

# ANNUAL REPORT: APRIL 2010 — MARCH 2011

## COMMUNITY LIVING North Grenville

*Inspiring Possibilities*

Our Vision: *It is the belief of Community Living North Grenville "That all persons live in a state of dignity, share in all elements of living in the community, and have the opportunity to participate effectively"*



### President's Report Fran Brauneisen

What a year this has been! Let me highlight some important events over the last twelve months. We began with a Strategic Planning Day in October. This was timely and important. Under the efficient and expert guidance of Innovation Partners International, staff, volunteers and people we support met for a day of brainstorming, interaction and goal-setting. A formal report was issued and from this we will project our aims for the next five years. Also in October, we held our annual book fair in partnership with Friends of the Library. A team of coordinators and volunteers collected, organized, displayed, sold and transported thousands of volumes. Thanks go also to the Ferguson Forestry Center for storage and sale-day assistance. In spite of the modest asking price, a satisfying result was achieved. Books not sold were donated to a worthy cause. In mid October we hosted a team from CARF-an internationally recognized organization that conducts a peer review of service providers such as CLNG and adjudicated them based on rigorous criteria. An official report was issued in December citing us for a 3 year accreditation which is the highest level they

award. A very nice Christmas gift indeed! We opened spring with a giggle and a laugh. On April 2nd, we held a major fundraising event. Tracey Bennett coordinated a hard working team of people from Community Living and brought us a Comedy Night with David Merry, a comedian/magician. It was a fantastic night and successful on many levels. The funds raised by this endeavor will go towards enhancing local programs for people we support. May is Community Living Month. We started off with a successful Pancake Breakfast, with Max Keeping as our guest. A wide range of events mark the month including a presentation by Norman Kunc to the high school students in Kemtpville. A renowned self-advocate, Norman connects with youth in a memorable way and helps shape leaders of the future. June rounds out the year with two final events 1) the AGM-everyone is encouraged to attend and 2) Family Fun Day at South Gower Park. For more information on any of these items or the association, check out our website at [www.communitylivingnorthgrenville.ca](http://www.communitylivingnorthgrenville.ca)





## Executive Director's Report Ted Shuh



Community Living North Grenville enjoyed a very exciting year. You will find additional information in this report from others, however I would like to highlight a few of our accomplishments.

- We achieved a three year accreditation from CARF, the highest accreditation that can be awarded. This speaks volumes to our Association.
- We facilitated an Association wide Strategic Planning Day on October 2, 2010 that included representation from Association and Community Stakeholders.
- We sponsored our first annual Family Fun Day for our employees, their families and volunteers.
- We held a very successful "Comedy Night" fundraiser with thanks to local champions like Harry Pratt, Warren and Jansen, Scotiabank and numerous other community sponsors, members and businesses. A list of corporate donors is found in this report.
- We facilitated Quality Assurance Measures training to those requiring it.
- We received a Trillium Grant of \$141 000 to purchase a software data base, computers and staffing costs to set up the system. It will automate our data base for persons served, human resources, staff scheduling and payroll that will help us manage the people we serve, human resources and finances in a more efficient and accountable way.
- We partnered with three local Associations (Brockville, Lanark and Gananoque) to develop a Leadership Development Project that assisted with developing future leaders in our communities through funding from the Ministry of Community and Social Services and Community Living Ontario's Passports Mentoring Initiative.
- We provided training to employees in regards to new legislation "Workplace Violence and Harassment".



