
2021-2022 AGM PRESIDENT'S REPORT

This year, the Board of Directors has been focused on the key goals from our new strategic plan: Communication, Staff Development, Services, Collaboration, Social Responsibility and Technology, which were developed according to considerable input from many knowledgeable and caring staff members and other key stakeholders. In addition to determining the future directions for the agency, the Board of Directors is responsible for overseeing the operations of Community Living Sarnia-Lambton, supporting its Executive Director, and protecting the corporation from undue risk. We work to support the CLSL mission statement, *"Our vision is 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"*, as well as our Vision and Values.

We very much appreciate the CLSL staff who work so hard to keep all of our people supported safe, healthy, happy, and active. All staff are to be commended for their diligence and hard work which ensured that the organization achieved positive outcomes following both the Quality Assurance Measures reviews and the Transfer Payment Risk Assessment. We are grateful to the many staff who have provided regular updates to the Board regarding the challenges faced by the organization, as well as their strategies for meeting them. It clarifies for us the specific difficulties that the pandemic has created for CLSL. The Board is thankful to Jenny Greensmith, who agreed to serve as interim Executive Director until the return of John Hagens, who required time off for medical leave.

Karen King and Barry Vosburg have retired from our Board after many years of volunteer service. We are very grateful to them both for their dedication. Together with the passing of the much-loved and missed Kevin Schenk, we now have three vacancies on the Board, which we are hoping to fill at the 2022 AGM. Paul Stevens and Mark Hornblower have agreed to serve on the executive as Vice-Presidents along with Wilma Maher. Tyler Virostek continues to serve as our Treasurer. Chris King (past president) and Brenda Roby provide us with representation on the local school boards' Special Education Advisory Committees (SEAC).

Our Board is committed to making sure that the Strategic Plan goals remain priorities, and that we will focus on communication with all CLSL stakeholders. We know that the dedication and "best practice" expertise of the CLSL staff are the keys to the organization's growth and success, and we look forward to continuing to work together in supportive partnership.

Respectfully, Lorna Cooper

2021-2022 AGM EXECUTIVE DIRECTOR'S REPORT

From the desk of the Interim Executive Director

The fiscal year 2021-2022 was, for a second year in a row, challenge-filled for Community Living Sarnia Lambton. Regrettably we were still unable - because of Covid-19 restrictions and Government of Ontario Health Directives - to support our people with developmental disabilities and their families in the manner and to the extent we would have liked. We are, however, pleased to say that we did our best to keep our staff and people we support safe this past year, through assiduous adherence to protocols that at times were hard on everyone, especially families and despite having up to one fifth of our staff off sick or on leave in the middle of the pandemic.

Prior to the pandemic, the building on Exmouth Street has been described as literally “bumping like Grand Central Station”. An open-door policy literally meant that everyone was welcome. Thus it was very hard for staff to restrict access and lock the building to the public. All entry was monitored and a doorbell was installed. The building was so much quieter than before. The public may not have realized, however, that behind closed doors the hard work continued. We are so very appreciative of all the staff who worked tirelessly throughout to keep the lights on across all Community Living Sarnia Lambton locations, even though the doors could not be opened. Staff who were unable to work in their own roles or programs because of provincial health directives willingly supported others, whether through grocery-shopping for the residential settings, or through Day Program staff redeployed in the residential settings. Managers and supervisors worked together, frequently on the front line. There was a great deal of caring.

Throughout the year we further honed our skills to communicate and collaborate using modern technology. Last year's AGM was held virtually on Microsoft Teams, with good attendance from members, past members, associates, friends, staff and volunteers. The use of technology is becoming second nature to us now and is an efficiency that will remain with us long after our collective experience with the Covid-19 virus recedes in our memory. Staff have been able to connect from home and face to face with colleagues internal to the agency as well as externally, in safety and without the additional burden of travel time and the concern of adding to our carbon footprint.

