COMMUNITY LIVING
Kingston and District

Inspiring Possibilities

2017-2018
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.

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Get To Know Us...

Community Services Division
141 total
- *Supported Independent Living-65*
- *Enhanced Supported Independent Living-39*
- *Long Term Care Support-13*
- *Gananoque Services-24*

Employment Services
19 total
- *Kwikshred-13*
- *Youth Connect-6*

1-79 Years of Age

Community Inclusion Programs
134 total
- *CO2-54*
- *Milestones-17*
- *Options-63*

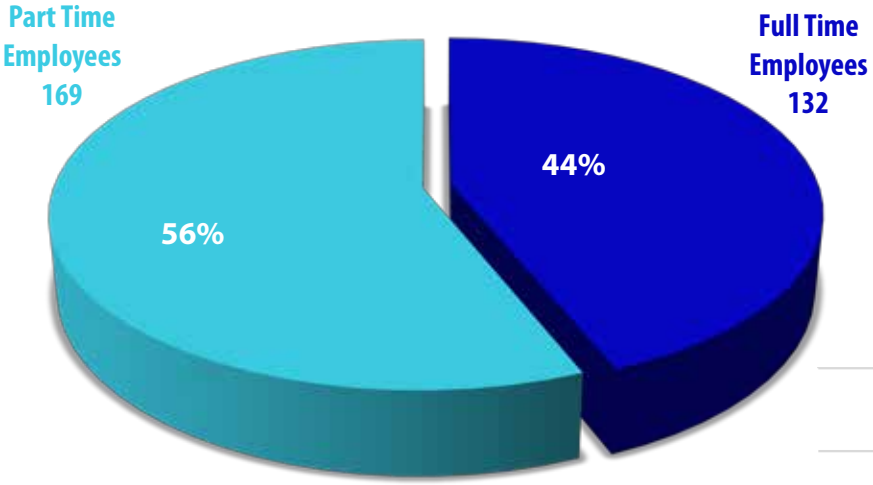
609 Persons Served

Residential Services Division
47 total
- *12 Residential Locations*

Many participate in multiple services

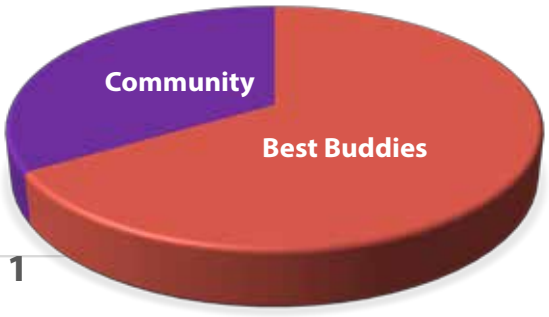
Family Services Division
455 total
- *Childcare Resource Consultant Services-135*
- *Family Home-21*
- *Family Support-216*
- *Respite-83*

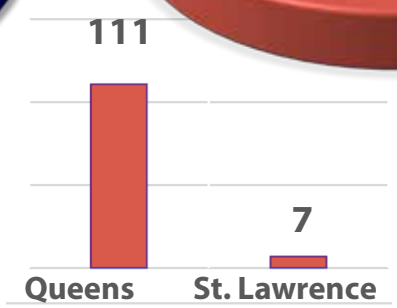
OUR EMPLOYEES



STRATEGIC GROWTH:
5% INCREASE IN EMPLOYEE BASE
1% INCREASE IN FULL TIME EMPLOYEES
5% INCREASE IN PART TIME EMPLOYEES

OUR VOLUNTEERS





Best Buddies Breakdown

Inspiring Possibilities

A Message from our Board President and Executive Director

We are pleased to report on another exciting year at Community Living Kingston & District. Our success begins with the great people and families involved in our programs and services. Despite the challenges of chronic underfunding for developmental services in Ontario, the Direct Support Professionals and managers at Community Living Kingston and District continue to help inspire possibilities and create opportunities for the people and families we support every day.

The challenges and pressures facing organizations like Community Living are significant. There are still too many families on wait lists for services and not enough government investment to meet the needs of our community. Despite these challenges, Community Living Kingston and District maintains and continues to operate from a position of relative strength, including financial health and stability.

Individuals, families, the community in general, and our funders repeatedly look to our organization for leadership in advocacy efforts and service delivery. The result is growth in virtually all program areas, particularly day supports and residential services. Our commitment to serving unmet needs guides advocacy efforts and has resulted in creating innovative support options for youth transitioning to semi-independent living in the Bayswater and Compass programs, many having come from the child welfare system. Additionally, our Child Care Resource Consultant Program continues to expand with financial support from the City of Kingston, the latest example being the addition of a French language staff member that enables us to effectively serve a diverse population.

The most significant area of strategic growth has been in the area of Employment Services. We are proud of what Community Living Kingston and District has achieved in terms of employment supports, but we need to do more. New provincial legislation will prohibit paying people with disabilities less than the minimum wage as of January 1st next year. We fully support this effort because it reflects the fundamental values of our organization. At the same time, these changes compel us to rethink our approaches to traditional employment support services. For example, the organization has shifted resources to facilitate expansion while, at the same time, allowing for changes to our Kwik Shred operation that will enable us to pay minimum wage to those working at that enterprise.