Notwithstanding our accomplishments, the Ministry of Community and Social Services failed to honour their previous funding announcement and restricted base funding for developmental services in Ontario to a two year funding freeze. We understand these are difficult economic times but that did not restrict the Province from increasing funding to Health and Education. With the exception of receiving some generous capital funding, for which we were grateful, there was no new funding for wages, increased operating costs or addressing growing waiting lists of families particularly aging families in the province. We owe our employees and families a great deal of thanks for their consideration and patience in this regard. The Ministry of Community and Social Services, our primary funder, is moving forward with the transformation of Developmental Services in Ontario. On July 1 2011, new regional application entities will take over the intake, assessment and eligibility process and will be known as "Developmental Services Ontario". In the Southeast region, this service will be operated by [Extend A Family](#) in Kingston. Community Living North Grenville will no longer act in this capacity although we will assist families to navigate through this new system and advocate on their behalf.

Effective January 1, 2011 all staff, Board members, volunteers and persons served were required to receive Quality Assurance training under regulation 299/10 under the new legislation, Services and Supports to promote the Social Inclusion of Persons with Developmental Disabilities Act (2008).



According to Dave Hingsburger, Director of Clinical and Educational Supports at Vita Community Living Services,

**“The new legislation now requires that people with disabilities receive abuse prevention education. Traditionally people with disabilities have been seen as those who need protection, not those who can protect themselves. This has led others, more powerful others, taking on the role of protector. This legislation requires us all to see people with disabilities as having a role in protecting themselves, and it acknowledges that they need information and strategies, vocabulary and assertion, and voice and power.”**

At times, change, new regulations, more paper work, terms such as “accountability” can become overwhelming. Community Living North Grenville has throughout its’ 44 year history met those challenges without losing focus on why we are here and where we came from. We are here because of a grassroots family based movement to meet the diverse and individual needs of their sons and daughters. While we need to comply with all the regulations we face, be accountable and good stewards of taxpayer’s dollars, we also must not lose our focus over the coming years of who is really important to us, and who we are here for.

The registered disability support plan, implemented by the federal government is a great way for families to put aside funds for their son or daughter that qualify. The Federal Government contributes up to \$3500 to this plan as well. Please take time to look at the website at [www.rdsponario.ca](http://www.rdsponario.ca)

I would like to thank our staff, volunteers, family’s, persons served, and community partners, and a most progressive and responsible Board of Directors for all their support this past year. Together we accomplished a lot. I look forward to working with you once again in the coming year to explore ways in which to “Inspire Possibilities”.

*“It’s not enough that we do our best; sometimes we have to do what’s required”. Winston Churchill*



## Residential Services Debbi Tryon



We are seeing more people realizing their dreams of living in the community. It has been a very challenging but rewarding year with increasing demands for services contended with the issue of diminishing budgets. Participating in the CARF process of accreditation that evaluated how well our association served the interest of the people we support along with other stakeholders, was a challenge that was met head on. Though several government bodies annually review our supports for compliance standards and accountability to tax payers, these reviews do not measure significant quality issues that are meaningful to people and their families. I look forward to our ongoing association with CARF.

Residentially Community Living North Grenville offers a continuum of options for people based on inclusion. The individualized self directed planning process continues to serve people and their families well. Supports vary from person to person and are tailored to enhance existing skills and abilities. As we strengthen our people and our processes we enable everyone to participate in things that bring meaning to their lives. Healthy and stable homes provide nurturing environments that minimize negative stress.



The out of home respite project provides local families with a well deserved break. This respite opportunity frequently provides young adults with experiences that help with the transition to a more independent lifestyle. It often gives people the confidence to pursue other integral experiences.

At the other end of the spectrum are those people who are aging. We often worry about and plan for the adjustments necessary in terms of physical environments as well as other living supports. Parents who are coping with their own realities as they age are very concerned about what the future may hold for their sons and daughters who need support.

As part of Quality Assurance Measures training we were fortunate to have Dave Hingsburger with us on March 21st. He spent a day with us providing instruction in the area of the prevention of abuse.



## Health & Safety Brenda Dillabough

The Health & Safety Committee is pleased to report that staff accidents and incident reports were down considerably this past year. There were zero reported slips, trips and falls by staff in this same operating year.

