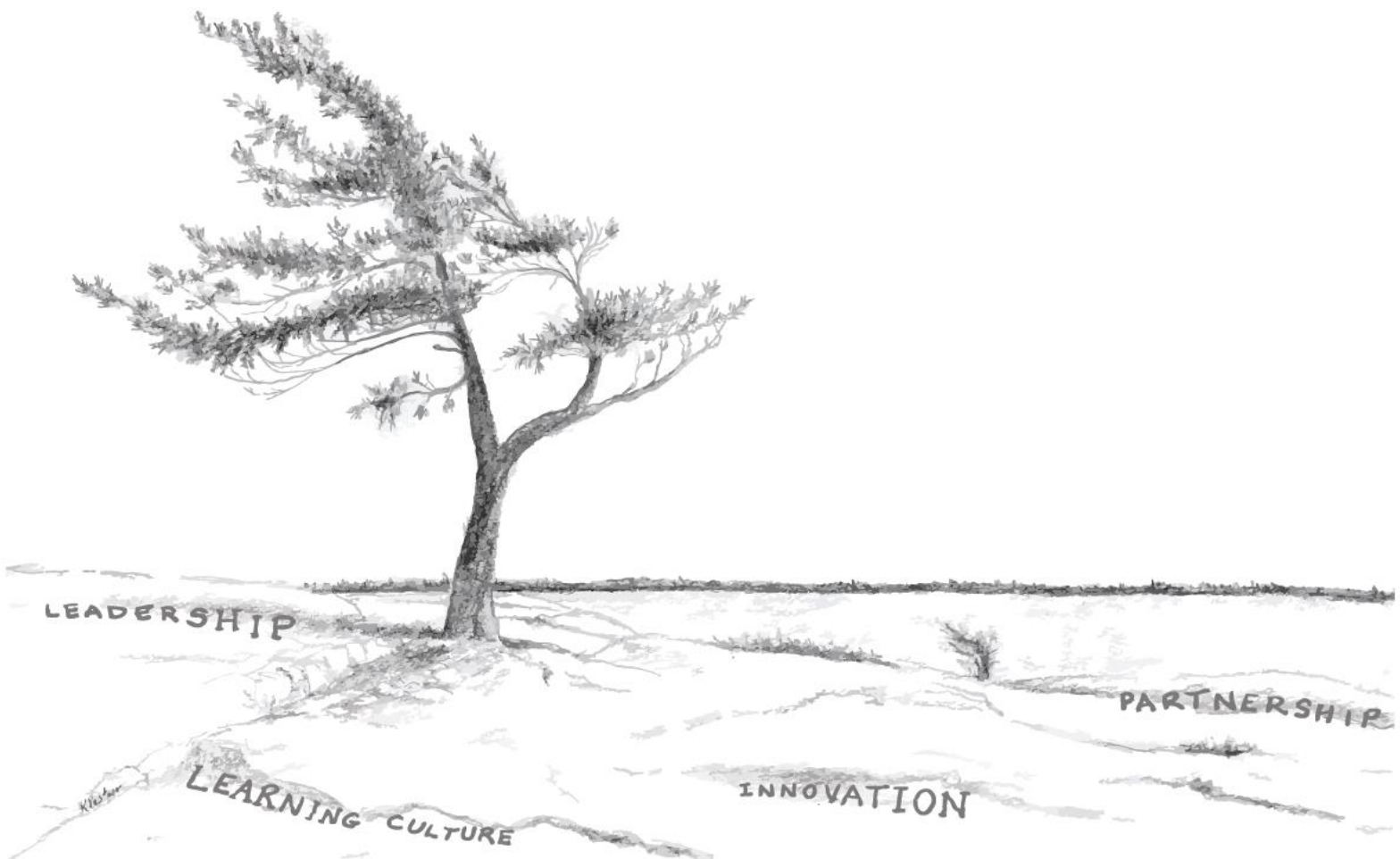


2019 / 2020

COMMUNITY LIVING PARRY SOUND

ANNUAL REPORT



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WHO WE ARE:

MISSION & VISION



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

Our vision is a community where all people have the power and freedom to determine the life they want.

Community Living Parry Sound began with the intense interest, hard work and commitment of ordinary citizens: the volunteers who keenly understood the needs of people for whom they sought to provide services.

