COMMUNITY LIVING
Kingston and District

Inspiring Possibilities

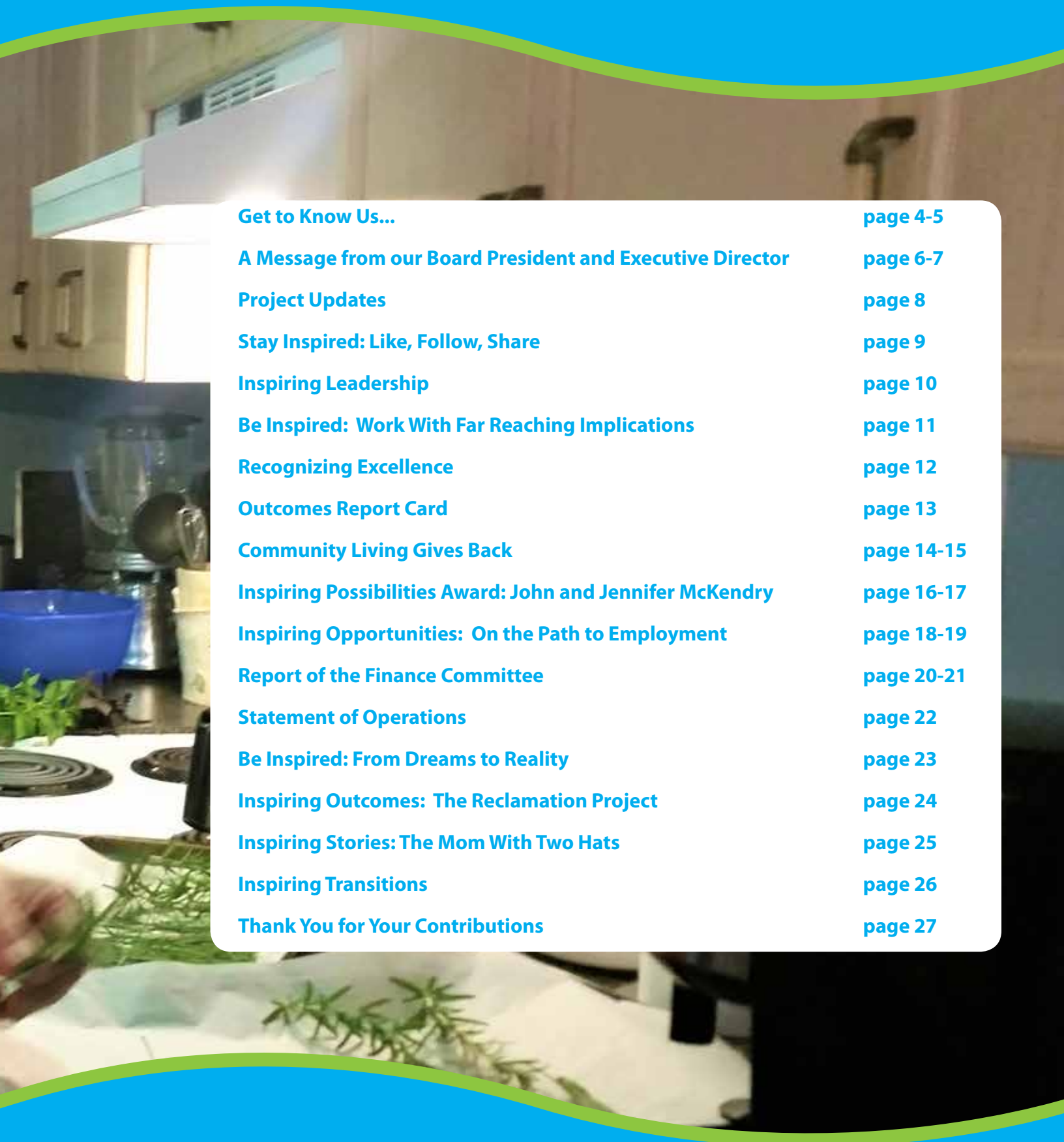
2018-2019 Annual Report

Inspiring Possibilities

Our Goal:

That people with an intellectual disability have every opportunity to participate fully in our community with dignity and independence.

Inside this Report



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Get To Know Us...

Employment Services
26 total
- *Employment/Kwikshred-17*
- *Youth Connect-9*

1-80 Years of Age

Community Services Division
140 total
- *Supported Independent Living-67*
- *Enhanced Supported Independent Living-35*
- *Long Term Care Support-11*
- *Gananoque Services-27*

652 Persons Served

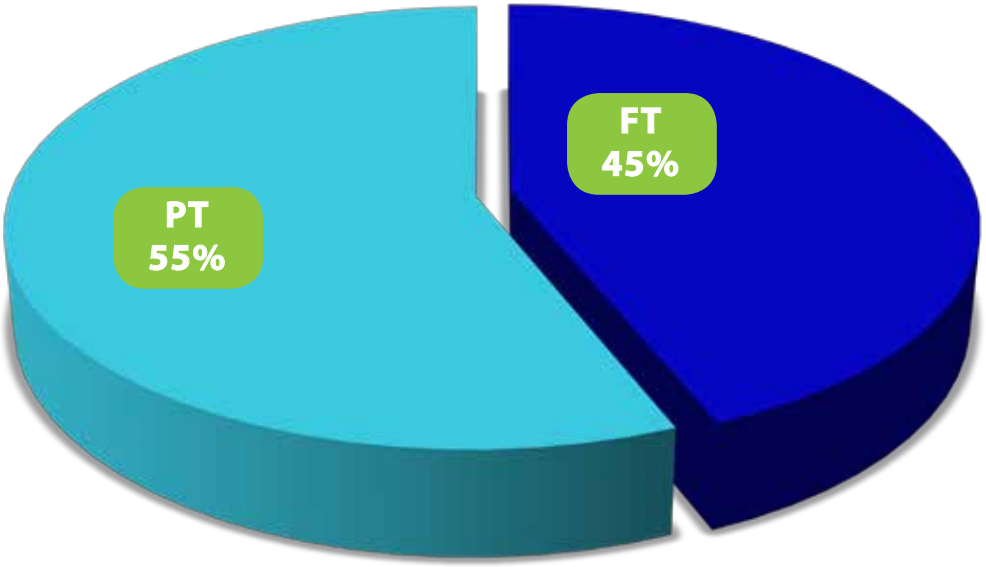
Community Inclusion Programs
141 total
- *CO2-56*
- *Milestones-17*
- *Options-68*