We believe this is a result of safe work environments and the introduction of a foot wear policy. We thank you for your cooperation in promoting safe living and work environments at Community Living North Grenville.



## Working Toward Accreditation Jackie Ritskes



October 2010 was the culmination of many years of work as we were awarded a “Three Year Accreditation” for the service that we provide to people.

Our journey towards accreditation began in 1998. Bill Allerton, CEO with Accreditation Ontario, spent a week with us at Community Living North Grenville. During that week, we were introduced to Personal Outcomes. These Outcomes began to shape the way we provide support.

Over the course of the next 10 years, CLNG spent time talking with each other, planning and attending workshops and changing our documentation and making a mental switch in our heads from being “caregivers” to “support providers”. This “switch” in the way we looked at service provision was challenging, exciting and in some cases life changing for not only people receiving support but for staff providing the service.

In 2009 we determined that it was time to have an outside accreditation agency come in and decide how well we were doing in regards to achieving outcomes for people. We decided on collaborating with CARF. Nancy Fischer and myself spent endless hours accumulating evidence that would demonstrate to the Survey Team that we provide a service that meets the needs of the people we serve.

I encourage everyone to read the Survey Report that we received following the 3 day survey in October. The report highlights what we do very well and makes note of places we can do better.

Nancy and myself were honored to support people through the process of accreditation.



## Employment Report Tracey Bennett

It is time to celebrate what has been accomplished in 2010 with employment supports; 20 people are currently employed with the township; seven new job placements throughout the community; one employee was promoted from cleaner to administrative assistant; five new can collection locations and three successful employment training workshops.

Looking forward to the future in employment supports, we will begin a new program called Customized Employment. Customized Employment allows job seekers to guide the employment process and gives the job developer the opportunity to approach each individual with a fresh and creative new outlook.

The goal: Individualizing the employment relationship between employees and employers in ways that meet the needs of both.

We are interested in working with employers to see what unique contributions an individual can bring to a position, rather than focusing on barriers or disabilities.

## Being a Volunteer Penny Chattaway

Hi my name is Penny Chattaway.

My husband and I both live in Kemptville and we both spend a lot of time in our community.

I volunteer at Community Living North Grenville 5 days a week. I help people work on the computer, swimming, bowling, arts and crafts, reading and with puzzles. My husband Victor also works 5 days a week at the Salvation Army. Victor loads trucks, takes out garbage, takes boxes to B&H and helps to stock shelves. Volunteering is very rewarding to both of us.

We get to meet new people. It is very interesting and every day there is something new or there are new stories people tell us. I look forward to coming into the resource center every day that I work.

HELP GROW A HEALTHY COMMUNITY!

## Changing Minds About Language a Focus for 2011—Deron Hamel



Changing people's minds about the language they use will be a major focus for Community Living Ontario throughout 2011, says Executive Director Keith Powell.

"Although the Community Living movement had made strides in recent years with respect to getting people to think differently about language, certain words—particularly the "R" word — continue to have a nasty habit of making their way out of people's mouths," says Powell.

"Getting people to stop using this word is an important step towards changing how people who have a disability are viewed in society" says Powell, adding Community Living Ontario is working collaboratively with the Canadian Association for Community Living to create a comprehensive strategy to end the use of the "R" word.

One aspect that needs to be included in this strategy is a focus on encouraging the media to stop using this word.

Powell points out that many newspapers have banned the use of racist words, and the same principle needs to be enforced when referring to people who have a disability.

"Why is the 'R' word being allowed to be used when it hurts people every time?" he says.

"We have to be disciplined about what we say about each other. If we malign people and are not held to account, harm happens and we all are degraded by our actions collectively."

Powell says Community Living Ontario will be pushing to create greater public awareness about this issue, and hopefully mechanisms will be proposed and put in place to stop public use of the "R" word, he adds.

"This" says Powell, "will help raise awareness about the issue and will act as a step towards catalyzing positive change."