From August through November 2021, the Board and management staff worked to update the strategic framework that has guided the organization since 2017. The collaborative effort, accomplished by “Zoom” meetings and other virtual methods garnered participation from representatives of all our stakeholders. The Aspirational Vision “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” is a vision that connects our organization in Sarnia Lambton to both a provincial and a national movement. Our strategic directions are bold, ambitious and our entire community will be the beneficiary.

We are already beginning to live the Community Living Sarnia Lambton 2021-2025 Strategic Plan that guides us to become a greener organization contributing to a greener community. We replaced three older model vehicles in our fleet with new vehicles, one of which is hybrid and two of which are accessible and all are specific to the needs of the people we support. The hybrid we purchased in 2021-2022 was our second hybrid, and as of today we have three hybrid vehicles so we are beginning to see our gasoline consumption diminish which may help ease the pressure on the budget in this time of unthinkably high gasoline prices we are experiencing.

After an initial attempt to reopen had to be abandoned due to a resurgence of the pandemic, Wawanosh Community First opened again in July 2021. With four staff and help from supervisors, they were supporting – within six weeks – 37 people every week, either face-to-face in the community or at Wawanosh on Confederation and the Activity Centre at Murphy and Wellington. Further planning to reopen Day Options has been necessarily slow and deliberate, as our staff continue to deliver much needed supports in our residential homes.

Across the province and our sector there continues to be a great need for human resources, as all of the public sector organizations have experienced the loss of experienced workers, whether through burnout, a decision that it is finally time to retire, or are attracted by employment in sectors like Health where wages are higher and Education with the advantage of school holidays. This is our CLSL story as well. We have offered the option of a DSW Apprenticeship for those potential applicants who lacked a formal qualification. There was some uptake but insufficient to meet the needs we foresee as continuing in the months ahead. We continue to be hopeful to be able to turn things around with a very active HR department and planning for different ways in which to encourage employment interest in Community Living, through collaboration with other social service agencies and Lambton College.

Plans began in mid-March 2022 for the agency to reopen in line with provincial and local public health recommendations, and in consultation with other agencies with mandates like our own. Now in June, as the province begins to remove the last of its restrictions, we continue to keep the safety of the vulnerable people we support at the forefront of our planning. We have recently been well-stocked with medical-grade masks, hand sanitizer and antiseptic wipes courtesy of a most thoughtful donor, and so we feel even more ready for whatever new variant may come our way. Towards the end of the fiscal year, we are looking forward to seeing each other's faces once again. although, we are still wearing our masks, completing daily screenings and adhering to protocols as directed. All visitors must pass COVID-19 screening procedures. Day programs are now opening up, along with summer employment supports and respite. The chatter and laughter in the hallways is beginning to return, and we look forward so much to the bustling buildings we had before.

This report would not be complete without mentioning that John Hagens, the much loved Executive Director fell ill at the very end of March. At the time of writing, we are all thankful to hear that he is on the road to recovery, and everyone here wishes him a safe return to health and wellness over the coming months. It is indeed a tribute to John that he has built a strong and competent management team who have been able to step up and share his day-to-day responsibilities. As the Interim Executive Director writing this report, I can say that they fully exemplify the vision and values of the organization, and it has been my privilege to work alongside them and their staff.

Jenny Greensmith, Interim Executive Director

2021-2022 AGM

COMMUNITY TRANSITIONS & SERVICES

NAVIGATOR'S REPORT

The purpose of the Community Involvement Program is to facilitate inclusion of individuals with intellectual disabilities in their community. This is achieved through participation in existing community based recreational, leisure and social activities. Such involvement is made possible with the support of volunteers and community groups and organizations who help to match the interests and needs of the participants.

The following activities were all cancelled due to COVID-19 during the 2021-22 year.

- The 10-pin bowling league
- The Friendship Clubs
- Dances - However, in the Fall of 2021, we began offering dances using the ZOOM platform.
- Pathways Health Centre for Children- adult social swim
- Bus Trips
- All volunteer opportunities within CLSL were put on hold due to the COVID-19 Restrictions.