Residential Services Division
48 total
- *12 Residential Locations*

Many participate in multiple services

Family Services Division
479 total
- *Childcare Resource Consultant Services-163*
- *Family Home-12 Family Support-221*
- *Respite-83*

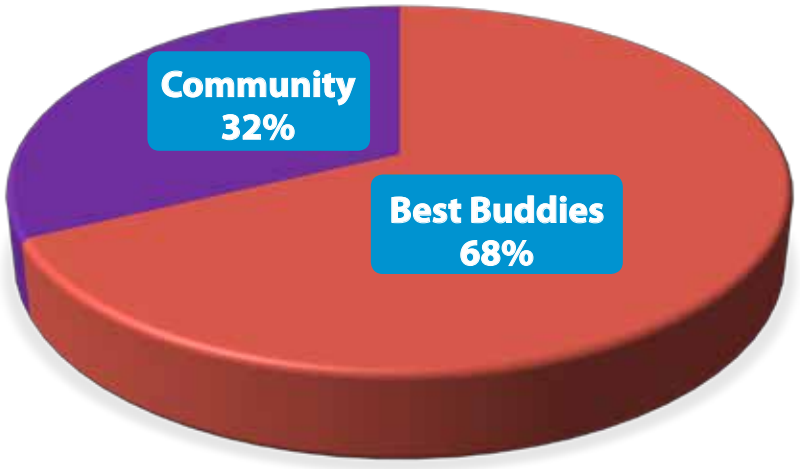
OUR EMPLOYEES

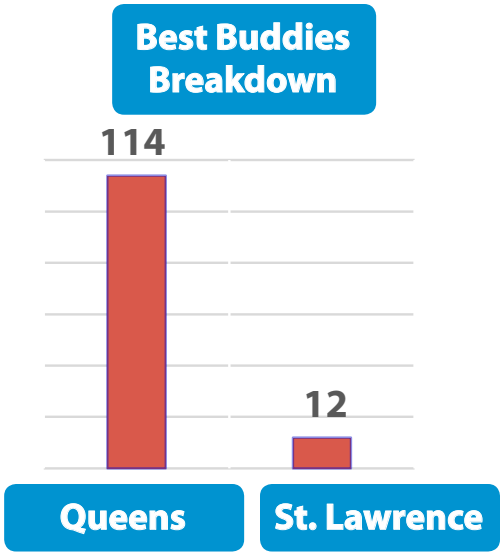


Part Time 164

Full Time 135

OUR VOLUNTEERS





Over 200 Strong!

79 Community Volunteers

126 Best Buddies

Inspiring Possibilities

Community Living Kingston and District was on the move in 2018-19, quite literally. The transition from our main location at 1412 Princess Street to three alternative sites was complete. Our Options Program moved to 1292 Bath Road in June and our main corporate office was re-located to 541 Days Road in August. Family Services Division had moved to 645 Gardiners Road in August 2017. All three of the new locations were designed and renovated to serve those we support and staff members in ways consistent with our values and mission with a particular focus on community presence and engagement. The office includes a Family Room that offers a dedicated space for families and persons served to connect with each other and with other stakeholders in meaningful ways. Other moves and property improvements are also on the near and far horizon, including the re-location of Kwik Shred to Fortune Crescent and our Milestones Program to 1440 Princess Street, in close proximity to the CO2 program. Our Gananoque location will also see improvements to signage, promoting our presence in that community as well.

There were several strategic priorities that were advanced in the past year, including:

- The reform of the Kwik Shred operation to enable the individuals supported there to receive minimum wage compensation;
- The continued expansion of our Employment Supports program, now poised to grow further with the move to Fortune Crescent;
- Collaboration with community partners, developers, families and persons served to explore the development of innovative residential support options;
- Expansion of our Transition Aged Youth Programs (Compass and Bayswater) that includes the creation of a new position with provincial funding that will work with challenging cases and connect with other developmental service organizations to enhance service capacity in the southeast region;
- Expansion of our Child Care Resource Consultant Program and the equipment it maintains for utilization by child care centres;
- Renewed effort and focus on family engagement and self-advocacy, including supporting the efforts to grow the local chapter of People First;
- Several property improvements in Residential Services and consideration for the long term prospects of our Mowat Avenue home, likely involving the replacement of that property with a newly built home in the future.

Although we are living through a time of uncertainty for the human services in the Province of Ontario, Community Living Kingston and District is well positioned to address any changes in structure, process, or funding. While other sectors in health and education have been directly affected with announced changes in recent weeks, developmental services has yet to be given any news, particularly in the area of operating budgets, as of the writing of this report. Regardless, CLKD continues to operate from a position of strength in all areas including finance, administration, and service delivery.

A Message from our Board President and Executive Director

Looking ahead, we will be renewing our strategic plan this fall. The board of directors is currently considering options for leading and facilitating the process that will involve connecting with stakeholders from throughout the organization, both internally and externally. In addition, we will be having our CARF Accreditation survey in September or October. Accreditation delivers an independent, third party assessment of performance in all areas and activities of the organization based on international best practice standards. The survey report will be distributed widely and will be available on our website (something that is also scheduled for re-design and renewal) once it's received. Also available on our website is the 2019 Quality Improvement Report that contains the identification and analysis of progress on all performance targets in program and business operations.

Notwithstanding potential changes to our operating context that may be imposed by government in the coming weeks, CLKD will likely continue with its pattern of growth. We now support approximately 650 individuals and employ over 300 staff members with an annual operating budget of roughly $21 million. Organizational growth, in and of itself, is not a strategic priority. However, stepping up to the plate to deliver desperately needed services when called upon will continue and is a reflection of our commitment to those requiring support and to our community in general. While this has presented challenges related to staff recruitment and retention as well as staffing continuity in intensive residential programs, challenges that we continue to address on an ongoing basis, we will always consider and implement service improvements and expansion when called upon.