What began as an entirely volunteer organization has evolved gradually through the years to an agency offering a number of services staffed by paid employees. Volunteers still play a central role in the agency as members of the Board of Directors, members of the committees of the Board and friends and advocates of the people for whom services are provided.

Community Living Parry Sound works to ensure that people with developmental disabilities can live in their community under conditions that encourage personal growth and promote participation as valued and contributing members of our community.

WHO WE ARE:

OUR SERVICES

Our Community Inclusion & Support Facilitators provide direct support to people with developmental disabilities and their families. Community Living Parry Sound formed over 50 years ago. Over the years and through much learning and innovation, our services have taken shape to become person-directed supports. That means that each person we work with directs their own service delivery.



People lead, we support.

One of our core objectives is to support community inclusion. True inclusion respects every person's unique abilities and contributions. It means being valued, welcomed, and belonging to our community and community groups.

Our support services vary widely depending on what the person we support directs us to do. Some of our most common support services include daily living supports, skill development, recreation, and building connections with friends and neighbours at community events.

Our Residential Program delivers similar services while providing 24/7 supports in our two group homes. Children's Services supports children and youth under 18, along with their families. They provide family respite and help families navigate Developmental Services Ontario's application processes. We help community members manage their Passport funds through our Individualized Services. Finally, our Neutral Planning & Facilitation Team works with people to identify their long-term aspirations, then supports the person as they make the journey toward achieving their goals.

WHO WE ARE:

BOARD OF DIRECTORS



COMMUNITY LIVING
Parry Sound *Respecting Abilities, Inspiring Possibilities*

BOARD OF DIRECTORS

Directors help build an inclusive community that embraces people with developmental disabilities and their families.



We are looking for new Directors who will share their knowledge, skills, and personal experiences to further the mission of Community Living Parry Sound.

BOARD OF DIRECTORS Our Board of Directors is responsible for the governance of the association. Among their responsibilities are to establish the agency's vision, mission, services principles, strategic priorities and overall direction, and to monitor progress.



INTERESTED Our Corporate Services team is here to help! Ask questions or find out how you can apply today.

☎ 705-746-9330 x 256

✉ scassidy@clps.ca

🌐 clps.ca/get-involved/join-board

WHO WE ARE:

BOARD OF DIRECTORS

Angelika Distler, Director

Owner with her husband and son 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 as a Member and Treasurer of the Parry Sound Downtown Business Association, is a CLPS volunteer, and serves in various ways at her church. She also volunteers in the gift shops at the West Parry Sound Health Centre.

Danny Gray, Vice President

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. He also works part-time at Trestle Brewing Company.

Doris Muckenheim, Director

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 and has been staff liaison to other boards, and is a mentor for the Canadore College Business Program.

Lianne Piddington, Treasurer

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.

WHO WE ARE:

BOARD OF DIRECTORS

Linda Taylor, Director

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.

Julie Thorogood, Director in Lieu of Past President

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

David Williams, President

David moved to Parry Sound in September, 2015. He is a lawyer with a background in public service law, who has transitioned to the private sector and worked at Oldham Law Firm since moving to this area. A member of the Community Living Parry Sound Board of Directors since 2017, he looks forward to continuing to expand his role in assisting the organization to achieve its goals.



A LETTER TO OUR BOARD OF DIRECTORS

As a staff, we are in this together. We have had others' backs and they have had ours.

Supporting people happens, more often than not, from behind the scenes. We know our job is done well when others have what they need to shine. The same can be said of our Board of Directors.

Our Board operates outside of our working environment, and yet it gives us what we need to shine.

When we faced a state of emergency, the Board was there to ask, "what do you need?" and lend its collective wisdom.

When risks grew, the Board showed us how valuable we are through its words and actions - the Board thanked us with wage increases that carried on long after the Province recognized our effort through pandemic pay.

When we accepted help from community partners, the Board said, "thank you," on behalf of all of us.

And so we want to say that although our Board may be unseen to us day-to-day, it has not gone unnoticed.

We are grateful for your integrity in keeping us safe and feeling valued. You have governed this agency with diligence and care for our well-being.

Simply put, we are grateful for you and your service to this agency.