Community Living Sarnia – Lambton remains committed to continue with these activities for all those who wish to participate. The Association's Community Transition & Services Navigator will be looking at how and if we can start to resume some of the activities in the new year 2022.

With funding from the United Way, Community Living Sarnia-Lambton continues to provide planning supports for the people and families it serves. We will complete a 3-year contract on March 31, 2022 and have put in an application for a one year contract that will cover the time frame of April 1, 2022 until March 31, 2023, if approved.

The program met all objectives in the 2021-22 year. This was a challenge as we had to be creative in how we managed/and delivered the program due to COVID. The Community Transition and Services Navigator was able to:

- Provide supports to youth and young adults, age 14-29, in transition from school to work and home to community. Examples of these supports included teaching independent living skills, such as budgeting, street safety, hygiene, cooking and apartment living skills. Building independence and ensuring optimum inclusion in their home community, to the extent participants choose, has consistency been the focus.
- Connect families to beneficial supports, such as linking them to other families, exiting community services and natural supports within their community and mental health resources especially during COVID.
- Support senior families who still have a son/daughter living at home with them, such as by providing assistance in developing and implementing strategic support plans for their adult children, for their adult to gain greater independence and to enhance community inclusion. As well, some senior parents were linked to other support service within their community.
- Support senior persons who lived independently and who had an intellectual/developmental disability, to become significantly more included and active within their community, as well as become connected to other senior support services available to them.
- Assist people with getting electronic and activities to help them engage at home during COVID.

In the role of the Navigator, I have also had the Passport Program come under my umbrella, this has been a great program to assist individuals with support needs and funding for enhanced community participation. It has been a challenging year, as I did a lot of meeting via phone or virtually, which is different for me as I truly enjoy meeting with these individuals and their families in person. I feel a great sense of accomplishment when I can provide them with the supports/resources they need to help transition into the next stages/cycle of their life. And it provides me with great pleasure when I see the person having the opportunity to experience life changing opportunities.

As I plan for my retirement ahead (expected June 2022), I commit to ensuring the information and tools required to be successful in this position are readily available for the new incumbent and am confident that CLSL will see great growth in all areas.

Norma Hills, Community Transition & Services Navigator.

2021-2022 AGM COMMUNITY PARTICIPATION & DAY OPTIONS REPORT

Community Living Sarnia-Lambton offers a variety of service options for individuals interested in developing community connections; participating in life-long learning and hub activities; and/or receiving day respite for families / caregivers.

In April 2021, as we entered the second year of Covid-19 and as lockdowns persisted, our Day Options support employees continued to be redeployed to Housing Supports. With 3 supervisors remaining, our energies focused on supporting those living at home to combat such challenges as isolation, boredom, and loss through running various Zoom sessions, sending activity packages to people's homes, and performing regular telephone check-ups.

But, by July 2021, we were thrilled to bring back a few staff and re-open the doors to both **Wawanosh Community First** and the **Activity Centre** for the second time. Priority was given to those living in the community, on their own or with families who required assistance. With restrictions in place, we were able to operate at about 30% capacity and offered face-to-face services to 33 people throughout the week in small cohort groups. Four of those persons were new to services and began attending Community First in February.

Due to the impacts of the Covid-19 virus, most of the community volunteerism and participation opportunities at events we had experienced pre-covid remained closed through March 2022. Though we were able to connect one individual to new Stroke & Acquired Brain Injury Recovery programming in the community, the majority of the supports we provided were in-house.