As Board President and Executive Director, this is also our time to express our thanks to the members of staff and to the volunteers who demonstrate ongoing and unwavering commitment to persons served, families and the community. The Inspiring Possibilities Celebration showcases many of the outcomes and achievements of those we serve, and it is the support of our employees and volunteers that clearly contributes to those success stories. Thank you for your selfless dedication to advance our mission "***that all people with intellectual disabilities have every opportunity to participate fully in our community with dignity and independence.***"

Robert Hickey, Board President
Peter Sproul, Executive Director

Project Updates:

MCCSS-Employment and Modernization Funding

We have recently completed the first year of this two year initiative.

- *Person centred planning has been completed for Kwik Shred Employees and Worker Cooperative owners from YWC, PEO and Prep Co.*
- *As a result, many new connections and opportunities have been explored*
- *Our 2019-2020 target is to procure employment with 10 individuals.*

Wellness [at] Work

We have revitalized our employee wellness program and have focused on the following four pillars:

- *Educating staff about our Lifeworks-Employee Assistance Plan, its benefits and resources available.*
- *Coordinating wellness activities and educational seminars throughout the year.*
- *Development of a Peer Mentoring program to welcome new staff to the organization and provide them with a friendly peer connection to assist as they learn their new role.*
- *Re-establishment of our Peer Support program to provide information, assistance and someone to listen when employees are struggling or feeling overwhelmed.*

Housing Development

We have just finished this one year project to work on developing a housing toolkit and to strengthen relationships with local housing providers/landlords

- *Our Housing Toolkit is in its final stages and training with staff teams is planned for 2019.*
- *Developing relationships with providers is ongoing-some positive outcomes have already been experienced.*
- *We recognize the value of having a central person to maintain and disseminate housing knowledge and to keep pursuing relationships with housing providers and will be continuing the role on an ongoing basis*

Thank You to our Board of Directors for making the initial investment for this project.

Youth Connect

This three year Trillium Grant wrapped up March 31st, 2019.

- *47 youth successfully participated*
- *Bus training, employment readiness, cooking, competitive and volunteer employment options were explored*
- *Program will continue in summer of 2019 for 10 youth.*

We wish to express our appreciation to The Ontario Trillium Foundation for their generous support.

Ontario Trillium Foundation / Fondation Trillium de l'Ontario

Stay Inspired: *Like, Follow, Share*

In 2018-2019- our posts were viewed 139 761 times!

Stay tuned for our updated website coming Fall 2019!

https://www.youtube.com/channel/UCGpjw9KfYxOL0zzT59vs6GQ

We're on the look-out for Sparks!

If you know a local person or organization that has impressed you with their inspirational actions to change the community for the better, please let us know!

publicrelations@clkingston.ca

Inspiring Leadership

Our Board of Directors 2018-2019

Karen Aldrich
Susan Boehnke
Heather Campbell *(Treasurer)*
Vici Clarke
Michael Curtis
Robert Hickey *(President)*
Kimberly Hurt
Linda Lam *(2nd Vice President)*
Diane Mills
Erina Park *(1st Vice President)*
Bill Scrannage
Karin Steiner
Peter Sproul *(Secretary-Executive Director)*

A special Thank-You goes out to our departing board members: Karen Aldrich, Susan Boehnke and Robert Hickey. Your dedication and leadership is very much appreciated.

Be Inspired: *Work with far reaching implications*

Rob Hickey joined the board of directors in 2011 and has served as President for seven of his eight year term. During that time, Rob has guided the board through a period of growth that has seen the organization expand its supports and services by almost double. This coincides with Rob's commitment and determination to have our Association address unmet needs in our community. The priorities that Rob has identified and championed over the years include, among others:

- *The renewal of our Strategic Plan in 2014. Rob led that process by consulting with stakeholder groups from throughout the organization to establish a five year vision for the Association. Further development of employment supports, services for transition aged youth, innovative residential supports, the reform of our Kwik Shred operation and an intensified focus on family engagement were all the result of our 2014 Strategic Plan.*
- *The change in our Association's membership structure. Rob led the board through a review of our membership structure that resulted in moving to a board-based membership model and the further development of governance policy in the area of stakeholder engagement.*
- *Advocacy that pressured the federal government to change federal immigration policy that had discriminated against people with disabilities.*

Rob's work has also had a meaningful impact provincially. He was instrumental in the creation of the Developmental Services Human Resources Strategy that, among other things, implemented core competencies throughout the provincial developmental services sector. That, combined with many of the research projects that Rob has initiated have had a tremendously positive impact on the professionalization of the sector, supporting skill development and professional growth for employees in the agency system. His work and leadership in this area has earned Rob other prestigious awards including the Surrey Place June Callwood Award in 2015 for his significant contributions to the developmental services sector and the DS Human Resources Strategy as well as Community Living Ontario's Orville Endicott Social Justice Award for his and his family's efforts to eliminate the discriminatory aspects of federal immigration legislation. Rob has also been a vocal leader in the effort to reduce the reliance on, and utilization of Outside Paid Resources in the province, introducing a motion at the 2015 Community Living Ontario Annual General Meeting that proposed advocacy to limit public resources being directed to private operators.

Community Living Kingston and District is a stronger organization now because of Rob's leadership. Individuals and families supported as well as those needing service, staff members throughout the organization, volunteers and community partners have all benefited from Rob's dedicated, focused efforts as Board President. We all owe Rob a debt of gratitude. Thank you for your service to our organization and community Rob. Well done.

Thank You for your service and dedication Rob!

Recognizing Excellence

The following individuals are being recognized at our Inspiring Possibilities Celebration for their extraordinary efforts and commitment:

In Recognition of Outstanding Performance by Employees

Residential Services	Kristen Andrews
Family Services	Matthew Aylesworth
Employment Services	Laurie McShane
Community Inclusion Programs	Katelyn Garrah
Lindsay Wilson Memorial Award	Susan Jikeli

In Recognition of Significant Volunteer Contributions

Youth Volunteer Award	Seth Glasner
Community Volunteer Award	Daniela Baião
Family Home Provider Award	The Egidio-Cluett Family

In Recognition of a career of outstanding commitment and contributions to the Community Living movement in Kingston & Area

28 years of service	Jan Wilson

In Recognition of an outstanding contribution made by an individual to the values and mission of Community Living

Inspiring Possibilities Award	John and Jennifer McKendry

Outcomes Report Card

Every year, Community Living Kingston and District sets goals to try to make ourselves better. We collect all sorts of data to try to see how we are doing. Every year, we put together a Quality Improvement Report with lots of information and statistics about how we did with our goals.
The following report card shows some of the areas we have been working on and how we did over the last year.