The board of directors reinforced the overall effort to develop more comprehensive employment supports as detailed in our current strategic plan by providing financial assistance from board reserves to stimulate the initiative. Additionally, the board offered resources to support the development of promotional material for the Options Program, the drive to create innovative housing and residential services, and assist with strategies to move forward with talent management and succession planning.

Changes to our membership structure as well as turnover in key leadership positions are further highlights of the year just ending. Following considerable research, discussion and a comprehensive review of our membership, a resolution to change the structure to be board-based passed last June. Now, the members of the organization and the board of directors are one in the same, a shift that reflects the reality that we were operating within and limits risk and liability to the agency. This has, in no way, diminished the importance of community linkages and stakeholder engagement. In fact, our success in this area is as strong as ever and has been achieved through collaboration with community partners, recruitment of volunteers, advocacy efforts and support to individuals and families not currently served by the organization. This will always be a priority for Community Living Kingston and District, one that recognizes and respects our history as a grassroots organization started by families and other concerned citizens of the community 65 years ago.

New members of our management team were welcomed into CLKD leadership in the past year. Rob Yeo, the only external hire, brought considerable experience in human services management, particularly in the area of mental health to the role of Manager of Community Services in September. Three other promotions filled the remaining vacancies: Erin Impola moved into the role of Manager of Family Services, Sherrill Boyes assumed the position of Manager of Residential Services, and Jeff Harrison took over as the Director of Human Resources in 2017.

Along with growth in the organization has come the need for additional space. The work of the past few years to prepare for the expiry of our lease at 1412 Princess Street resulted in securing three new locations. The first to be developed and occupied was 645 Gardiners Road where the Child Care Resource Consultant team and Family Support Program moved in August of last year. Construction is nearing completion at 1292

Bath Road where the Options Program will re-locate in June and 541 Days Road that will serve as the home of our corporate office beginning in August. Expansion to these locations was affordable due to the savings in lease costs, a significant factor in being able to design and construct the properties to suit our needs. An open house will be organized for our new office sometime in the fall.

Looking ahead, Community Living Kingston and District will be working on, or preparing for the following key strategic priorities:

- The organization, primarily through the Family Support Program, will continue to offer support and direct advocacy efforts to enable families to come together to grow a Family Support Network. The current Parents Meeting Parents and monthly drop-in sessions for families have been a successful first step in sustaining efforts to build a Family Network. Likewise, the organization will lend support to self-advocates through People First and Advocates Against Abuse, a provincial initiative to raise awareness and enable individuals with intellectual disabilities to provide advice, skills and guidance to peers to combat abuse and neglect.
- From a service delivery perspective, we want to continue to build on the initiatives to date to further develop employment supports, innovative residential service options, and supports for children and families. Of particular note is the recognition that services in Gananoque should be expanded to meet the unmet and changing needs in that community. CLKD will seek new funding in order to deliver on that strategic goal.
- As our workforce has grown to 300 employees, we will maintain our efforts to be an employer of choice. Community Living Kingston and District is proud of our culture and our staff, having implemented many initiatives that reflect the articulated priority of being a supportive employer, one that values and appreciates the contributions of all staff members. However, agency leadership fully understands the need to have that reflected in staff wages moving forward. Although the organization is dependent on provincial subsidy to address wage pressures, we are determined to improve wage levels through a combination of provincial lobbying and internal management of resources.
- It will be time to renew our Strategic Plan in 2019. No decision has been made at this stage with respect to the process that will be adopted to complete this, however we will certainly engage with stakeholders across the organization in the initiative, regardless of how we proceed.

Our sincere thanks to all staff members and volunteers who deliver such high quality supports and services to individuals and families on a daily basis. And to the people and families we support, both those served and those awaiting service, thank you for being such a strong force in driving the efforts of the organization that help to shape our services and build a more inclusive community. All stakeholders of the organization play a significant role in advancing our goal:

That 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

Inspiring Leadership

A special Thank-You goes out to our departing board members: Karen Cornish, Jan Marchant and Jeff Pogue. Your dedication and leadership is very much appreciated.

Our Board of Directors 2017-2018

Karen Aldrich
Susan Boehnke
Heather Campbell
Vici Clarke
Karen Cornish
Michael Curtis
Robert Hickey *(President)*
Kimberly Hurt
Linda Lam *(2nd Vice President)*
Jan Marchant
Diane Mills
Erina Park
Jeff Pogue *(Treasurer)*
Mark Sheridan *(1st Vice President)*
Peter Sproul *(Secretary-Executive Director)*