Sincerely,

Employees of Community Living Parry Sound

COVID-19 PANDEMIC

OUR BEST LAID PLANS

“*The best laid plans of mice and men often go awry.*
- Robert Burns, adapted from “To A Mouse”

The resilience, flexibility, and good humour that we have seen in the past six months is overwhelming.

The people we support, their families, and staff alike have shown great fortitude and grace under fire. In this section of the report, we share the plans that didn't go as expected this year, and the delightful surprises that happened along the way.



Strategic Planning. In February we started work in earnest on the 2020-2023 strategic plan. Our partners at People Minded Business conducted phone interviews, online polls, and in-person focus groups. After the empowering experiences of conversation and information gathering, the pandemic hit.

Diving into strategic planning in the “new normal” is complicated. Looking back on our priorities at the beginning of the year, there are obvious gaps from what we need in a post-pandemic world.

We have continued using our discernment on where to follow the existing strategic plan and where to innovate.

Currently, we are picking up our work with People Minded Business again to bring CLPS into its future. How we bring strategic planning back to life will be a matter of creativity and patience as we continue to sit with uncertainty.

Annual Fundraising Golf Tournament. Our fundraising golf tournament is a 20-year tradition at CLPS. To cancel the 21st installment was a difficult choice for the tournament’s planning committee. They ultimately had safety in mind when making the decision. Our staff and Board of Directors have worked hard to “walk the talk” as role models in the community. Despite the cancellation, we received donations from would-be golfers. As with many things, we remain hopeful that the annual fundraising golf tournament can resume in the years to come.

Individualized Funding. We worked with our partners at Grow CPA to re-imagine the back-end coordination of individualized services. The plan would see fewer clerical demands on direct support staff and greater collaboration between our administrative and service-oriented teams. Freeing up time for support facilitators translates directly into more hours available for direct support. This “best laid plan” has not yet come to life. Luckily, the vision remains intact and more relevant than ever to build order in these chaotic times.

Spirits are high. Staff and the people we support have truly embraced the message that we are in this together. Hope has not faded.



Employees have embraced wearing personal protective equipment (PPE) with absolute respect for its importance.

Staff have found simple but effective ways to make PPE less intimidating for the people we support. Examples include picture badges (so you can tell who is under that mask) and fun drawings on disposable masks.

Connecting remotely. Technology is just another medium for our staff to express their creativity when supporting people. For the first few months of the pandemic, a team dedicated themselves to performing wellness checks over the phone, making sure no one was forgotten or isolated. CLPS is now hosting a number of social opportunities online. Community Kitchens, a weekly staple normally held at the Mary Street Centre, continues online. Through a new role sponsored by the Northern Ontario Heritage Fund, our Cultural Events Coordinator is facilitating a number of weekly virtual events: exercise classes, listening to music, comedy, arts and crafts, bingo. Fridays are dedicated to the people we support to set their own agenda on what they want to connect on.



Our best hopes. Nothing in the past six months has been easy. The journey has been one of learning and laughter because of the spirit of adaptability all around us here at CLPS. We want to acknowledge the resilience of our staff and the people we support.

When we meet as an entire staff, we have asked the questions, “what are your best hopes for today? What are your best hopes for the next week?” Facing a mountain of obstacles head-on, it helps to think about what is achievable directly ahead.

For now, we are able to look back on the past half year with gratitude, for the most part. Of course we lament those “best laid plans” that didn’t get traction. Nonetheless, it is humbling to recognize that the shift in our priorities kept so many people safe, healthy, and employed, where others have been much less fortunate.

What we missed out on seems so fleeting in comparison to what we gained by focusing our effort on infection control. “Best laid plans” have become “best hopes” as we move forward, always.

CONNECT WITH US



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www.canadahelps.org/en/charities/clps

Want to connect?

Connect with Nola Park, Administrative Assistant.
npark@clps.ca // 705-746-9330 x 0

Want to join online events?

Connect with Gillian Collins, Cultural Events Facilitator.
gcollins@clps.ca // 705-746-9330

Want support to manage your Passport funding?

Connect with Leigh Armstrong, Individualized Services Coordinator.
Larmstrong@clps.ca // 705-746-9330 x 253

Want to join our Board of Directors?

Connect with Sarah Cassidy, Corporate Services Coordinator.
scassidy@clps.ca // 705-746-9330 x 256