What do the grades mean?

Thumbs up: We met our goal and have a pretty good handle on things.

We did OK: We either met the goal, but didn't do as well as last year or we just missed the goal but feel like we're on the right track.

We're working on it!: We didn't meet the goal, and we have some work to do.

What We Wanted to Do	Our Grade	Comments
Whole Agency: We wanted to make sure that persons served are happy with our services.	O.K.	We asked six satisfaction questions. We had an approval rating of over 80% on all of the questions.
Whole Agency: We wanted families to be happy with our services.	Thumbs up	We asked nine questions. There was an approval rating of at least 96% on all of the questions.
Community Inclusion Programs: We wanted to develop new community based resources.	O.K.	We developed twelve new community resources. We are hoping to develop more.
Residential Services: We wanted to make sure persons served have connections to people who aren't paid to support them.	O.K.	Friends and family were a bit better than last year, but family supports were a bit less..
Respite: We wanted to make sure that the respite house was used as often as possible.	O.K.	The respite house was used on 70% of days in the past year.
Child Care Resource Consultants: We wanted to make sure that kids aren't prevented from accessing child centres because of lack of funding.	Thumbs up	No children were unable to attend centres because of a lack of resources due to their enhanced needs.
Family Support: We wanted to make sure that families are coming to our drop ins.	O.K.	We had a lot of families come to the drop ins but we are hoping to have a few more next year.
Family Home: We wanted to make sure that family home arrangements stayed intact and were long-lasting.	Thumbs up	91% of Family Home situations stayed intact through the year.
Whole Agency: We wanted to make sure that staff sick time was kept to a manageable range.	O.K.	All but one of our service divisions had manageable sick time, but the one that was high was really high.
Residential Services: We wanted to decrease medication errors.	Working on it	Our medication errors were down by 13% this year, but we think we can improve even more.
Employment Services: We wanted Kwik Shred to become a more thriving business.	Thumbs up	We met most of our business targets at Kwik Shred and increased work opportunities for persons served.
Whole Agency: We wanted to limit the number of staff injuries.	O.K.	We would like there to be no staff injuries, but we ended up having a few more than last year.
Whole Agency: We wanted staff turnover rates to be low.	Working on it	Our part-time turnover was too high (39%), but our full-time turnover was low (5%).
Whole Agency: We wanted to make sure that staff got calls back from our Manager On-Call System as quickly as possible.	O.K.	70% of calls were responded to within six minutes.

Where Can I Get More Information? You can get more information in our Quality Improvement Report, which is on our website: www.communitylivingkingston.org. Or you can contact Jeff Harrison at jeffrey.harrison@clkingston.ca

Community Living Gives Back

May is Community Living Month and Community Living organizations across the province take this time as an opportunity to promote the work that we do and raise awareness. Once again this year, Community Living Kingston and District chose to do this by highlighting ways that we could "GIVE BACK" to our community. Persons served, families and staff affiliated with the organization were encouraged to participate in a number of initiatives throughout the month as a way to express our collective appreciation for being part of a welcoming and inclusive community.

Shine a Light on Community Living

On May 3rd the City of Kingston showed its support by lighting up City Hall and Market Square in the Community Living colours.

Giving Back to Youth

From April 28th-May 31st we placed donation boxes at all office locations and collected items for youth in need to be donated to One Roof Kingston Youth Hub

ONE ROOF
KINGSTONYOUTHHUB

Random Acts of Kindness

Giving Back to Pay It Forward

From May 5th-11th we gave back by performing and encouraging others to perform Random Acts of Kindness.

Camp Inclusion

Giving Back to Children and Families

From May 12th-18th we raised funds to help ensure finances are not a barrier to children having an inclusive camp experience

Giving Back to Support Seniors

From May 19th-25th we hosted two Alzheimer's Coffee Breaks to help raise funds to support seniors experiencing dementia.

Forget Me Not
Ne m'oubliez pas

Société Alzheimer Society
KINGSTON, FRONTENAC, LENNOX & ADDINGTON
www.alzking.com 613-544-3078

Giving Back our Community Partners

To wrap up the month, we dropped in with treats to a number of partner community agencies to express our collective appreciation.

Inspiring Possibilities Award 2019:

Jennifer McKendry's efforts to build a more inclusive community, to help create a life for her son John that would be rich with experiences, relationships and opportunity was, in Jennifer's words, an attempt to accomplish the ordinary. She did not want John's life or circumstances to be defined as extraordinary. Thus began a journey towards "ordinariness" when John was born in 1969. This proved to be an uphill battle, taken on with Jennifer's typically measured, thoughtful approach to dealing with life's challenges. Decades later, when reminded of the impact of her efforts on the developmental services sector and the community in general, Jennifer states that she just did what needed to be done – especially during a particularly difficult era in the 1980s. She also acknowledges the unwavering support of John's grandparents, Ruth and Blake McKendry.

One of Jennifer's earliest challenges was to prevent a redevelopment of Ongwanada that would see elements of the institution preserved with the initial plans for the Resource Centre. John was very young and received respite services at the Penrose institution when Jennifer began pushing for the development of true community services, something that, in retrospect, helped to shape community attitudes as well as public policy. In working to create the best, most ordinary life for John, she served on the Ongwanada board of directors and was a strong voice in re-shaping the organization's redevelopment strategy despite only being on that board for one year and facing considerable opposition. Those efforts were bolstered by newspaper articles and letters to the editor that raised public awareness of the flaws of institutions and the need to develop alternative community supports.

Jennifer's knowledge of institutions and their inherent dangers came from more than just her experience with Ongwanada's board and John's respite support. Jennifer has her PhD in Architectural History from the University of Toronto and has written several books, most of which have a local focus and include a close examination of the design and history of institutions and their impact on those who resided there.