While focusing on both fun and learning, we assisted people in achieving many new things. For example, we:

- learned to vote;
- had the opportunity to meet Michael Jacques (author of *"Can't Read, Can't Write"*, *"Here's My Book"* and current President of CLO);
- took in the spring migration of the Tundra Swan;
- connected with a park interpreter from the Pinery to learn about local flora and fauna;
- connected with seniors across Southwestern Ontario for healing dance sessions over Zoom;
- took up drum fit (an exciting fitness activity proven to help with connectivity and cognitive stimulation);
- assisted people to connect with virtual activities of their choosing across the country; and,
- celebrated several national and international holidays, just to name a few.

Throughout the year, we also continued to offer virtual programming and limited face-to-face supports for those persons choosing to stay home.



Left – Celebrating Mardi Gras '22 through crafts and traditional culinary experiences. Top – Celebrating St. Patrick's Day via Zoom.

Though supports have been limited to particular days and hours, both participants and families have expressed their happiness in attending and gratefulness for the (day respite) supports.

The 2021/22 year not only saw changes in programming, but also in staffing. Seven of our long-term staff either retired or resigned to work elsewhere. With the pre-covid ratios of 1 staff to 10 individuals, that translates to more than half of our front-line employees. Though they all will be missed, we wish them well with their future endeavours.

As we continue to re-open, we will continue to seek new strong and qualified staff and look forward to a new energy and prospective that may follow.

Further, as we continue to re-open throughout the 2022/23 year, we look forward to future opportunities to re-connect people to their previous volunteer positions, to create new community connections, and to assisting people in their journey to belonging.

THANK YOU to all – staff, participants, families/caregivers. Covid-19 has certainly created many difficulties and challenges for all of us. We truly appreciate your understanding and flexibility. We couldn't do it without you!

Becky Boersma, Director, Community Employment, Passports & Day Options

2021-2022 AGM CHILDREN AND ADULT RESPITE SERVICES REPORT

Our Respite Support Services supports families who have children and adults living at home with a wide range of abilities, including those with developmental and/or physical disabilities, those who are medically fragile and children with mental health issues.

Respite supports are offered to individuals and their families in out-of-home programs and in the community. Various funding sources are accessed by families or within our community to cover fees for service or to accommodate those requiring more specialized supports. We strive to meet with all families to explore individualized respite support plans geared towards personal and family needs and interests in an effort to remain creative and responsive.



Our Children's Program normally offers three key options: 'out of home' respite at our 'Augusta' respite home, weekly group activity programs at the Lochiel Kiwanis Community Centre (LKCC) and the Summer Youth Adventures (SYA) Day Camp. These programs are fortunate to partner with Pathways Centre for Children for regular pool use. We hope to return to being able to individual support requests for daytime or overnight visits at one of the respite homes or 1:1 matches, usually using Assistance for Children with Severe Disabilities (ACSD) or Special Services at Home (SSAH) or in response needs identified through Community Resolution Table (CRT) and/or STARRting Point. These supports have been limited due to COVID-19 and staffing shortages. New referrals average 3 per month for regular children's respite.

In addition, we currently provide a residential placement for two local youth identified as having Complex Special Needs (CSN). This is a very specific and detailed designation for children and youth who "require multiple specialized services (e.g. rehabilitation services, autism services, developmental services, and/or respite supports) due to the depth and breadth of their needs. They

may experience challenges related to multiple areas of their development, including their physical, communication, intellectual, emotional, social, and/or behavioural development and require services from multiple sectors and/or professionals."

We continue to administer the Children's Mental Health (CMH) respite funds within Lambton County. Referrals for this service are coordinated with STARRting Point at the Family Counselling Centre (FCC). We work closely with the FCC, Children's Aid Society, St. Clair Child and Youth Services, Pathways Centre for Children, Bluewater Health, the



Child and Parent Resource Institute (CPRI) and both local school boards. It is a group based model that meets once a week for an average of 3 hours.

Children's Respite supports one-hundred-thirty (130) children through funding by MCCSS. It is of special note that our CMH program is tasked to provide support to ten (10) children this year and with our group model approach we were able to serve twelve (12) children in 2019/2020.



