

# **ANNUAL REPORT**

COMMUNITY LIVING PARRY SOUND | 2023/2024



Community Living Parry Sound acknowledges that we are settlers on this land which is the traditional and rightful territory of the Ojibway, Odawa, and Potawatomi people. We also acknowledge that we continue to benefit from colonization and the displacement of the original inhabitants of the ceded land covered by the Robinson-Huron Treaty of 1850.

We honour the people of the Three Fires Confederacy and their sacred relationship with the land and all creation. We are grateful to the generations of Anishinaabek people who are the caretakers of this land, protectors of water, and sustainers of life.

We solemnly remember the innumerable atrocities inflicted upon the Indigenous people of Turtle Island, as well as the tragic legacies of injustice that will continue to cause harm for generations.

We acknowledge the resilience of Indigenous peoples who have been stewards of the land and sharers of truth since time immemorial.

Though we recognize that this statement does not repair the harm inflicted upon Indigenous peoples and lands, we continue to seek the truth and share this acknowledgement in the spirit of ongoing allyship and reconciliation. We invite all to hear this acknowledgement and share in our commitment to relationship building with Indigenous Peoples, knowledge, and ways of being.



All my relations.

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# ABOUT US

Community Living Parry Sound (CLPS) is a grassroots non-profit agency in Parry Sound, Ontario. Our staff of about 60 supports hundreds of children, youth, adults, and families in the Parry Sound area. In 2022, we released a [video](#) in celebration of our 60th anniversary, which provides a good overview of the agency's past, present, and future.

## What We Do

We support people with developmental disabilities and their families.

With a strong focus on promoting inclusion, independence, and quality of life, we offer a range of services and programs that are directed by the unique needs of each person.

We also play a role in educating the public about developmental disabilities, promoting understanding and acceptance within the community.

We advocate for the rights and inclusion of persons with disabilities, collaborating with other agencies and partners to bring about positive change.

Ultimately, we are working toward an inclusive community where people are recognized for their contributions, welcomed in community life, and have the power and freedom to lead the lives they choose to.

## Individualized Services

Our Individualized Services Team supports people to develop personalized budgets and plans that help them get the most out of the individualized funding they receive from the Ministry of Children, Community and Social Services. We coordinate services for people looking to spend their Passport dollars, connecting people with services in the community and making sure we are providing *just the right amount of support*. Our planning and facilitation services think big and long-term: helping people to identify goals, aspirations, and the necessary supports to achieve them.

## Residential Services

We operate two group homes that are equipped to provide 24/7 support. The people supported by our Residential Team receive personalized assistance, support with daily living activities, and opportunities for community engagement.

## Supported Independent Living

We respect everyone's right to live where they choose to – and through the services offered by our Supported Independent Living program, we provide the necessary supports for adults who choose to live independently in their community, outside of congregate settings.

## **Community Participation**

We support people to actively participate and become a part of community life by connecting them with social and recreational activities such as sports, arts and culture, and other community events. A common goal across our services is to facilitate social connections, skill development, and belonging within the community.

## **Family & Youth Services**

Recognizing the importance of family involvement, we offer support and resources to families of people with disabilities. Our Family & Youth Services (FYS) Team provides guidance, information, direct support, and advocacy to ensure families have access to the necessary services, funding, and opportunities for their loved ones. We also offer respite to parents whose children have a developmental disability.

## **Employment Services**

Leading into new careers (LINC) supports people to secure and maintain meaningful employment. Services can include job coaching, skills training, and support throughout the entire employment process –from resume building to job retention. In addition to supporting job seekers, we work closely with local businesses to embed Diversity, Equity, and Inclusion (DEI) values in hiring practices and in work environments.

# BOARD OF DIRECTORS (2023/2024)

## **Rose Bailey, Director**

Rose was born and has lived in Parry Sound all her life. She and her husband of 40 years have two sons and three grandchildren. Her son James has received support from Community Living for 30 years. Rose retired from full-time employment at the West Parry Sound Health Centre after 27 years and is currently working part-time in a surgeon's office. She has been on the Board of The Friends and is active in her faith community, volunteering in leadership roles and serving at monthly community dinners. Rose hopes to bring a parent perspective to the Board along with her community and healthcare experience.