John clearly expressed his dissatisfaction with institutional respite, leading to that option being discontinued. When Community Living opened its children's home on McMichael Street in 1980, John was the first person to be supported there. Although there were many elements of the home and the staff that John enjoyed, he clearly wanted to be back home, particularly in light of the strike that occurred in 1984 that disrupted his life and his support. Jennifer worked to retain the support hours for John at McMichael Street and have them shifted to be delivered at home. This was one of the first instances of transferring support hours out of a model of service to be deployed in an individualized manner in the parent's home. The lesson learned from John returning home from group living was a lesson to everyone: build supports around the person in the most natural way possible and don't rely solely on rigid models of service that may not be a good fit. Achieve the ordinary.

Jennifer and John's efforts of advocacy, of building a better community for people with disabilities took many forms. When preparing to open McMichael Street, Jennifer met with anxious, sometimes angry neighbours who were worried that their kids would be vulnerable with the opening of the children's residence. Jennifer reminded them that, in fact, it was her son and the others who would live there that had always, and would continue to be the vulnerable ones. That bit of enlightenment helped to diffuse the situation quite quickly.

John and Jennifer McKendry

John attended various schools growing up, both segregated and integrated. He attended a pre-school program at St. Lawrence College that Jennifer describes as more of a "behaviour modification" program than an educational experience. Entering school age, John attended Portsmouth Public School on Francis Avenue, the current site of the Seniors Centre, before moving on to the Sunshine School on Wright Crescent and Calvin Park School on Van Order Drive. When it came time for high school, Jennifer was determined to have John in an integrated classroom and fought with teachers and administrators for him to attend LCVI in a regular classroom with his peers.

Following high school, John worked with Community Living support at various jobs, most notably at Tara Foods and at Moore's Clothing Store. John always enjoyed being around people, especially when participating in activities and being out in the community pursuing his own unique interests. Most important to John was his love of the water and swimming. He also enjoyed being at the farm around horses, an opportunity he had on many occasions with staff members equally eager to pursue that interest. Although John was unable to speak in conventional ways, he was always very expressive and clear in communicating his thoughts and feelings. When Jennifer reflects on those experiences and the supports that John had to be part of his community, she is grateful for the relationships that developed, often resulting in staff members including John in their own family events and activities.

In 2011, John received an award for his volunteer work at the Kingston Historical Society. He worked at the KHS for twelve years, catering their meetings with support from CLKD staff members. The Kingston Historical Society nominated John for the award, recognizing the valuable contribution he had made over the years. John's award was a clear expression of gratitude for his dedication and contributions to the efforts of the Historical Society and to the broader Kingston community.

Jennifer is very pleased that John was able to lead as ordinary a life as possible. She's also pleased that, as stated by many of the health care professionals who cared for John in his final weeks, he looked very fit. She attributes that to his diet and the exercise he got on a regular basis. John loved being active, listening to music, helping with household chores and being outside and experiencing new things, especially if it involved traveling somewhere in a car or, even better, a truck.

Jennifer does not regard herself as a champion of causes, a crusader with a purpose in any way. She simply worked to create opportunities and open doors that allowed her son John to be the best he could be. She succeeded, and so did he. But in doing so, she and John pioneered new ways of thinking and of service delivery. They challenged everyone in our community to evolve to a better place, one that includes individuals with disabilities in their neighbourhoods, schools, and workplaces. It was leadership by example, community development through experience and commitment that exemplified the spirit and passion of Community Living. Although Jennifer is quick to deflect the praise to others who worked alongside her such as Doug Cartan, Larry Hunt, Paul and Hazel McKegney and Muriel Grace, the fact is that she has always been a primary force in achieving a more inclusive society, one that benefits all of us.

John passed away on December 21st of last year. Although he is sorely missed, his legacy lives on, shaped by the efforts of him and his mother Jennifer who worked tirelessly to accomplish the goal "***that all people with intellectual disabilities have every opportunity to participate fully in our community with dignity and independence.***"

Inspiring Opportunities:

KWIK SHRED:

Over the past two years, Community Living Kingston and District has been engaged in a process to transform Kwik Shred from a sheltered employment setting to a social enterprise where we are able to offer competitive (minimum wage or better) employment to individuals with intellectual disabilities. The process has involved looking at increasing production, marketing of services as well as waste diversion . Parallel to this we have been engaged in planning with the employees of Kwik Shred to ensure they are able to pursue interests, alongside or instead of their work. We are pleased to share that as of January 2019, we have achieved this goal!

New Look-New Logo!
Part of our brand marketing strategy was to ensure our truck is noticeable and memorable as well as that employees look professional when interacting with the public.

Reducing our Footprint!
We have secured a contract with Cascades to purchase our shredded paper to be recycled into paper products. In doing so we are now recycling 95% of product entering the plant, increasing revenue and diverting over 600,000 lbs of our waste from landfill.

On the Path to Employment

EMPLOYMENT SUPPORTS:

With help from a successful application to the Employment and Modernization Fund (EMF) through MCCSS, we have been able to kick-start our employment services efforts in 2018-2019. This two year grant has allowed us to assist individuals affiliated with Kwik Shred and the independently owned Worker Cooperatives (PEO, YWC and Prep-Co) to engage in person centred planning. This has resulted in many individuals making new community connections and/or working on new skills. The next phase of this grant involves assisting at least ten individuals to secure competitive employment of their choosing.

Future In Focus:
Employment Services will be developing a strategic plan to secure funding beyond the current EMF grant. Options including fee for service support will be considered to help us grow this area of service.

New Centralized Location!
We have just leased a new office/ commercial building on Fortune Crescent. This space allowed us to custom configure our Kwik Shred operation to accomodate our expanded shredding capacity. Additionally, with this dual purpose building, we are now able to offer all of our Employment Services under one roof and have added to CLKD's profile in the Kingston community.

Report of the Finance Committee

During the course of the 2018-19 fiscal year Community Living Kingston and District continued its trend of consistent financial growth. Annual expenditures of the Association now exceed $20 million which is an increase of $1.8M (10%) in comparison to the previous fiscal year.

Growth in expenditures this year was largely in the category of salaries and is the result of new funding that was provided by the Ministry of Children, Community and Social Services (MCCSS) as follows:

- For Agency stabilization purposes which was dedicated entirely towards a one-time stipend payment for staff;
- To address wage pressures that resulted from the new Fair Workplaces, Better Jobs Act, 2017;
- To support new individuals entering service through the Supported Independent Living program; and
- For temporary staffing positions to assist with a project initiated by the Employment Services division.