Some Recent Children's Respite Caregiver Notes of Appreciation:

"We love you all! Thanks for making Bryce's summer an awesome one!" JR

"Amazing staff and program!" JS

"Thank you so much, it was so nice to have a normal summer again. Hopefully most if not all of the staff is back next year!!" MA

"Thank you so much! JP loved every day of camp" LN

"Thank you so much! Noah had a wonderful summer. " SP

"Awesome staff this summer! Thanks for giving the kids great memories!" AB

"Absolutely awesome! Thank you so much! You guys made Andrew's days at camp amazing and he looked forward to it every day!" JW

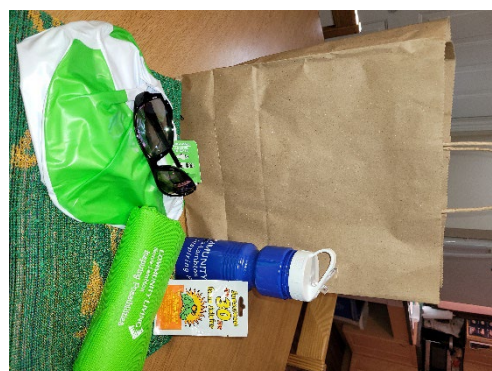
"As usual our kiddos loved it and are disappointed it is over. Thank you!" PB

"Thank you to a FANTASTIC team for all you did to make this a very special summer for some very special kids." DG

To participate in Adult Respite supports, a referral must be received from Developmental Services Ontario (DSO). During COVID we did not receive many referrals however since some restrictions are being lifted, we have seen an increase in referrals. Adult Respite supports eight-four (84) adults also funded by MCCSS.

We provide transitional life skill experiences and social activities for adults at our program locations and in the community. This enables adults, their families and support staff to assess their respective skills and needs in settings away from home to initiate their transition to living on their own and/or living with appropriate roommates.

Some adults we support were also in receipt of Passport and Stepping Stones funding. We listened to our participants and offered activities that were suggested. During the summer we were able to offer a cooking class in Grand Bend on Monday evenings at the Alhambra Hall. We also had a cooking class on Tuesdays and Wednesdays at the YMCA Learning & Career Centre. Everyone loved planning what was going to be cooked, looking through flyers and shopping at different grocery stores. We were fortunate to participate in a community garden at the Oakdale YMCA location.



Everyone loved our Adult Respite Fun Day at the Alhambra Hall in Grand Bend. Everyone played games, received a summer gift bag and enjoyed a BBQ. We provided transportation to ensure everyone could participate. We had picnics, hikes and games at the Pinery Provincial Park, Canatara Park and Centennial Park.



Both Children and Adult Respite are looking forward to the future, increasing activities and respite overnights, not to mention planning for our new and upcoming Respitality Program, generously funded in part by the Sarnia Community Foundation.

We cautiously and continually keep planning the best path forward. Thank you to our families, employees and community partners for your continued patience and understanding. We will continue to do our best to work with each family towards safe and meaningful respite support.

Kristy Bodkin and Connie Smits, Children and Adult Respite Supervisors

2021-2022 AGM HOUSING SUPPORTS REPORT

Preface

Over the last year, there have been some management changes within our Residential program. Due to resignations, a maternity leave, and overall growth in our programs, we welcomed Susan Armstrong, Jennifer Bell, Jeni Kyle, April Nesbitt, Tammee Rivera, and Helena Vandevenne to the residential supervisor team. Our housing program supports eighty-one persons, fifty-one of whom reside in 24/7 congregate living homes (of which CLSL has thirteen homes), thirty of whom reside either in their own apartment or in one of three shared homes or townhomes, and one of whom resides in a Host Home. To provide more of an overview of what transpires in our homes, and how they contended and still contend with Covid-1, each home is hereby sharing a brief introduction of the people supported and what has been transpiring within their homes over the last year.