Powell notes that he's already seeing positive trends indicating the public is receptive to ending use of the "R" word.

He cites a recent editorial in the *Ottawa Sun* where a columnist repeatedly used the word. Powell notes the column sparked outrage from readers.

As a result, the newspaper provided space for Canadian Association for Community Living executive vice-president Michael Bach to react to the article.

In his response Bach underscored that the public made its voice clear to the newspaper that the "R" word is not acceptable.

"Almost universally, the commentary on this article on the *Sun* website and in social media was how offensive, demeaning and disrespectful (the author) was in his use of the "R" word," Bach stated in his response.

*"A better model is not something that can be designed and introduced like a new car. If it is to be more than just a new variation on the old, it must above all be an expression of life in the process of transforming itself. A better system will not automatically ensure a better life. In fact, the opposite is now true: Only by creating a better life can a better system be developed."*

*Author Unknown*

What this past year has brought to our organization has been nothing short of tremendous. A great deal of work performed by a team of dedicated staff. We should commend each other, and remember to commend ourselves!

I've faced many challenges in my first year in this new HR role, with employee and labour relations are in the forefront. At a time of economic downturns, higher prices and budget freezes, a positive workplace has its own challenges for all of us.

Quality Assurance Measures, Workplace Violence, health & safety guidelines and Accessibility Standards....just to name a few! All involve a considerable amount of research, learning, policy and procedure development and staff training. These government regulations continue to add much weight on employers and the way they do business; not to mention the effects this has upon us as staff.

We welcomed the Trillium funding for a much needed staff scheduling and Human Resource system. Although the development, implementation, training and learning curve of such a system can be overwhelming, the benefits to staff is invaluable. In the near future, all staff will have access to scheduling, human resources and persons served databases and will greatly improve the communication across locations. The latest development is the Core Competencies pilot project. Through the Provincial Network of Development Services, MCSS and representing agencies and unions, an outside consultant, the Hay group, was retained to develop "Core Competencies". This project is only part of the Provincial Network's strategy to redevelop our sector. Their objective is to have developmental services seen as a professional service and a "career of choice". With a competitive market, the expectation is to recruit and retain qualified and competent staff, and have opportunities for personal growth and training. The Developmental Service Worker program, unfortunately, has seen great reductions in enrolment; even so much as being discontinued by some Ontario colleges. The Ministry of Training Colleges and Universities' new DSW apprenticeship program, although registration is poor as of yet, is an added incentive to promote the DSW program. These "Core Competencies" were developed for defined positions within an agency. They will be implemented in job descriptions, performance measures and will be used as tools in identifying talent in the recruitment and retention process. Recruiting and retaining valuable people and measuring performance are definite assets to the success of any organization. Competencies will be instrumental in building the succession and planning for CLNG over years to come. Especially at a time when "succession planning" and "retirement" seem to be the buzz words around the office!

With all this change, when we know change is not always welcome, it's very easy to become overwhelmed, and frustrated at times.

I'll share with you Paul Huschilt's 7 humour habits for Workplace Wellness:

1. Take time to relax;
2. Simplify your life; learn to say "no";
3. Smile and Laugh More;
4. Remember the Galileo principle; there is only one 'U' in the universe and it's not 'you';
5. Do something nice for someone;
6. Reward yourself; and
7. Dare to be you!

The effects all of these things have made our organization is evident. I can hardly imagine what's in store for the upcoming year. I say "Bring It On!"

**Our Annual General Meeting is going to be held on  
Wednesday June 15th at 6pm at the North Grenville Municipal Center.  
If you would like to attend please RSVP by June 8th by calling the office  
at 613-258-7177**

## Special Education Advisory Committee Report Upper Canada District School Board~Diane Dewing



Inclusive education has, as its foundation, the belief that schools should be a mirror of our communities. Schools should include all members of the community's population and provide rich and robust opportunities for everyone to learn together. As students at a recent learning event stated, "Normal is a setting on a washing machine".