Purchased service expenditures also rose considerably in comparison with the previous year as a result of new funding that was provided by:

- MCCSS for new individuals entering service; and
- The City of Kingston to increase the Enhanced Support budget for the Child Care Resource Consultants program.

For 2018-19, the Association's revenue was $20.8 million. 86% of revenue was received by way of government grants and subsidies from MCCSS, the City of Kingston as well as the Ontario Trillium Foundation. The remainder of revenues were received from a variety of sources including user recoveries and fee for service programs which grew in volume as additional individualized Passport funding continued to be rolled out all through the province.

Management upheld its high standards of controlling costs in ensuring that 95 cents of every dollar in 2018-19 was spent on directly supporting individuals with an intellectual disability and their families. An overall balanced budget was achieved with a fiscal deficit of $1,235 on provincially funded operations and a surplus of $8,303 on the municipally funded Child Care Resource Consultants program which operates on a calendar year basis. Both of these noted variances are considered insignificant relative to the large size of the Association's total budget.

One-time contributions were received during the year from MCCSS which allowed the Association to complete integral capital projects including sprinkler system installations at the Aberfoyle and Dolshire homes as well as a full renovation of the basement at Davis Drive.

Other notable financial achievements during the fiscal year included:

- Transformation of the Kwik Shred operation to expand its customer base and pay all staff (persons served) at least minimum wage;
- Reduced the unfunded vacation liability by 6% and implemented a plan to further reduce the liability by the end of 2019;
- Secured funds to enhance the resource lending library for the Child Care Resource Consultants program; and
- Replaced six vehicles from the automotive fleet due to aging and acquired two new vehicles due to program expansion.

The Finance Committee would also like to express gratitude to the community members who have provided generous donations to the Association throughout the year. Donations received of over $4,000 provide financial support to the Sunburst fund, summer programs as well as Board reserves. A net surplus of $51,608 was reported on non-government funded operations as a result of these donations as well as interest earned on invested reserve funds and net proceeds from the Kwik Shred operation.

Financial results of the Association are prepared by management and are fairly presented in accordance with Canadian accounting standards for not-for-profit organizations. These financial results have been audited by our external auditors, Baker Tilly. Highlights of the financial position are contained in this annual report. Audited financial statements, the Auditors' Report, and notes to financial statements are available upon request.

for the fiscal year 2018-2019

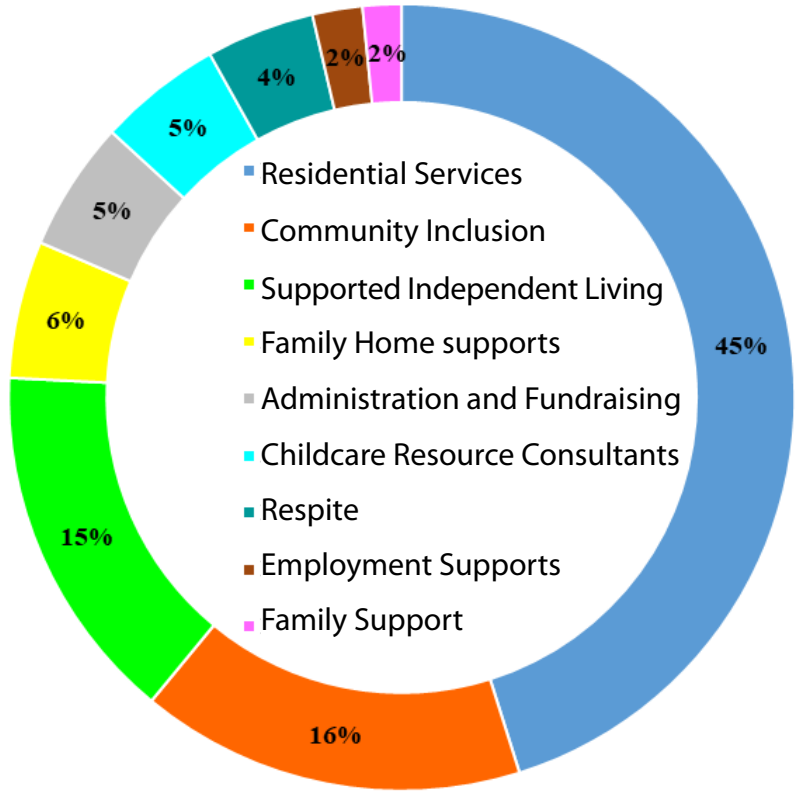
2019-20 is expected to be a year of austerity and restraint which presents the Association with the challenge of managing in an environment of rising costs, flat or reduced funding, and increasing needs of the people we support. The impact this has on reducing our purchasing power, coupled with operational pressures, presents risk to the financial health of the Association. Therefore every effort will be made in preparing for this reality through careful scrutiny of all long-term budget commitments to ensure that we are well positioned to cover potential funding shortfalls.

In closing, I would like to sincerely thank the other Finance Committee members for their participation, support and advice throughout this year. These members included Robert Hickey, Linda Lam, Erina Park and Bill Scrannage. I would also like to take the opportunity to acknowledge the guidance and support provided by Executive Director, Peter Sproul and Director of Finance and Administration, Matt Luck.

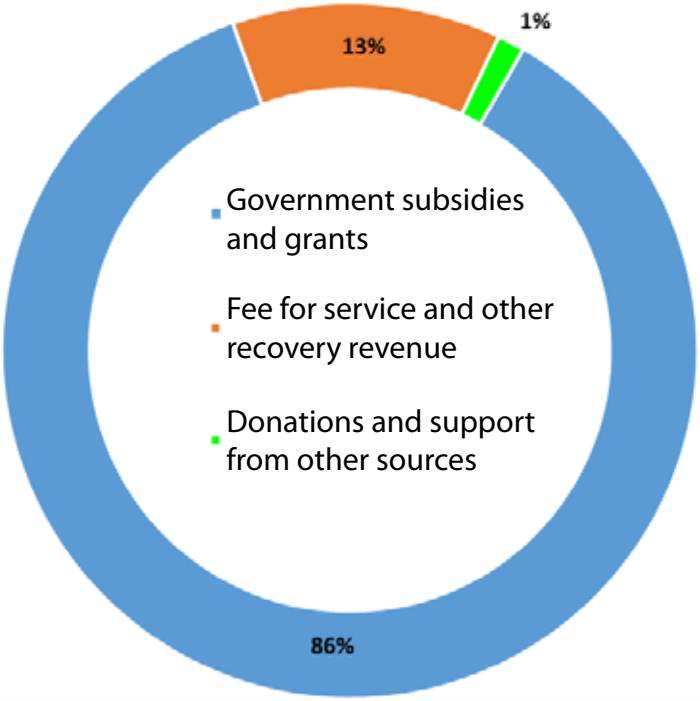
Respectfully submitted,

Heather Campbell
Treasurer

How the money was spent: 2018-2019 Expenditures by program



Where the money came from: 2018-2019 Revenue by funding source



Statement of Operations

Community Living Kingston and District
Statement of Operations
For the fiscal year ended March 31, 2019 *(unaudited as summarized by management)*