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 all sorts 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.		We asked six satisfaction questions. We had an approval rating over 93% across the board.
Whole Agency: We wanted our community partners to be happy with our services.		We asked nine questions. There was a 100% approval rating on all of the questions.
Community Inclusion Programs: We wanted to develop new community based resources.		We developed six new community resources. We are hoping to develop more.
Residential Services: We wanted to make sure persons served had connections to people who aren't paid to support them.		Persons served kept up their family supports, but not as much with volunteers and friends.
Respite: We wanted to make sure that the respite house was used as often as possible.		The respite house was used on 69% 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.		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.		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.		93% of Family Home situations stayed intact through the year. This is really good and a bit more than last year.
Whole Agency: We wanted to make sure that staff sick time was kept to a manageable range.		All of our service divisions had manageable sick time rates this year.
Residential Services: We wanted to decrease medication errors.		Our medication errors went up a bit this year.
SIL: We wanted to make sure that persons served have plans that have socially valued roles.		We can do better at making sure personal plans have these things in them.
Whole Agency: We wanted to limit the number of staff injuries.		We would like there to be no staff injuries, but we ended up having a few.
Whole Agency: We wanted staff turnover rates to be low.		Our part-time turnover was too high (25%), but our full-time turnover was low (1.7%).
Whole Agency: We wanted to make sure that staff got calls back from our Manager On-Call System as quickly as possible.		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

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	Cynthia Arpin
Community Services	Meghan Dew
Residential Services	Garrett Stewart
Lindsay Wilson Memorial Award	Alexa Kirkland

In Recognition of Significant Volunteer Contributions

Youth Volunteer Award	Amberlee Burns
Community Volunteer Award	Lesley Rudy
Family Home Provider Award	Mary Jane Mills-Rogers

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

33 years of service	Mary Ann Maxwell

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

Inspiring Possibilities Award	Alan McWhorter

Be Inspired: *A career spent making a difference*

Mary Ann Maxwell has been a valued employee of Community Living Kingston and District for over 33 years. This August, Mary Ann will retire from her career with this organization; the following are a few highlights from her tenure...

Mary Ann was hired on February 11, 1985 when CLKD assumed responsibility for the services provided by a small organization called "Neighbors". Initially, she provided supports to individuals in their home on Collingwood Street and then moved on to various positions in the agency, making valuable contributions to persons served along the way.

Mary Ann worked for many years as a Family Support Coordinator where of note, she helped to create and implement the Job Partner Program, an opportunity for youth to have meaningful job experiences over the summer. After her support to families, Mary Ann moved on to work in the Residential Services Division. As a Residential Coordinator, she worked to ensure individuals received quality support in their homes as well as to provide supervision and leadership to her staff teams. During her time in Residential Services, Mary Ann assisted with the repatriation of a number of individuals to the Kingston community after having lived for a number of years in large institutions. She was central in assisting people to set up their homes and enjoy their community.

During the last segment of her career, Mary Ann has worked in the Family Home and Respite programs. Mary Ann will retire as the Respite Coordinator, leaving behind a full complement of respite options for individuals and families. Most notably, Mary Ann was instrumental in the introduction of Trip Respite- an opportunity which allows individuals to experience respite through mini vacations at chosen locations.

Mary Ann has spent her time with us committed to our organization and the community living movement. This is evidenced in the relationships she has cultivated with colleagues, families and persons served. She is known for her dedication to people, her practical, reliable support style and dedication to providing quality supports for persons served. All of us at Community Living Kingston and District will miss her creativity and tenacity; fortunately we are left with the many meaningful contribution she has made over the years. We wish Mary Ann all the best in her retirement.

Thank You and best wishes in your retirement!

Inspiring Possibilities Award 2018: Alan McWhorter

Alan McWhorter's interest in, and passion for developmental services began long before he landed in Montreal in 1969. Alan grew up in Decatur, Alabama, witnessing first-hand the injustice and discrimination faced by marginalized people due to race, religion, socio-economic status and disability. Prior to leaving the southern United States, Alan toured the W.D. Partlow Center, a large state-run institution in Tuscaloosa, Alabama and was struck by "the pure horror of it." The impact of that experience stayed with him after he graduated from Birmingham Southern College with a degree in Psychology and Philosophy and headed to New York, then on to Montreal. Once in Canada, he realized that without French, it would be tough to stay in Quebec. In short order and upon gaining status in Canada, he moved to Toronto.

Although the prime motivation was to gain any meaningful employment, the ad that he saw for a position with the Metro Toronto Association at Lawson Residence caught his attention and ignited his passion for human services and social justice. So started his career in developmental services in December of 1969, working with 50 kids with intellectual disabilities in a place that had previously served as a residential school. While there, Alan worked with a team to develop a comprehensive training program for front-line staff members that became a two-year certification course for "Residential Teacher." That position served to link Alan with other influential, emerging leaders in the sector and despite remaining unsure of his career path, moved on to his first management position to supervise the Sheppard Avenue Residence in 1972 that supported 24 adults at the time. Sheppard was one of three large residences operated by the Metro Toronto Association, the others being Lawson and Lorimer Lodge, a program designed to train "wayward girls" to become domestic servants. Alan finished his tenure at the Association in Toronto as the Director of Residential Services, where he reformed programs and facilitated the creation of smaller homes, setting the stage for successful de-institutionalization that became provincial policy in the decades following.