Within UCDSB, considerable effort is being made toward a model of inclusion: Kinsman School, our only disability-segregated school, closes this year; teachers and occasional teachers are being trained to use emerging assistive technologies; our new North Grenville High School will be fully accessible; and attitudes toward disability are changing. Are we fully inclusive yet—no. Are we working toward this as a goal—yes.

Lt. Governor David Onley recently stated "a person with a disability is not necessarily handicapped except through physical and attitudinal barriers created by others. Handicaps are in fact the barriers we create for people with disabilities by excluding them socially and physically". Does my daughter know she is intellectually disabled—perhaps. Does she know she is handicapped—not when a supportive and inclusive society surrounds her. If schools are to be the mirror of our society, everyone must be included, everyone must be known, and everyone supported in ways unique to them. This is the message of teaching the whole child and the root of differentiated instruction. It is also the root of the society I wish for my grandchildren and their children. One step at a time is still moving forward.



### Accessibility News Brenda Dillabough

The Community Living North Grenville Accessibility Committee is thrilled to spread the news! Two members of our group applied and were successful in becoming members of the North Grenville Municipal Advisory Committee on Accessibility. Jason P. and Linda A. submitted their names and letters of interest along with Bruce P. (intervener). All three will now be on the pulse of what is happening within our community, new businesses that are being constructed and changes that are being made to existing constructions. They will have the ability to address any accessibility issues or concerns that arise.

### Fundraising Tracey Bennett

One of the reasons Community Living North Grenville is able to support people in the community is that we receive generous donations from public and corporate partners in the community. We would like to thank you for being part of our very successful "**Inspiring Possibilities-Comedy Night & Auction**" on Saturday April 2nd, 2011 at the W.B. George Centre. With your help we raised \$30,000 to assist us in supporting local programming and services. We look forward to next year!





## Community Options Supervisor Marcus Dickie

As another year passes us by, I stop and reflect on the struggles of triumphs not of myself but those who truly have worked hard to succeed and live a life of meaning. As free time seems to be harder and harder to come by, a few individuals still manage to come together to give not just their time but their experiences, gifts and spirit. The result: a full, rich and meaningful life for those who give and for those who are affected by their kindness.

Once again we have been graced with some exceptional volunteers from our ever broadening community. It seems that each and every year we have an increasing number of volunteers. Last year more than a dozen people chose Community Living North Greenville as their volunteer location of choice. It is well known that volunteers play an invaluable role in the success of this association and it is always an honor to work closely with such giving individuals.

Everyone has a gift and together we can all come together to give those gifts to help build a bigger, better and stronger community.

From our volunteers in the community to our community partners to our staff who diligently donate their time to the betterment of our association I would like to say a special thanks to everyone who contributed this past year to make Community Living North Greenville, a truly community driven association.



## Residential Supervisor Kathy Botham

People have the potential to do amazing things. It makes better communities, better people and a better you.

You should be proud that you use your potential to support people in their homes in their communities. What we do with our hearts and our knowledge makes a difference. It connects us with people. Connections that make stronger and better communities.

Building connections and making stronger communities begins with you. "When you are good, you bring you out". These are the words of Bertice Black, a motivational speaker talking to caregivers, supports workers and teachers. Be you more often.

"You teach people to have a place and to have a voice. You find out what people need to do and need to be by sharing yourself", Bertice states. "Do your job with purpose, walk with purpose and you will collide with destiny". Sometimes people don't use their potential in a positive way. Words and actions can hurt. "The chains on your wrist aren't as strong as the ones on your mind" Bertice states. So...."If you can't say something nice, don't say anything at all" ~ Thumper the rabbit wisely said. We learn this as children and it is just as valuable to us as adults.

Just because people are not blood relatives doesn't mean they're not yours. They are your friends, your co-workers and your neighbors. They are your community. When people believe and accept this, it makes better communities.