## **Matt Fisher, Treasurer**

Born and raised in Parry Sound, Matt practiced as a lawyer in Toronto with Borden Ladner Gervais LLP before joining the Metrontario Group of Companies as its Chief Legal Officer. He has volunteered with community youth baseball and hockey organizations and served for many years on the Board of the Canadian Council on Africa.

## **Linda Mitchelson, Director**

Linda has a Masters of Social Work degree and has worked in the Social Services Sector for more than 38 years, most at a senior management level. She has worked in Child Protective Services and Municipal Social Services across the province, including a period of time in Parry Sound. That is where she met her husband, and they relocated to Peterborough where they lived while raising their family of two boys. Throughout that time, however, they built their cottage on Lake Manitouwabing, and once they were both retired they relocated to live at the cottage full time. As well as her work experience, Linda has many years' experience on not-for-profit Boards including another Community Living. She looks forward to the opportunity to contribute to Community Living Parry Sound over the coming years.

## **Julie Thorogood, Vice Chair**

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

## **Dave Williams, Chair**

Dave moved to Parry Sound in September 2015. A lawyer with a background in public service law, he has transitioned to the private sector and worked at Oldham Law Firm since moving to this area. He joined the CLPS Board of Directors in 2017, before being elected President in 2019, and is committed to helping the organization work towards its goals.

# BOARD NOMINEES

## Christine McKernan, Board Candidate

After spending recreational time in the Parry Sound region for over 40 years, Christine made her summer home near Orrville her permanent home in 2021. A 28-year career in healthcare fundraising prepared her for a role as Executive Director of the West Parry Sound Health Centre Foundation with extensive knowledge building in the challenges of providing healthcare and social services in remote and rural communities. Since retiring in December 2023, Christine wishes to dedicate her time and knowledge to ensuring the best possible care for the people supported by Community Living Parry Sound.

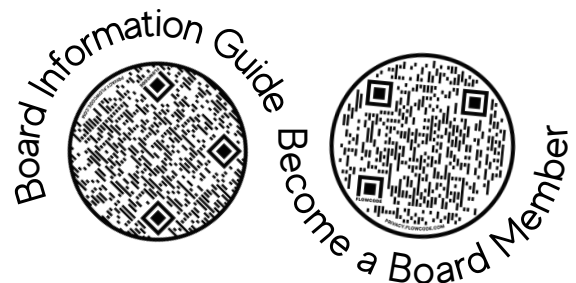
# POSITIONS AVAILABLE

## Volunteer with our Board of Directors

Ours is a governance Board that oversees the agency's strategic direction and compliance with quality assurance measures.

We are resilient, curious, and like to have fun--and we would work well with Directors who are also strong in these virtues!

We are looking for candidates who are familiar with the Parry Sound area and want Parry Sound to be a community where everyone belongs. Strong applicants share our conviction that persons with developmental disabilities deserve to be included in community life.



**More information:** [linktree.com/clpsboard](https://linktree.com/clpsboard)

Visit us online or contact Sarah Cassidy, Executive Assistant at [scassidy@clps.ca](mailto:scassidy@clps.ca).

# BOARD CHAIR'S REPORT

Many thanks to our team and the people we support for another great year!

A meeting was held September 19 in Huntsville to discuss Journey to Belonging – the provincial government's rough plan to greatly change service delivery and funding in our sphere. I was fortunate to be able to attend and learn more about the current state of affairs and potential future changes, though much remains uncertain.

September 25 a letter was sent out from many leaders in the developmental services sector (CLO, OCRCC, OAITH, OASIS, and FSO) advocating for "5 to Survive" for MCCSS transfer payment agencies. They explained why a base funding increase of no less than 5% was required to continue operations.

This past year we reached agreements on increases to wages and benefits, at a rate significantly lower than the pace of inflation, and after a period of imposed austerity that was found to be illegal. Without matching increases to base funding, for the first time in my 7 years with CLPS we were faced with extreme financial uncertainty. We did receive some funding for pressures February 28 and some increase to base funding July 2, but we remain in uncertain times.

We appreciate the continued advocacy from all concerned in the fight to ultimately benefit the people we support through recruitment and retention of staff and delivery of services.