In 1975, Alan moved on to provincial efforts and was hired as Residential Services Advisor for the Ontario Association where he travelled the province extensively consulting with agencies, families and other stakeholders to develop more innovative forms of residential supports. Through that experience and connection with the Canadian Association, he learned about the initiative to pilot Comprehensive Community-based Service Systems (a.k.a. ComServ) throughout Canada. When the Ontario Association decided in 1978 to develop an "Experimental and Demonstration ComServ Project" in Ontario, Alan took the lead staff role provincially. With funding from the Canadian Association, ComServ became a strategic initiative to replace institutions with community alternatives for everyone. Along with a consultant, Malcolm Jeffreys, Alan worked extensively with six regions of the province including Kingston-Thousand

Islands to facilitate proposal development and staff training. The purpose was to bring about a culture shift and enable the introduction of new ways of thinking about disability supports and services. The emphasis was on socially valued roles, inclusion and citizenship for individuals with intellectual disabilities. Alan now describes that time as "energizing and inspirational." In 1980 he moved to the Canadian Association as a Senior Program Advisor, where he remained until 1987. In his role with the national organization, Alan continued his focus on ComServ which involved conducting evaluations of ComServ projects in the ten provinces of Canada.

The opportunity to move to Kingston and follow Malcolm Jeffreys as Executive Director aligned well with his fondness for the city as well as his desire to cut down on travelling, particularly since he had two young children. Alan served as Executive Director in Kingston for 25 years. When asked to identify the highlights of his time in Kingston, Alan named the following:

- ***The closure of the sheltered workshop and creation of the Options Program in 1995 that supported individuals to seize volunteer and other opportunities in the community, a program that has now grown to support more than 140 individuals today;***
- ***The transition from segregated pre-school services to the itinerant model of supporting kids to attend their own local day care centre or nursery school. The Child Care Resource Consultant Program now serves 134 children throughout the entire county of Frontenac;***
- ***The creation of the "Permanent Homes" program, an initiative to provide residential supports, primarily to the sons and daughters of senior parents utilizing an innovative model of staffing that allowed for smaller numbers (typically two) with live-in staff throughout the week and on weekends. This was the pre-cursor to the Home Facilitator model of residential service that grew and thrived for many years.***

Alan was instrumental in creating a culture at the Association in Kingston that set the stage for excellence in service delivery. Through his leadership style and approach that always, without exception, honoured the core values of the organization, he encouraged innovation and creativity. As he puts it, "As leader I always tried to make space for them (staff members) when that was possible. That's how I saw my role." Despite his obvious success in building a strong, vibrant and healthy organization, Alan is reluctant to take the credit and quick to acknowledge the efforts of others. "I never want to imply that I did it, because plenty of other people contributed."

Following his retirement, Alan moved back to Toronto where his kids lived and his wife Doris was finishing her career at the Ministry of Education, herself an active and committed champion of the community living movement. Doris retired as Director of Research and Evaluation Strategy Branch of the Ministry one year ago, allowing more time for her and Alan to spend with their four year old granddaughter who lives just ten minutes away. Alan talks with tremendous pride of his family, offering details of his son Andrew who does "high level I.T. stuff related to urban planning, construction and transportation" and his daughter Kate who works in children's media production.

Retirement is certainly not an accurate term to use for Alan. Once back in Toronto, he stepped in to serve as interim Executive Director for Community Living Ontario where he guided the provincial organization through tumultuous times, delivering stability and direction that enabled it to move forward from a position of strength. Today, he provides support and counsel to the Provincial Executive Directors Coordinating Committee, willingly sharing his experience at the local, provincial and national levels to advise on matters of concern affecting the developmental services sector today.

When asked to reflect on his experience in Kingston, Alan says "my time in Kingston was life-defining in many ways for me and my family." With respect to his involvement and impact in developmental services that spans almost 50 years, Alan contemplates the power of being part of a mission driven movement: "I got inspired by the idea that I could contribute to changing the world." Community Living Kingston and District is proud to recognize the tremendous efforts, contributions and accomplishments of Alan McWhorter as recipient of the Inspiring Possibilities Award for 2018.

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. 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 4th the City of Kingston showed its support by lighting up City Hall and Market Square in the Community Living colours.

Giving Back to the Kingston Humane Society

From April 30-May 6th we collected items for animals in need and donated them to the Kingston Humane Society.

Kingston HUMANE SOCIETY

Giving Back with Kindness

From May 7th-13th we gave back by performing Random Acts of Kindness.

Giving Back to Hospice

From May 14-20th we gave back by helping Hospice Kingston in the preparations for their annual Butterfly Release.

HOSPICE KINGSTON
Sharing Your Journey

PARTNERS IN MISSION
Foodbank

Giving Back to people experiencing food insecurity

From May 21st-27th we encouraged and collected non-perishable food donations for the Partners in Mission Food Bank.

Heart&Stroke
BIG BIKE

Giving Back with Heart

To wrap up the month, we collected pledges and participated in the Big Bike Ride; raising over $2100 for the Heart and Stroke Foundation.

