social capital and community building. The hope is that participants from all three events will leave feeling inspired to welcome people with different abilities, and others living on the margins, into the heart of our community. The vision is for everyone to find a place where they belong and to live a wholesome, safe life in our community.

We have also begun work on the *Team All Abilities* project which was funded by the Ontario Sports and Recreation Communities Fund. Along with our community partners we will work to increase the capacity of sport and recreational opportunities locally and to deliver quality programming to people of all abilities, increasing the opportunities for physical and social activities.

We are very excited about our work with LIFT and these projects as they are foundational to the transformational work that will occur over the next twelve months. Further information on all these projects will be made available at the Annual General Meeting.

In closing, I would like to acknowledge and extend my gratitude to the staff for their dedication and willingness to confront the daily challenges with the knowledge that they are truly making a difference not only in the lives of the people that we support but for the community as a whole.

Once again it has been my privilege and honour to submit to you this annual report.

Respectfully submitted,
Jo-Anne Demick, Executive Director

NOMINATING AND MEMBERSHIP COMMITTEE REPORT

The Community Living Parry Sound By-laws provide for the terms of one third of the nine-member Board of Directors to expire each year. Due to the expiration of one full year term and one two-year term, this year there will be two individuals elected for full three-year terms.

The two Directors whose terms are expiring are:

- Lisa Cook, who is completing her first three-year term and is not standing for re-election to a second term.
- Julie O'Brien, who is completing her first two-year term and is not standing for re-election to a second term.

New Candidates

Julie Thorogood

Julie is a self-employed bookkeeper. She has been involved in her children's school programs, class trips, curling tournaments and fundraising.

David Williams

David moved to Parry Sound in September 2015 and began working at the Oldham Law firm. He is enjoying the access to outdoor activities and the friendliness of small town life.

Recommendations

The Nominating and Membership Committee recommends:

THAT Julie Thorogood be elected to the Board of Directors of Community Living Parry Sound for a three-year term, from 2017 to 2020

THAT David Williams be elected to the Board of Directors of Community Living Parry Sound for a three-year term, from 2017 to 2020

THAT the Board of Directors of Community Living Parry Sound for 2016-2017 be:

- Angelika Distler, term 2014-2017
- Danny Gray, term 2016-2019
- Lynda Marshall, term 2015-2018
- Doris Muckenheim, term 2016-2018
- Lianne Piddington, term 2016-2019
- Linda Taylor, term 2015-2018
- Julie Thorogood, term 2017-2020
- Amelia Wilkinson, term 2016-2019
- David Williams, term 2017-2020

Respectfully submitted,

Lisa Cook, Chair

Danny Gray, Director

Lianne Piddington, Director

Amelia Wilkinson, Director

Jo-Anne Demick, Executive Director

Jane Leadbeater, Manager of Human Resources & Administration



COMMUNITY LIVING PARRY SOUND BOARD OF DIRECTORS 2016-17

Lisa Cook

Lisa is currently the Team Leader for YMCA Employment and Literacy Services Simcoe Muskoka in Parry Sound. She was previously Business Development Advisor for The Business Centre, working with entrepreneurs in the Nipissing Parry Sound region. Lisa has worked in the digital marketing industry for more than 15 years. She was based in Toronto as Partner, Vice President/General Manager of the Ontario region for an international digital advertising agency before retiring in 2011, as well as being Owner/Managing Partner of two digital marketing consulting agencies.

Angelika Distler

Owner with her husband of a construction business since 1983, she has also had experience in banking, and owned and managed her own women's clothing store. She was a Member and Treasurer of the Parry Sound Downtown Business Association, is a CLPS volunteer, and serves in various ways at her church, including being Treasurer.

Danny Gray

Danny is a teacher with the Near North District School Board and is a qualified Special Education Specialist. He served on the Museum on Tower Hill board from 2012-2016. In addition to various Museum and Georgian Bay Biosphere Reserve events, he has also been involved in Pedalling for Parkinson's, the Salvation Army Toy Drive and Adopt-a-Senior.

Lynda Marshall

Born and raised in Parry Sound, Lynda graduated from Queen's University. She initially worked for The Children's Aid Society and Family and Social Services of Parry Sound. She then moved to Toronto to pursue a successful career in Sales and Marketing.

Doris Muckenheim

Doris has lived in the Parry Sound area since 1987 and has owned the Wolf Den since 1997. She previously worked at the Charles W. Stockey Centre as well as the West Parry Sound District Museum as the director curator. She has served on the Festival of the Sound board, has been staff liaison to other boards, is a mentor for the Canadore College Business Program and a member of the Carling Township Waste Facility Issues Public Advisory Committee.

Julie O'Brien

Julie worked as a nurse and nursing administrator in a variety of health settings, including both hospital care and long-term care. She has volunteered at the Children's Aid Society, Belvedere Heights as well as with Community Living Parry Sound as a past Board member and chair. She taught and coordinated Nursing and Personal Support Worker programs at Sault, Georgian and Canadore Colleges.