	Program Fund	Capital Fund	Association Fund	Childcare Fund	Total
Revenues					
Grants -- Provincial	$ 16,690,763	$ -	$ -	$ -	$ 16,690,763
Fees and other recoveries	1,487,115	-	262,588	27,010	1,776,713
Grants -- Municipal	-	-	-	1,126,097	1,126,097
Rent and food recoveries	838,151	-	-	-	838,151
Sales	-	-	197,161	-	197,161
Amortization of deferred contributions	-	96,973	-	-	96,973
Interest	22,009	-	31,496	-	53,505
Fundraising	-	-	9,390	-	9,390
Donations	-	-	4,843	-	4,843
	19,038,038	96,973	505,478	1,153,106	20,793,595
Expenditures					
Salaries and benefits	13,330,218	-	231,610	472,873	14,034,701
Purchased services	2,088,491	-	14,229	541,391	2,644,112
Rent	565,288	-	31,584	20,520	617,391
Property costs	505,883	-	12,559	4,284	522,726
Amortization of capital assets	-	498,175	-	-	498,175
Supplies	290,041	-	8,058	38,444	336,542
Staff travel	237,608	-	6,609	11,160	255,377
Transportation costs	227,986	-	16,337	-	244,323
Food	242,565	-	-	-	242,565
Associate families -- Homesharing and respite	208,936	-	-	-	208,936
Equipment costs	102,121	-	14,744	17,282	134,146
Insurance	105,765	-	-	5,325	111,090
Staff training	94,832	-	2,675	752	98,259
Fundraising	-	-	10,012	-	10,012
Interest and bank charges	5,609	-	-	-	5,609
Administration allocation	(48,878)	-	16,106	32,772	-
	17,956,465	498,175	364,522	1,144,803	19,963,966
Surplus (deficit) -- per Audit accounting	**1,081,573**	**(401,202)**	**140,956**	**8,303**	**829,630**
Reverse Audit accounting adjustments:					
Capital asset purchases (expensed under Ministry accounting)	(1,203,540)	-	(89,348)	-	(1,292,888)
Revenue specified for capital purchases (deferred under Audit accounting)	159,106	-	-	-	159,106
Provision for amortization (net)	-	401,202	-	-	401,202
Full-time vacation liability increase (decrease)	(38,374)	-	-	-	(38,374)
Surplus (deficit) -- per Ministry accounting	**$ (1,235)**	**$ -**	**$ 51,608**	**$ 8,303**	**$ 58,676**

Be Inspired: From Dreams to Reality

FROM DREAMS	TO REALITY	MICHAEL IN ACTION!
Michael Brown finished high school in 2013. He told people what he wanted to do with his time and made sure that we wrote it down!	Michael's parents always encouraged him to dream. Once he received Passport funding he was able to:	
• First on his list was *ballet*	Begin taking classes at Dance Fitazzet. He is about to perform in his third recital at the Grand Theatre!	**SUCCESS!**
• He also stressed that he liked ***music, plays and movies***	Attend New Leaf Link where he gets to act in plays, wear costumes, sing, and entertain people!	
• Michael thought that he would like to try *horse-back riding*	Sign up for horse-back riding this summer!	
• Michael's newest dream is to **lead a marching band**!	He's got the moves and the enthusiasm! All he needs is a band!	
• Michael could be sitting at home playing video games ...	BORING!	**NO THANKS!**
• Michael could be by himself most of the time, without friends...	ISOLATED! NO RELATIONSHIPS OUTSIDE OF HIS FAMILY!	

Inspiring Outcomes:

"Those who cannot remember the past are condemned to repeat it."
~ George Santayana

Developed via a grant from a class action lawsuit that acknowledged the abuse of individuals with intellectual disabilities who lived in institutional settings, The Reclamation Project came to fruition in 2018-2019. The project goal is to educate the public about institutions and what life was like inside them. We hope that The Reclamation Project will inspire families, agencies, educators and lawmakers to continue advocating for people with intellectual disabilities to live a life full of possibilities, and to never return to past models of support. The three tools below have been developed to share with colleges, universities, community agencies and government legislators.

Reclamation Project Website
www.thereclamationproject.ca
Sharing first hand accounts of many who spent time living in Ontario's institutions. Their family members, staff and ministry planners also present their experiences of institutional life.

Teaching Toolkit
The package provides an overview of the history of institutions from inception to closure, as well as the societal attitudes of the times. The comprehensive curriculum guidelines offer discussion points and demonstrate the improvements in quality of life after deinstitutionalization.

THE RECLAMATION PROJECT
THE VALUE OF LIVING LIFE AT THE HELM

Thirty Minute Documentary
Produced in collaboration with Seneca College-Media and Communications program. It highlights the profound lived experience of several individuals who were once placed in an Ontario institution.