This year witnessed the passing of several friends and supporters of CLPS, including Ted David, Janet Fisher, Jay Thorogood, Delores Horne, and Joan Demick. Condolences on behalf of the Board of Directors are again extended to those who felt such loss.

On a more positive note, we were able to replace the ramp on Addie Street, held a Festive Lunch Dec 20 along with other events, delivered gifts for the winter holidays, ran our most successful golf fundraiser to date, and are happy to once again be working with LIFT Impact Partners.

Thank you to Catherine Lapierre for your many years of service with the Board and to Cathy Barker, Directors no longer with us after this year. We are very happy to welcome Linda Mitchelson and Christine McKernan to our team!

I look forward to the year ahead, which appears will be my last with the organization, as we contemplate what we can do for CLPS now and in the future.

Respectfully submitted,



Dave Williams, Board Chair



# EXECUTIVE DIRECTOR'S REPORT

I extend my heartfelt thanks to our dedicated staff, volunteers, Board members, community partners, and the people and families we serve. Your unwavering support and commitment have been the cornerstone of our success. Together, we have made significant strides in advancing our mission, and I am confident that we will continue to make a meaningful impact in the years to come.

## Advocacy

Both the staff and the Board have navigated the recent turbulence in the Developmental Services sector admirably. This year, we joined in Community Living Ontario's #5toSurvive advocacy campaign, which called on the provincial government to increase base funding to Developmental Services by 5%. The call for 5% was answered with a 2.5% increase to our budget—not the outcome we hoped for, but certainly welcome. We will continue working with our Board and community partners to create fiscal stability.

Notably, 2024 was our best fundraising year in Community Living Parry Sound's 62-year history! We are grateful to the Board for their enthusiastic support of this year's fundraising golf tournament and to the many community members and businesses who donated.

## Strategy

2024 was also a significant year strategically. We were accepted as one of nine businesses across Canada to work with LIFT Impact Partners to enhance our impact as an agency. Through LIFT, we are diversifying revenue, measuring impact, and strengthening our internal and external communications. Thank you to the staff who have dedicated many hours to this project. We look forward to continuing this partnership into March 2025.

Additionally, we have entered the final 12 months of our 2021-2025 strategic plan. While the early years of this strategic plan were marked by crisis management, 2024 has allowed us to return to normalcy. We transitioned from an operational plan to an action plan for clarity and focus, selecting specific actionable tactics to conclude our strategic plan successfully.

**Excellence in Community Experiences.** Targeted Tactics:

- Increase our capacity for planning, facilitation, and individualized supports
- Using a person-directed approach, ensure the people we support are involved and have input into the support provided

We launched our Individualized Services program, which helps individuals utilize their direct funding from programs like Passport and ODSP. Passport funding utilization is at unprecedented levels. We have made significant progress in person-directed planning, helping individuals decide how to spend for the most rewarding results

**Consistent Staffing & Healthy Workplace Culture.** Targeted Tactic:

- Increase knowledge sharing and collaboration

We are now using Microsoft Teams agency-wide, and staff are being trained on how to collaborate on Teams. Additionally, we are revising our policies on sharing pictures and videos, creating clearer guidelines to facilitate knowledge sharing.

**Purposeful Use of Technology.** Targeted Tactic:

- Connect people we support to community-based tech supports

Our staff has adapted to new technologies to support people in an increasingly virtual society. The final tactic within our priority to use technology purposefully is to connect individuals with existing community-based tech support.

**Robust Network of Community Connections & Partners.** Targeted Tactics:

- Learn about and join advocacy groups where appropriate
- Engage in opportunities for agencies working with the people we support to share information, resources, and promising practices

We actively participate in the West Parry Sound Health Centre's Diversity, Equity, and Inclusion Committee. Staff members represent the agency on the Developmental Services Workforce Initiative Subcommittee for Communications, and at Parry Sound Public Library's monthly inter-agency meetings.

**Agency of Choice.** Targeted Tactics:

- Develop a strong narrative for why CLPS is the agency of choice for people we support we support and potential employees
- Develop a process for measuring impact

These tactics are focal points in our work with LIFT Impact Partners.