Lianne Piddington

Lianne is a wife, mother and grandmother. She and her husband Tom have owned Bay Area Electrical since 1993 and she has worked full time within the business since 2006. She was previously employed at the Parry Sound Muskoka Credit Union as well as the Parry Sound District General Hospital.

Linda Taylor

Linda has been employed at Belvedere Heights Community Support Services for the past twenty-six years. Throughout her career she has been involved with planning and implementing services for the West Parry Sound District, including negotiating budgets and partnering with care providers. She has also been involved with planning special events and fundraising.

Amelia Wilkinson

Amelia grew up in Oakville and moved to Parry Sound eight years ago. She graduated as a veterinary technician in 2008 and has since managed a number of businesses including Muskoka Woods, Dairy Queen and Starbucks. She serves in her church as an usher, small group leader and in the Kids Ministry. She previously volunteered with the Oakville Humane Society, the Toronto Wildlife Rehab Centre, and Harvest Share.

2016 ANNUAL GENERAL MEETING MINUTES

September 14, 2016 – Wellington's Pub & Grill

1. ADOPTION OF 2015 ANNUAL GENERAL MEETING MINUTES

Moved by **Lisa Cook** and Seconded by **Julie Flagler** that the minutes of the 2015 AGM, held on September 17, 2015, be approved as presented.

Carried.

2. ADOPTION OF 2015/2016 ANNUAL REPORT

Moved by **Douglas Brear** and Seconded by **Lynda Marshall** that the 2015/2016 Annual Report be approved as presented.

Carried.

3. APPROVE THE BUSINESS OF THE 2015/2016 BOARD OF DIRECTORS

Moved by **Lisa Cook** and Seconded by **Lynda Marshall** that all contracts, acts and proceedings carried out by the Directors and Officers of Community Living Parry Sound since the last Annual General Meeting, held on September 17, 2015, be accepted as set forth.

Carried.

4. ADOPTION OF 2015/2016 AUDITED FINANCIAL STATEMENTS

Moved by **Deborah Jones** and Seconded by **Douglas Brear** that the 2015/2016 Audited Financial Statements, prepared by *Gingrich & Harris Chartered Professional Accountants* be accepted as presented.

Carried.

5. APPOINTMENT OF ASSOCIATION'S AUDITOR FOR THE 2016/2017 BOARD YEAR

Moved by **Lynda Marshall** and Seconded by **Douglas Brear** that the firm *Gingrich & Harris Chartered Professional Accountants* be appointed as the Association's Auditor for the 2016/2017 Board Year.

Carried.

6. **APPOINTMENT OF THE ASSOCIATION'S SOLICITOR FOR THE 2016/2017 BOARD YEAR**

Moved by **Jo Ann Poglitsch** and Seconded by **Deborah Jones** that Larry Douglas be appointed as the Association's Solicitor for the 2016/2017 Board Year.

Carried.

7. **ACCLAMATION OF DIRECTOR**

Moved by **Deborah Jones** and Seconded by **Angelika Distler** that Lianne Piddington be elected to the Board of Directors of Community Living Parry Sound for a three-year term, from 2016 to 2019.

Carried.

8. **ACCLAMATION OF DIRECTOR**

Moved by **Lynda Marshall** and Seconded by **Julie Flagler** that Danny Gray be elected to the Board of Directors of Community Living Parry Sound for a three-year term, from 2016 to 2019.

Carried.

9. **ACCLAMATION OF DIRECTOR**

Moved by **Lynda Marshall** and Seconded by **Douglas Brear** that Amelia Wilkinson be elected to the Board of Directors of Community Living Parry Sound for a three-year term, from 2016 to 2019.

Carried.

10. **ACCLAMATION OF DIRECTOR**

Moved by **Angelika Distler** and Seconded by **Deborah Jones** that Doris Muckenheim be elected to the Board of Directors of Community Living Parry Sound for a two-year term, from 2016 to 2018.

Carried.

11. 2016/17 BOARD OF DIRECTORS

Moved by **Julie Flagler** and Seconded by **Deborah Jones** that the Board of Directors of Community Living Parry Sound for 2016-2017 be:

- Lisa Cook, term 2014-2017
- Angelika Distler, term 2014-2017
- Julie Flagler, term 2015-2017
- Danny Gray, term 2016-2019
- Lynda Marshall, term 2015-2018
- Doris Muckenheim, term 2016-2018
- Lianne Piddington, term 2016-2019
- Linda Taylor, term 2015-2018
- Amelia Wilkinson, term 2016-2019

Carried.

12. ADJOURNMENT OF THE BUSINESS MEETING

Moved by **Lynda Marshall** and Seconded by **Douglas Brear** that the Community Living Parry Sound 54th Annual General Meeting be adjourned.

Minutes Approved by the Board of Directors:

Lynda Marshall
President

Jane Leadbeater
Manager of HR & Administration