My journalism professor taught me, "Be creative and try not to repeat the same words in a story too often". I used the words people, connections and communities repetitively in this story. That's ok because that is what Community Living is all about. We are creative though. It's in our potential.



The environmental committee braved the cold to raise money to purchase two composters.

Left to right: Matt Burley, Tammy McIntosh, Marcus Dickie, Brooke McEvoy, Tracey MacDougall and Marion Fawcett.

## A Message from the Canadian Association for Community Living —Michael Bach



The future starts now and all Canadians have a responsibility to help shape it. Persons with intellectual disabilities and their families cannot do this alone. CACL invites all Canadians to join us in building a truly inclusive and accessible Canada. To guide us toward this future, CACL had adopted the following ten point agenda to guide Canadians and our governments in building a more inclusive Canada.

These objectives are;

1. *Achieve Equality Rights and Recognition*
2. *Close Institutions and Assure a Home in the Community*
3. *Secure Child Rights and Needed Supports*
4. *Ensure Families have Needed Supports*
5. *Achieve Inclusive Education*
6. *Secure the Right and Access to Disability Supports*
7. *Establish Safe and Inclusive Communities*
8. *Eradicate Poverty for people with intellectual disabilities and their families*
9. *Achieve Employment Equality*
10. *Make a Global Impact on Inclusion*



## National Report Card says NOW is the Time for a New Story of Disability in Canada



On International Day of Persons with Disabilities, the Canadian Association for Community Living (CACL) issues its annual report card on the status of the inclusion of Canadians with intellectual disabilities. "As a country and as Canadian citizens we must reject that the most likely outcome of life with an intellectual disability is poverty. To echo John Lord, it's time for a new story of disability in Canada" says Mrs. Bendina Miller, CACL President. "The National Report Card challenges all of us—citizens and governments alike—to do more in building an inclusive and accessible Canada."

The 2010 National Report Card on Inclusion explores how Canada is doing in the areas of inclusive education, Disability Supports and Family Supports. The report card highlights these three areas.

Michael Bach, CACL Executive VP commented: "When we look across the country at the many positive stories of people living meaningful and valued lives consistently these three factors are in place: the person experiences inclusive education, the person has access to the disability supports they require, and their family had or continues to have access to supports that the family requires. When we look at where things aren't going well, consistently it can be linked to these three things not being in place."

In a positive step forward, on March 11, 2010, Canada ratified the new UN Convention on the Rights of Persons with Disabilities. Mrs. Miller states that: "We are optimistic the Convention will act as a springboard for action. If Canada is serious about making true and lasting positive change to the current status of citizens with intellectual disabilities and their families, access to quality inclusive education and appropriately funded, flexible and individualized disability and family supports must be top priorities."



Visit our website!

[www.communitylivingnorthgrenville.ca](http://www.communitylivingnorthgrenville.ca)

## Vision, Mission and Values

On October 2nd, 2010 board, staff and community stakeholders of Community Living North Grenville spent a day together exploring and revitalizing the organization's vision, mission and values and setting direction for the next five years.

Vision—It is the belief of Community Living North Grenville “That all persons live in a state of dignity, share in all elements of living in the community, and have the opportunity to participate effectively”

Mission—Community Living North Grenville is a local organization founded by families and friends of individuals with an Intellectual Disability.

To facilitate this mission, Community Living North Grenville will:

- Provide input to our provincial body (Community Living Ontario) that promotes positive change in public policy;
- Provide expertise, resources, information and education;
- Create and respond to opportunities for networking, actively supporting and partnering with those who share our vision;
- Build public awareness; and
- Develop, nurture and support local community capacity and innovation.