**What's Next**

As we conclude this strategic cycle, we look ahead with renewed purpose and commitment. Our experiences and successes over the past five years have laid a solid foundation for our future. We will continue to build on our achievements, embrace new challenges, and work toward our vision of an inclusive and supportive community for all.

Respectfully submitted,



Brad Horne, Executive Director

# NOMINATING & MEMBERSHIP REPORT

## **Directors with terms expiring in 2023/2024 are:**

Matt Fisher, who completed a one-year term to fill a vacant position.

Linda Mitchelson, who was appointed to the Board in February 2024 to fill a vacant position.

Julie Thorogood, who completed a one-year term to fill a vacant position.

David Williams, who completed a one-year term to fill a vacant position.

## **Directors standing for election are:**

Matt Fisher, who seeks election for a one-year term.

Linda Mitchelson, who seeks election for a three-year term.

Julie Thorogood, who seeks election for a one-year term.

David Williams, who seeks election for a one-year term.

## **Candidates standing for election are:**

Christine McKernan, who seeks election for a three-year term.

## **The Nominating & Membership Committee recommends that:**

Matt Fisher be elected to the Board of Directors for a one-year term from 2024-2025.

Christine McKernan be elected to the Board of Directors for a three-year term from 2024-2027.

Linda Mitchelson be elected to the Board of Directors for a three-year term from 2024-2027.

Julie Thorogood be elected to the Board of Directors for a one-year term from 2024-2025.

David Williams be elected to the Board of Directors for a one-year term from 2024-2025.

The 2024/2025 Board of Directors of Community Living Parry Sound be:

Rose Bailey (term 2022-2025), Matt Fisher (term 2024-2025), Christine McKernan (term 2024-2027), Linda Mitchelson (term 2024-2027), Julie Thorogood (term 2024-2025), David Williams (term 2024-2025).

# COMMUNITY PARTNERSHIP

We want to acknowledge the partners that have lifted up our agency, the people we support, and our community members in their work with us and for us.

## Major Donors

We had our best fundraising year ever, thanks in large part to our annual fundraising golf tournament. Four anonymous local businesses donated \$10,000 in memory of Jay Thorogood, a long-time supporter of Community Living Parry Sound.

### Thank you to this year's major donors (\$1,000+):

Bruce Mumford & Laurie Kennedy	Knights of Columbus Parry Sound
Cedarvue Foundation	Parry Sound/Huntsville Fuels
Community Living South Muskoka	Parry Sound Insurance Brokers
Habitat for Humanity Parry Sound	Royal Bank of Canada

## Major Funders

Our services are largely funded by the Ministry of Children, Community and Social Services. We often rely on additional funding to keep our services innovative and meeting the needs of our community.

### Thank you to this year's major funders (\$1,000+):

Community Living Ontario	Ministry for Seniors and Accessibility
Government of Canada	Muskoka Community Foundation
Lutheran Community Care	Northern Ontario Heritage Fund Corporation

## Employers

People with disabilities want to contribute to their communities as much as anyone; their skills enrich our communities and workplaces--all they need is an opportunity to be included and a bit of support. For over 15 years, LINC Employment Services has supported job seekers, employees, and employers alike.

### Thank you to the employers who partner with us:

Aramark	Gardens of Parry Sound	Popeyes
Beer Store	Georgian Bay Marina	Ridge at Manitou
Binx Professional Cleaners	Georgian Bay Trailers	Rocky Crest Resort
Boston Pizza	McDonald's	Rona
Burger King	Muskoka Woods	Sobeys
Connor Industries	No Frills	Town of Parry Sound
Don Cherry's	Parry Sound Chevrolet Buick GMC	Trestle Brewing Company