Report of the Finance Committee

During the course of the 2017-18 fiscal year Community Living Kingston and District continued its trend of consistent financial growth. Annual expenditures of the Association are now approaching $19 million which is an increase of $1.8M (11%) in comparison to the previous fiscal year.

Growth in expenditures this year was largely in the category of salaries and is the result of newly funded service arrangements that were approved by the Ministry for 18 individuals that we began supporting through the Family Home and Supported Independent Living programs.

For 2017-18, the Association's revenue was $18.9 million. 85% of revenue was received by way of government grants and subsidies from the Ministries of Community and Social Services and Children and Youth Services, the City of Kingston as well as the Ontario Trillium Foundation. The remainder of revenues was 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 94 cents of every dollar in 2017-18 was spent on directly supporting individuals with an intellectual disability and their families. An overall balanced budget was achieved with a fiscal deficit of $1,766 on provincially funded operations and a surplus of $1,846 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 MCSS which allowed the Association to complete several capital projects including necessary renovations for the three new program and office sites located at Bath, Days and Gardiners Road, respectively. These contributions are greatly appreciated and will help to alleviate operational budget pressures in the coming years.

Other notable financial achievements during the fiscal year included:

- Securing of new annualized funds to expand the Child Care Resource Consultants program which allows us to enrich our services to Licensed Child Care Centres throughout the City of Kingston and Frontenac County;
- Changes implemented to strengthen the cost containment strategy for the Association's Group Benefits plan;
- Successfully navigated the complex system changes and related cost implications that have resulted from the new Fair Workplaces, Better Jobs Act, 2017.

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 $7,000 provide financial support to the Sunburst fund, summer programs as well as Board reserves. A net surplus of $10,830 was reported on non-government funded operations as a result of these donations as well as interest earned on invested reserve funds less Board expenditures that were approved during the year.

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, Collins Barrow. 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.

Community Living Kingston and District will continue to face many financial challenges in the coming year, which include but are not limited to the significant cost pressures that have resulted from the new Fair

for the fiscal year 2017-2018

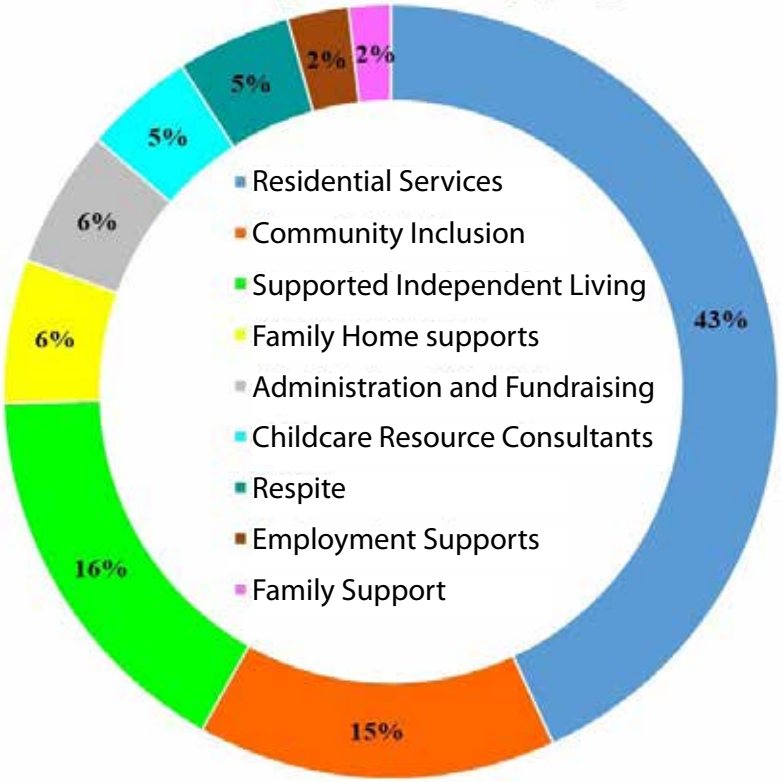
Workplaces, Better Jobs Act, 2017 and expansion of the Federal government's Canada Pension Plan. We are confident however, that we will continue to meet these challenges with accomplished leadership at the helm and the positive relationship that exists between the Association and our funding partners.

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 Heather Campbell, Robert Hickey, Linda Lam and Jan Marchant. 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.