Finch Home

The four individuals living at the Finch are doing well. Although Finch is a busy home, it is full of laughter and fun. There have been some exciting adventures this year such as attending shows at the Imperial Theatre, going to the Pinery Flea Market, going to the beach, swimming at the YMCA, going bowling, going to the movie theatre, and going on picnics.

The group at Finch were very excited to start back at the Activity Center and Wawanosh Community First. Everyone is attending three days a week and have greatly benefited from returning. They enjoy the company of others and the great activities provided.

Finch received some great updates to the home when all rooms were equipped with ceiling lifts. Finch also received some new appliances in the kitchen.

Tom Hodgson Home

Our year at Tom Hodgson got off to a sad start with the passing of one of our residents, SM. SM had been with Community Living for over 35 years. He had the best smile and was loved by all and is deeply missed. We were able to create a memorial in honor of him in the backyard which consists of a beautiful handmade bird house and a memorial plaque in the garden with a picture of him and his favorite band, "The Beatles".

Tom Hodgson now has a new member, KH moved from the Murphy house in March to join our smaller group at Tom Hodgson. She is a wonderful addition and has settled in nicely with her housemates. KH adds a lot of fun, humor, and excitement to the house.

All our individuals at Tom Hodgson had a wonderful year, now that we can get out and do more within the community. They enjoyed outings such as going to the dance, going bowling, going out for dinners at restaurants, going to the movie theater, attending Sarnia Sting games, and going for walks at Canatara park.

Tom Hodgson received a few updates this year. A new patio door was installed, our gardens have been refreshed, and our was deck painted.

Murphy Home

Murphy House is a place where staff and people supported play an important role in the activities that occur on a regular basis. There is always something going on, whether it is family visits, games on a rainy day, going out to plays or sporting events or returning to bowling and Friendship, even making music with a variety of instruments. With sadness, Murphy staff and people supported in the home said goodbye to GS in the summer, who had lived there for 3 years. The resilience, understanding and compassion of all involved is truly inspiring and he will not be forgotten. A special memorial is being planned in the outdoor space and will be finished and dedicated to GS in the Spring. The staff truly show passion and dedication to those they support and there is a feeling of cohesiveness and family that is awesome to witness.

Grace Home

Grace Manse is a home where four residents with varying personalities and needs live together. As restrictions have continued to lift, the people supported are enjoying community events again ranging from visiting the mall, walks to the park and returning to activities such as Friendship and Bowling. Each of them has also been enjoying more regular visits with family as well. Recently, two of the people supported have returned twice weekly to the Activity Centre and are settling back into routine. A third person supported will be returning soon as well. Our fourth resident has returned to the Senior's program at Wawanash Community First and seems very happy to return to normal activities. The staff team work diligently to ensure the health, safety, and daily support of those living at Grace is looked after. The passion exhibited by the employees and how much they value those they support is wonderful to witness and their dedication is truly evident.

144/146 Essex

Essex is a duplex where 8 people supported live. With the restrictions lifting, they have enjoyed many activities out in the community, that range from visiting their favorite restaurants, attending sporting events, going to friendship, going bowling and completing many arts and crafts that you will see displayed throughout the house. When you travel by Essex you may see two of the ladies supported enjoying their nicely refreshed front entrance completed by our volunteers at Day of Caring with the United Way. You may also see another gentleman that we support taking his daily walk around his community. KG loves spending time planning her perfect wedding or working on her dance moves or singing karaoke in the kitchen. MR will greet you with his mischievous smile and contagious laugh. Over at 144 Essex, WP has been working away at his large puzzles and may tell you about his trip to see

the Toronto Maple leaf's game. SD is a social butterfly and will greet you with a "Hi" when you walk into the room. She loves to go out and people watch throughout her community.