### Values

- Community means supporting people to establish their lives in the “community” as we know it; the community at large will have an opportunity for shared responsibility in the lives of people we support;
- We involve a process of life planning with people on an individual basis;
- All people have every opportunity for choice of where they work, live, enjoy leisure time and retire;
- All children should be supported within their family, where it nurtures well being and personal growth;
- All children go with their friends to neighbourhood schools where they grow and learn together;
- All people enjoy and exercise all the rights and duties of full citizenship;
- All people have the opportunity to develop meaningful friendships and other naturally supportive relationships in the community;
- All people have the freedom to participate in their communities through political and religious expression;
- All people have access to comfortable and suitable homes that they can call their own;
- All people will be treated with dignity and respect;
- All people live with a sense of security and freedom from harm;
- All people have access to quality health care and adequate income;
- All people will be supported by competent and caring employees and volunteers, who are committed to quality improvement and accountability.

## S.E.A.C. Report - Catholic District School Board of Eastern Ontario Fran Brauneisen

The Special Education Advisory Committee (SEAC) is a consultative body legislated into being in 1997 and composed of school board personnel, representatives of local associations with an interest in education and members of the community. It meets ten times a year to discuss issues of concern and make recommendations to the board of trustees.

Each year it participates in the board's annual review of its special education plan and the annual budget process as it relates to special education.

SEAC reps inform the board about their own associations and advocate for all students with exceptional learning needs. They ensure the board fulfills its legal obligations relating to the delivery of programs and services. They act as a resource for parents, schools and the community.

Minutes of the meeting are posted on the board website at [www.cdsbeo.on.ca](http://www.cdsbeo.on.ca) . Meetings are held on the last Wednesday of the month during the school year and all are welcome to attend. They take place at the board office on County Road #43 and start at 7pm.

### **2010-2011 Board of Directors**

- *Fran Brauneisen — President, SEAC: Catholic District School Board of Eastern Ontario*
- *Mary Alice Hossie — Past President*
- *Debbie Sabourin — Vice President*
- *Diane Dewing — Secretary/Treasurer, SEAC: Upper Canada District School Board*
- *Paul Jansen — Finance & Personnel*
- *Gord Sowten — Fundraising*
- *Jason Payne — Self Advocate, People First*
- *Steve Kohls — Public Relations*
- *Bill Patterson — Leisure & Recreation*
- *Jane Collings — Director*

### **Management Team**

- *Ted Shuh—Executive Director*
- *Brenda Seely—Manager, Finance & Administration*
- *Sandra McNamara—Human Resources/IT Administrator*
- *Tanya Gray—Reception, Administrative Support*
- *Debbi Tryon—Manager, Residential Services*
- *Jackie Ritskes—Residential Supervisor, Quality Assurance Coordinator*
- *Kathy Botham—Residential Supervisor*
- *Sandra Harrison—Residential Supervisor*
- *Brenda Dillabough—Manager, Day Supports*
- *Marcus Dickie—Community Options Supervisor/Intake Coordinator*
- *Tracey Bennett—Employment Supervisor*
- *Nancy Fischer—Youth in Transition Coordinator, Residential Shift Supervisor*

### **Developmental Services Ontario Application Entities (as of July 1, 2011)**

Central East-York Support Services Network  
Central West– Sunbeam Residential Developmental Center  
Eastern-Service Coordination des services  
Hamilton-Niagara-Contact Hamilton For Children's and Developmental Services  
Northern East-HANDS TheFamilyNetwork.ca  
Northern-Lutheran Community Care Center of Thunder Bay  
\*South East-Extend-A-Family\*  
South West-Community Services Coordination Network  
Toronto-Surrey Place Center

\* Indicates our area\*

Thank you to our corporate sponsors who helped fund our Comedy night on April 2, 2011 and make it an outstanding success!

- Royal LePage Gale Real Estate
- Scotiabank
- Warren & Jansen
- Westerra Homes
- Finnegan Insurance
- O'Farrell Financial
- Randy's Performance Auto
- KTS
- Freedom 55 Financial
- Solutions 1
- Kemptville Building Center
- Nik Wellstein