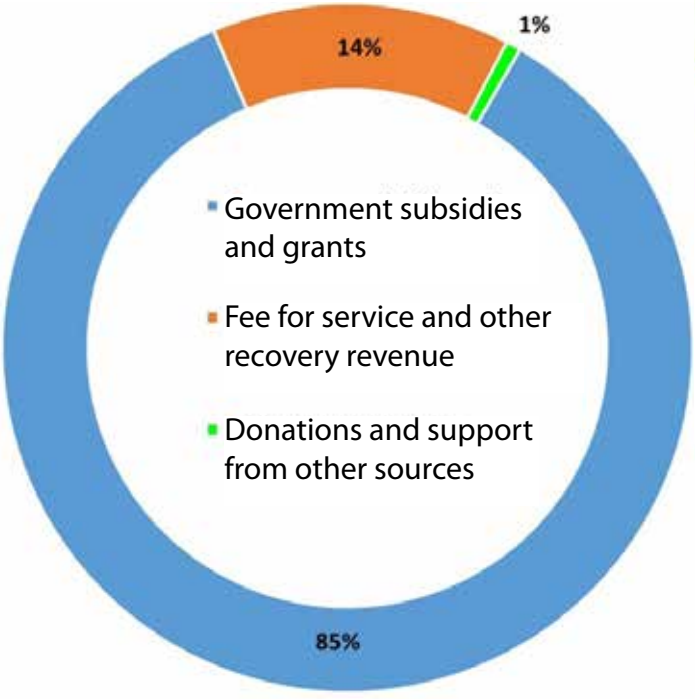
Respectfully submitted,

Jeff Pogue
Treasurer

How the money was spent: 2017-2018 Expenditures by program



Where the money came from: 2017-2018 Revenue by funding source



Statement of Operations

Community Living Kingston and District
Statement of Operations
For the fiscal year ended March 31, 2018 *(unaudited as summarized by management)*

	Program Fund	Capital Fund	Association Fund	Childcare Fund	Total
Revenues					
Grants -- Provincial	$ 15,301,112	$ -	$ -	$ -	$ 15,301,112
Other recoveries	1,249,444	-	264,647	29,666	1,543,757
Grants -- Municipal	-	-	-	874,550	874,550
Rent and food recoveries	772,860	-	-	-	772,860
Sales	-	-	175,422	-	175,422
Amortization of deferred contributions	-	91,345	-	-	91,345
Co-op recoveries	83	-	87,876	-	87,959
Fees	71,437	-	-	-	71,437
Interest	8,322	-	10,327	-	18,649
Fundraising	-	-	12,635	-	12,635
Donations	-	-	7,410	-	7,410
Memberships	-	-	-	-	-
	17,403,258	91,345	558,317	904,216	18,957,136
Expenditures					
Salaries and benefits	12,368,966	-	353,926	416,212	13,139,104
Purchased services	1,571,253	-	26,022	394,115	1,991,390
Rent	477,120	-	20,004	20,520	517,644
Property costs	481,233	-	16,448	4,447	502,128
Amortization of capital assets	-	313,379	-	-	313,379
Supplies	244,291	-	7,409	11,349	263,049
Associate families -- Homesharing and respite	247,526	-	-	-	247,526
Staff travel	207,673	-	19,819	9,844	237,336
Food	236,549	-	-	-	236,549
Transportation costs	218,379	-	12,490	-	230,869
Insurance	102,308	-	-	5,592	107,900
Equipment costs	89,891	-	8,351	7,329	105,571
Staff training	63,604	-	2,055	190	65,849
Fundraising	-	-	12,947	-	12,947
Loss on disposal of assets	-	12,806	-	-	12,806
Interest and bank charges	5,888	-	-	-	5,888
Allocation of donations to trust accounts	-	-	-	-	-
Administration allocation	(67,232)	-	34,460	32,772	-
	16,247,449	326,185	513,931	902,370	17,989,935
Surplus (deficit) -- per Audit accounting	**1,155,809**	**(234,840)**	**44,386**	**1,846**	**967,201**
Reverse Audit accounting adjustments:					
Capital asset purchases (expensed under Ministry accounting)	(1,187,202)	-	(33,556)	-	(1,220,758)
Provision for amortization (net)	-	234,840	-	-	234,840
Full-time vacation liability increase (decrease)	29,627	-	-	-	29,627
Surplus (deficit) -- per Ministry accounting	**$ (1,766)**	**$ -**	**$ 10,830**	**$ 1,846**	**$ 10,910**

Be Inspired: A Family Perspective

"When Bo was in your belly, I was excited to have a brother to play with, to wrestle with, to play games … to do things with. I didn't want him to be different. I wanted him to be the same. I don't care that he's different; I'm just happy we have him. We're lucky to have you, Bo."

- Big brother Colton (age 6)

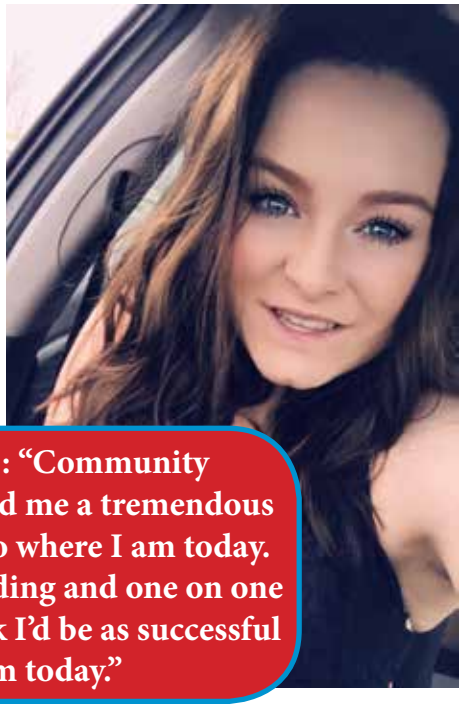
I'm Laura and this is my family. My husband and I are high school sweethearts, married for 11 years now and have two amazing boys. Our youngest son, Bo, was born with a rare neurological condition called FoxG1 Syndrome. He is the only male diagnosed in Ontario, one of 21 cases in Canada, and 1 of 350 in the world. FoxG1 is characterized by seizures, the inability to walk or talk, cortical vision impairment, high low muscle tone, global developmental delay, and limited purposeful hand movement. When Bo was just over a year old, he had surgery for a g-tube because was no longer able to eat by mouth. Bo is medically fragile. We have spent several months over the last four years in hospitals such as London, Toronto, Kingston and Ottawa. But Bo is tenacious and determined to smile and enjoys life's blessings in spite of his condition.