# MILESTONES

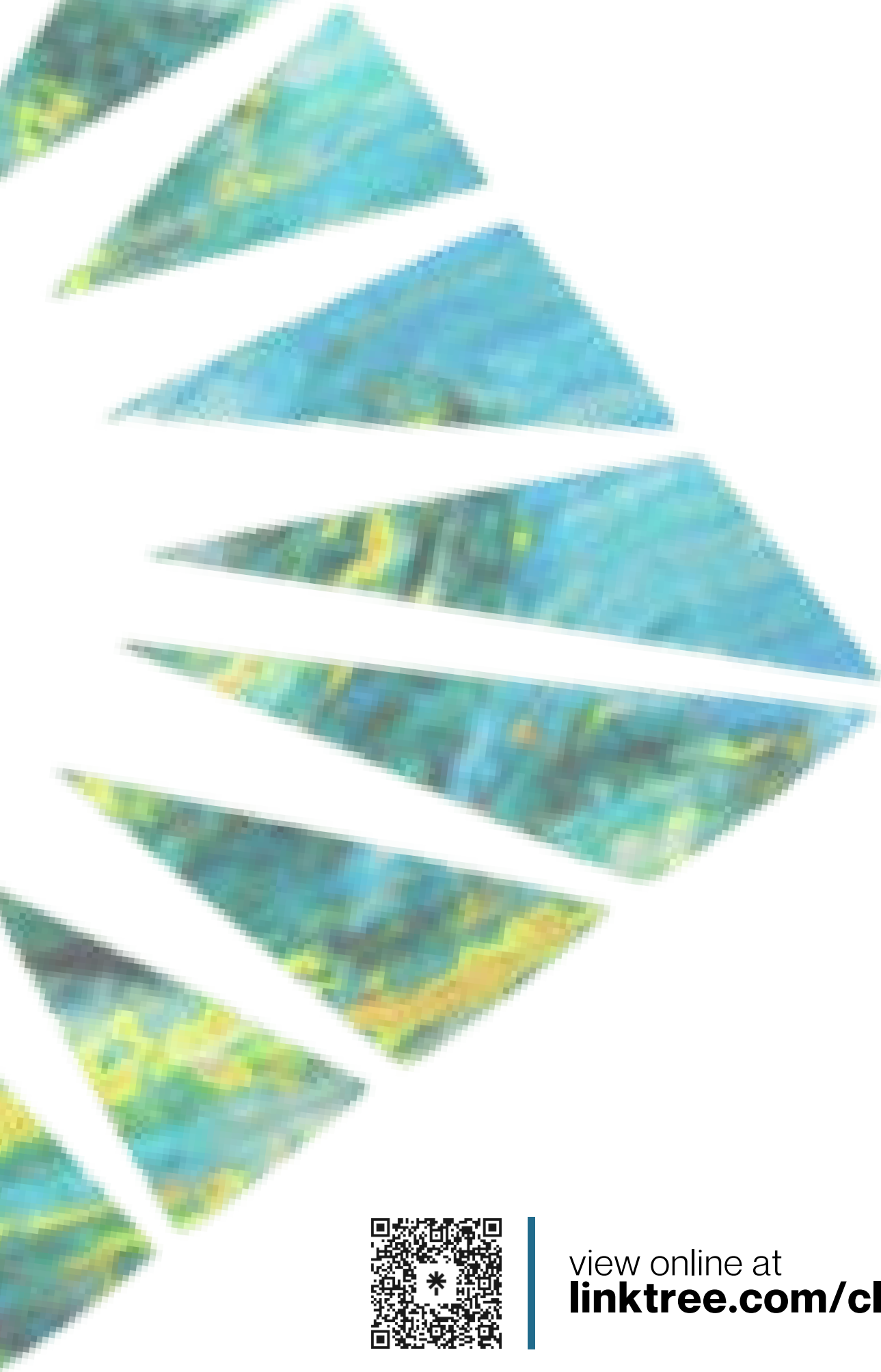
Milestones demonstrate the collective efforts and individual brilliance that drive us forward. Behind each lies significant moments of growth, collaboration, and accomplishment.

Our teammates celebrating milestones this year have demonstrated exceptional skills, embraced challenges with courage, and remained steadfast in their dedication to our shared mission.

These milestones are a source of inspiration, a reminder of our shared triumphs, and proof of the incredible potential that lies within each and every one of us. **Congratulations!**

Donna Kaczor .....	35 years
Kimberly Caryn .....	30 years
Wendy Dunk .....	15 years
Carly Barnes .....	10 years
Angie Borneman .....	10 years
Colleen Watts .....	10 years
Emily Armstrong .....	5 years
Nola Park .....	5 years





view online at  
**[linktree.com/clpsagm](http://linktree.com/clpsagm)**