Euphemia

When walking into Euphemia you will meet the four people that we support. Their support team is always coming up with new experiences or ways to enrich the lives of the people living there. Throughout the year the people at Euphemia have enjoyed many experiences from social and cultural events, sports, art activities and giving the people the opportunity to try new things and to be included. Summer is NP's favorite season. He loves to spend time out in the sun, listening to music and exploring his Indigenous traditions. EP is always up for an adventure; he loves to watch what is happening around him and to see new things. BD will cheer you up with a big smile and contagious laugh. HM loves being included and being where the action is. Achieving goals and experiencing inclusion are top priorities, and this group is always up for anything.

Champlain:

Another year has come and gone and despite the obstacles and challenges that come in a long-term pandemic, our Champlain home has continued to show resilience and a determination to bring as much community into the lives of everyone supported as possible.

As lockdowns become less imminent and guidelines give a little more wiggle room, we have been able to broaden our activities to meet some of the larger goals for our crew.

For some, this was a trip to the Butterfly Conservatory in Cambridge. For others, it was a day filled with roller coasters and bumper cars at Canada's Wonderland.

For two, it was a sunrise experience in a hot air balloon where they welcomed in the morning taking in some of the most breathtaking sights as most of us slept!

Most recently, one of the gentlemen supported at Champlain, with his traveling partner slash housemate by his side were supported on a week-long vacation out to Nova Scotia where he was able to reconnect with close family members that he hadn't seen in over 30 years! It was an amazing homecoming with lots of reminiscing, snacks and most importantly coffee! He got to see his childhood home and experience whale watching after what must have seemed like forever to him.

A trip like this would not be complete without a belly full of fresh lobster and seafood!

Not only was this a great week but it has now led to a reconnection with cousins and family virtually through a newly opened Facebook account. This is something that will nurture relationships and greatly increase his natural network of supports - something we strive to attain for everyone we support.

We have been blessed with many new staff on our team, each of them bringing in new perspectives, ideas, and energy - there is no doubt that the year to come will be just as busy, goal focused and

person-centered as this past one was. You never know what will happen and that is one of the best things about Champlain; if it's possible, they will make it happen!

McCaw:

The past year has been a season of change and resilience for both people supported at the staff at McCaw and they have shown such strength and growth through it all!

They welcomed a new supervisor, a new primary and many new support staff in both part-time and full-time roles. Each one came with a lot of enthusiasm, positivity and person-centered focus which has certainly led into a lot of creativity, adventures, and learning.

Both people supported have taken a lead role in 'training' their new staff team, leaning on the experience of a couple long-term staff who have been key in maintaining a healthy balance.

Our beautiful EA who is supported at McCaw was able to have a much overdue reunion with her Oma who lives quite a few hours away and a very special person in her life. She has also experienced the Butterfly Conservatory in Cambridge, splash pads, resumed her walking group with some special friends and is going to spend the afternoon with some Alpacas in the next week!

On the flip side, JW was able to achieve one of his big goals of becoming a trainer - he was able to join some nationally certified lifeguards at the YMCA to assist in facilitating some Seizure Safety in the water training for his staff team.

Inevitably, the training session ended with a trip or two down the water slide - all mandatory parts of making sure the pool is safe *wink*

He also got to get away and spend a weekend at Klondike Camp near Grand Bend relaxing, swimming, and cooking smores and meals with the pie iron on the campfire.

We are excited to see what the new year brings for everyone at McCaw - with a great team, amazing people supported and dedicated parents, the sky is the limit.

Apartment 200

Is the bachelor pad of all bachelor pads. The apartment has an open concept, with almost floor to ceiling windows, a beautiful bookcase and fireplace. JC lives above the admin office and has the best birds eye view of Exmouth Street and parts of Highway 402. Although it has been a struggle adapting to covid regulations, JC's staff have been helping him adjust to the new normal. He had to wait patiently to go out and enjoy the things he liked pre-covid. His support team was creative with trying to keep him busy with dancing, off key singing, playing games, baking, and doing the crafts which are displayed in his large window for all to see. JC is out spending part of his days going for his daily cup of tea at Tim Horton's. He enjoys chatting with employees and customers alike. JC is almost like "Norm" from the popular 1982 show Cheers, as most employees call him by name and know how to make his favorite cup of tea.