I recently read a quote, *"There is only one way to look at things until someone shows us how to look at them with different eyes."* We would not be where we are today, aware of the issues that families like ours face, if we weren't living this life. My wish is to make something good out of the storms that bring devastation; to let every situation be what it is, instead of what I think it should be. I start each day with a grateful heart, acknowledging our blessings and seeking ways to help others on our journey. Because of Bo's diagnosis we have been made aware of some pretty awesome organizations such as Community Living, Kids Inclusive, Easter Seals, Make-A-Wish and the South East Local Health Integration Network. Through their events and raising awareness we have had the opportunity to help promote their good work. I've learned that your attitude determines your direction, and I want to be moving forward helping create a more inclusive Kingston and community for all. Lately, I have been working with the Mamma Bears, KFL&A Special Needs Steering Committee, Queen's University's Patient First Program, Kingston Health Science Centre's Pediatric Program Council and NICU to Community Pathway, and the City of Kingston's Rural Advisory Committee to bring the experiences of families like ours to the forefront. I want our Ohana to be able to do things together because Ohana means family and family means nobody gets left behind or forgotten. We are so very lucky to have you, Bo.

Inspiring Possibilities:

Community Living Kingston and District offers services to individuals of all ages, however much of the growth we have experienced over the past several years has been due to development in our capacity to provide support to youth. These supports span all of our divisions of service, involving collaborations with multiple community partners as we help youth navigate milestones, significant challenges and inspiring successes. The following are reflections from several youth who we are connected to and who agreed to share their experiences.

Ben: "As part of the Youth Connect Program, I had a job with the lawn crew. I had a fear of bugs but with the support of my job coach and mother I overcame this and worked all summer and learned some valuable employment skills."



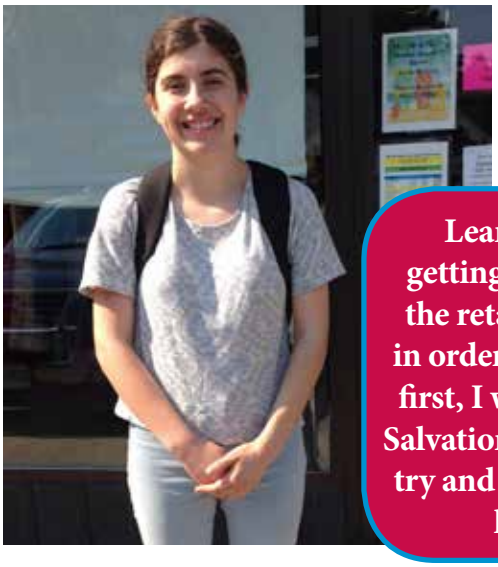
Dominique : "Community Living has helped me a tremendous amount to get to where I am today. Without the funding and one on one help I don't think I'd be as successful as I am today."

Bryon: "They have helped me to get a job and helped with transportation to get there. I was very anxious about the bus routes and now I am very confident with getting around the city. From all this I learned how to get another job, this time on my own."

Nicolas & Hayden: "Since moving in together in the fall of 2016 Nicolas and Hayden have developed a friendship with one another built around a mutual love of art and the outdoors. This is the second year that they have had a vegetable garden at their house. Nicolas and Hayden both enjoy working on the garden and look forward to sharing the vegetables with their family and friends."

Reflections from Youth

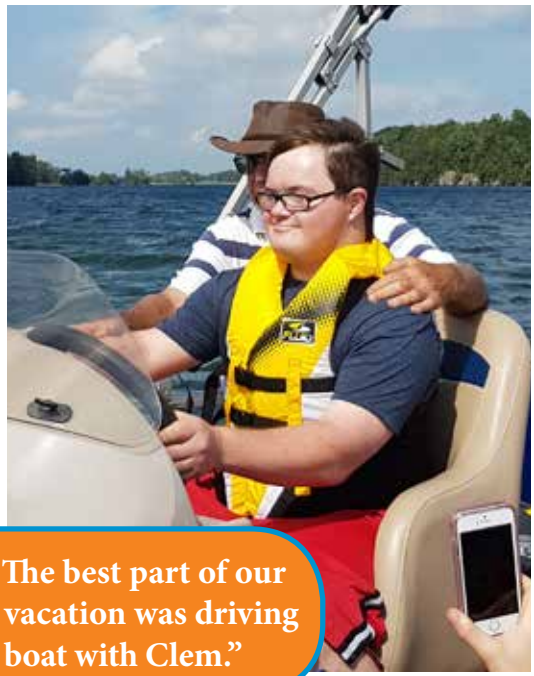
Joey: "Hello I'm Joey and I volunteer at CFRC radio on the Queens University campus. I enjoy volunteering there because I am able to talk about sports scores and news about sports which I am really good at doing. Also I get to learn how radio broadcasts are put together and how they're played over the air. I enjoy volunteering at the radio station because I learn something new each time I volunteer there."