For more information:
Sherrill Boyes at
sherrill.boyes@clkingston.ca

Inspiring Stories: *The Mom With Two Hats*

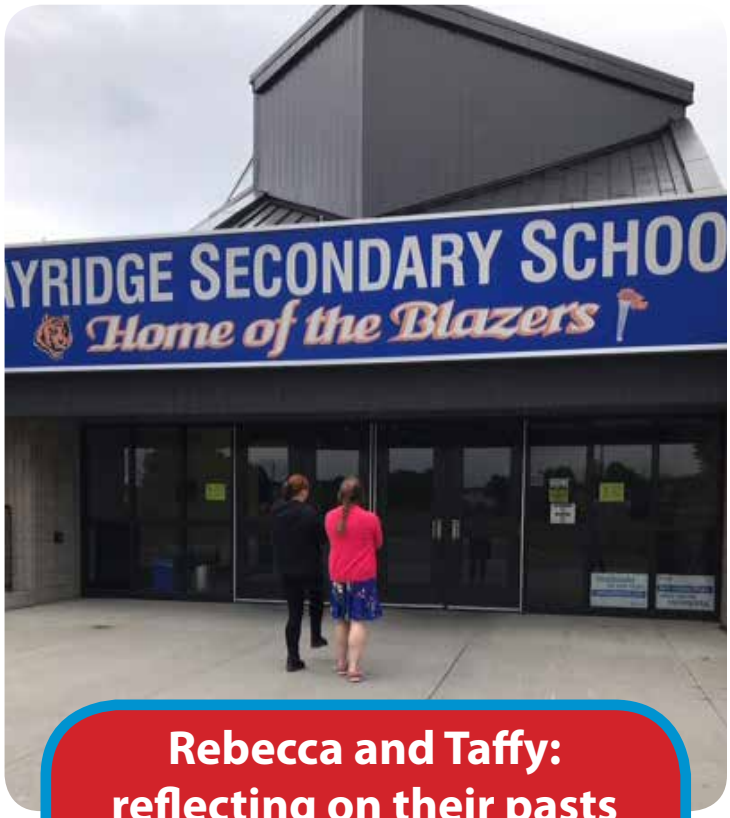
Most parents who have a child with support needs can remember the day that someone pointed out 'something different' about their son or daughter. My daughter entered a daycare centre at eighteen months old with a speech delay. Despite her struggles with communication, she was often described as happy and spirited. I would bring her to daycare and pick her up without any indication from the educators that they were concerned about her development. After a few months, there was a distinct change in the tone of the staff when they spoke about her day. It was several weeks of intensifying aggressive behaviours that left me fearing that they would remove her from the program all together. The anxiety and stress that followed me to school and work was incredibly difficult. I would pick up my daughter in tears fueled by guilt. I often wondered what I had done wrong. When did everything change?

The strained look on the daycare teacher's face at pick up one day was a large indicator to me that greater resources were required. This is when we were referred to Community Living Kingston & District Child Care Resource Consultant Services program.

My initial meeting with Child Care Resource Consultant Services was incredibly supportive. The intake worker saw a tired, overwhelmed mom and provided direct and goal-oriented support that eased my guilt. Within a few weeks, we had been connected to a Resource Consultant who observed my daughter and supported her educators with resources for her success. The ongoing support of Community Living helped my daughter transition from a toddler room to a preschool room and then to kindergarten. The social stories, one-page profile, classroom resources, and parenting support provided by the Resource Consultant were irreplaceable resources for her success and ultimately, allowed her to flourish so that she could display her strengths in the classroom. This increased the number of peer relationships, strengthened her relationships with the educators in her life, and helped her to find joy in her daily routine.

Not only have I had the privilege to be supported by Community Living as a parent, but I have also been fortunate to work alongside them with families in the community in a working role. As a support person for parents with children with exceptionalities, I was able to work with the Resource Consultants in a professional manner to support families using a collaborative, strengths-based approach. What stood out to me the most in this process was the consultant's ability to respect my 'Mom' hat and 'Worker' hat at the same time. With my 'Mom' hat on, I often struggled to see my daughter's situation objectively because my emotions were heightened. The Consultants were able to provide an outside perspective not driven by emotions or fatigue. Furthermore, they remained professional when I was wearing my 'work' hat and maintained a strong sense of partnership when we were supporting other families together. My experience working with Community Living in both capacities helped me to better define the type of service I strived to provide families; which was including parents as equal stakeholders in care planning, just like they did with me.

Inspiring Transitions



Rebecca and Taffy: reflecting on their pasts and forging a new path into adulthood.

A lot can happen in a year! Two local sisters, in their last year of high school, can certainly attest to that. Rebecca and Taffy are finishing their high school careers at Bayridge High School this June and reflecting on the past year, they both have accomplished so much.

Rebecca, has always been interested in theatre and has had a goal to work with children since she herself was a child. Rebecca started volunteering with a children's daycare in Kingston; since that time she has experienced working with several age groups. Rebecca has always been involved in her school's drama club and has been an avid dancer most of her life. Rebecca also volunteers with her dance studio's children's dance classes. To say that Rebecca is exploring her passions is an understatement. Rebecca is looking forward to continuing to develop her passion as she begins a new chapter, entering her first year of Early Childhood Education at St. Lawrence College in September 2019. Rebecca wants to remind others to ***"always try new things and don't be scared to take risks. If it doesn't work out, try again!"***

Similar to her sister, Taffy has also had strong interests and passions since she was a child; she loves animals. Taffy is also an avid dancer and participates in karate. She has started stepping out of her "turtle shell" as she calls it, to try new roles as a helper at both dance and karate. Taffy has experienced a lot over the year; she has learned and mastered new bus routes, met new people, started a volunteer job and a co-op. Taffy has enjoyed connecting with people and sharing some of her experiences to help others. Taffy's next role will be as a student at St. Lawrence College in the Vet Assistance program. She says ***"I've always loved animals, and now that I've gotten out of my turtle shell, I have the chance to work with and learn about hedgehogs, pugs, turtles, and other animals."***

Walt Disney once said: ***"curiosity keeps leading us down new paths"*** – keep being curious, it might just help you find your path.

Thank You for Your Contributions

Community Living Kingston and District is proud to partner with many local organizations and businesses.

The following is a list of individuals, businesses and organizations who have made contributions to the organization this year.

1000 Islands Playhouse
1000 Islands Wine Cellars
254088 Ontario Inc.
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Barbara Pusch
Beverley Ritchie
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Steacy Powell
Stephen Edmiston & Barbara Kemp
Teri Wing
The Glass House
The Lyle Family
Wholesale Club

Your generosity and support is very much appreciated...

COMMUNITY LIVING
Kingston and District

Inspiring Possibilities

Kingston Offices:
541 Days Road Unit #6
tel: 613-546-6613

645 Gardiner's Road Suite 201
tel: 613-507-8460

Gananoque Office:
26 Mill Street
tel: 613-382-7702

www.communitylivingkingston.org