Logan: "Community Living were the first people who believed I was going to make it. I wouldn't have made it this far without them."

Leanna: "My favourite part was getting to know the staff and gaining the retail experience and skills I need in order to get another job in retail. At first, I was very hesitant to work at the Salvation Army but I decided to give it a try and I am happy that I did because I had a great experience!"

Jared: "During my time at Compass I have been able to explore some of my interests, one being my art work. I use Photoshop to create my art; I have been able to work on my photography skills and am planning to start a photo book to showcase my art and photos. I have also learned to cook and get to places using my own skills."



Tim: "The best part of our cottage vacation was driving the boat with Clem."

Under Construction:
Special Projects

The Reclamation Project: Living Life at the Helm

We have received funding for a one year project to chronicle the stories of people who lived in institutions, along with their family, friends and supporters. We will use the materials developed to provide training and awareness education to future developmental services staff and the community.

MCSS-Employment and Modernization Funding

We have received funding for a two year project to assist 43 individuals to identify and execute their community connection and employment goals.

Housing Development

We were provided with funding from the CLKD Board to develop a comprehensive repository of housing services and resources in Kingston and Gananoque as well as to strengthen relationships with local housing providers and developers.

Stay Inspired through Social Media

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

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 and organizations who have made contributions to the organization this year.

1000 Island Kayaking
Angela Farmer
Anne Smith
Arthur & Maxine Lovelace
Asham Curling Supplies
Avanta Spa
Barbara A Keates
Barbara Aitken
Bath Fitter
Bellamy Family
Black Dog Pottery
Black Prince Winery
Bread and Butter Bakery
Calypso Waterpark
Camera Kingston
Car Medics
Carder & Donna Gropp
Carmel Foster
Carol Donaldson
Carol Perks
Charles & Sharon Healey
Cheesecakery
Christine McMillan
CN Tower
Coffee Trends
Colleen & Andrew Emmerson
Cooke's Fine Foods and Coffee
Corey & Tricia Young
Corolyn & Glenn Lawlor
Costco
CUPE Local 2635
Darrell Carnegie
David & Mary Lou Berry
Dawn & Robert Belzile
Dawn & Scott Morency
Denny's
(Benson Street)
Desiree Simpson
Donna Spriggs-
Watkins Representative
Donna Wilkinson
Dr. George Aitken
Dream Catcher Farm
Elaine & Duane Williams
Eleonor Egidio
Erika Bruce
Estate of Douglas Milner
Eugene & Gail Rudachuk
Glenn & Cynthia Robson
Grace Woocock
Grand Theatre
Grizzly Grill
Gwen & Bob Prentice
Haunted Walk Kingston
Herman's Auto
Home Craft Brew and Wine
Janna & Paul Young
JE Agnew Foods
Jeannette Pindur
Jill Fraser
Joanne Gervais
Joanne Pierson
Joel & Vicky Warkentin
Joshua Cadieux
Joy Sullivan
Juanita Wilson
Karen Foster
King's Town Beer
L.F. Lam
Larry & Iris Hofmeister
Lisa and Mark Vass
Live and Breathe Photography
Liz Brown
Loyal Oarsman
Mabel's Labels
Mark Badger
Marni Yntema-
Village Hair and Spa
Mattress Mart
Medieval Times Toronto
Metro-
(Gardiners Road)
Merchant Taphouse
Mike & Kathryn North
Muriel Snider
Nancy Ball
Oosterhof Electrical Services
Pam's Flower Garden
Paul J. Pierson
Pauline Cochrane
Pita Pit
Playtrium
Pleasure Island
Prepco
Rita Murphy
Robyn Ross
Sarah J. Mitchell
Shaw Festival
Sheila & Daniel Mallen
Sheila Niblock
Shirley & Frederick Mullins
Shirley & Tony Overvelde
Shoppers Drug Mart-
(Strand Blvd)
Shoppers Drug Mart-
(Centennial Drive)
Shoppers Drug Mart-
(1201 Division Street)
Sterling
Susan & Fernando Pereira
Taggart Construction
The Keg
TK Danceworx
Tom McRae
Toronto FC
UCosmetic
United Way 2015 Campaign
Vanzuylen Tire
Vera Niblock
Viola McMachen
Wendy & Derk Veldman
Willowbrae Farm B&B
Wine Krafting

COMMUNITY LIVING
Kingston and District

Inspiring Possibilities

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