Kemsley Home

Renovations are complete so now MH and JM have a beautiful home. There are two bedrooms, and three bathrooms. Both MH and JM enjoy the back yard that has a pond and chickens. They both spend their days on the swings that are outside or in the basement. JM is making big strides with transitioning into Kemsley from the family farm. Both gentlemen have been busy going on walks in the neighbourhood. MH and JM have been busy assisting staff with some yard work, and sightseeing throughout Lambton County.

Colborne Road

Over the past year, both the residents and staff at Colborne Road have demonstrated tremendous resilience and have grown together. The year has not been without challenges, however with each challenge they have risen to the occasion together, learned and triumphed together as a team. This is evident in each success that our people supported has experienced and will continue for the next year.

KL has gained tremendous independence. She has gained daily living skills and new experiences. KM has been an integral part of the CLSL Produce program that helps bring healthy food options to our homes. Each week, she helps distribute the produce boxes to the homes, while interacting with her peers. KM is very proud of the job she does each week. KM also participates in a weekly walking group and is eager to branch out to new activities.

SW is the essence of resilience. The past year has brought SW some significant challenges, but his spirit prevails each time. SW has been active in the community, enjoying time outdoors and attending the CLSL dance where he danced the night away.

CC is a music man and if there is music... CC is there! He enjoyed the many concerts the community offers each summer and can be found singing along or showing off his dance moves. At home, CC enjoys singing and dancing with his staff and peers. CC also enjoys being outside as much as possible and enjoys a daily walk around his beautiful neighborhood.

The Colborne Crew is looking forward to the next year and planning together for some new opportunities and will work together to meet any challenge that might come their way!

Supported Independent Living Program (SIL)

During the past year the SIL program has seen several changes, as we continue to adapt to our new Covid-19 world.

The total number of people supported in the SIL program is 30. We expect to see rapid growth over the next few years, especially when we consider the Ministry's vision and initiative, Journey to Belonging: Choice and Inclusion which will see many people being supported to live the life they dream of within the Community.

One of our biggest challenges is assisting people to find accommodations, and the challenge is greater for some people than it is for others. We are hoping that networking with Community partners will help us to help people supported with these accommodation challenges and each person will be integrated in the Community enjoying comfortable, affordable housing.

All the people involved in the SIL program are looking forward to coming together as a whole group to celebrate birthdays', personal successes, and accomplishments.

2021-2022 COMMUNITY EMPLOYMENT REPORT

Community Living Sarnia-Lambton offers a variety of service options for individuals who have a desire to work within the community.

Employment Transitions



Employment Transitions (ET) assists individuals to gain and maintain long-term competitive employment in the community, by matching individual interests with employer needs and by providing on-site job coaching as required.

In April 2021 the Employment Transitions team began to do a slow return to “regular” employment services. Of all the employees/previous ET people supported who were laid off, about 83% were back to work or had a plan to return to work by the end of spring 2021, this was fabulous to see our participants getting back to work! Later, in April our employment team was able to reconnect with the CICE program at Lambton College and provide employment assistance, mock interviews and assist with employment plans for the future for the graduating students. This collaboration is so important to our program for referrals that it was nice to have that piece back after losing it to COVID in 2020.

During the 2021/2022 fiscal year, 98 individuals were supported in gaining or maintaining their employment, were working in paid jobs, full-time or part-time, regularly, or seasonally, dependent upon the requirements of their particular job. We gained 7 new employers who had never hired a person with a disability previously, this shows our name is getting out there and businesses are learning the value in hiring people with a disability.

Summer Employment Transitions (SET)

Was developed to assist high-school and college students with disabilities, ages 16 – 29 years old, find summer employment through the provision of job search and intensive job coaching. The goal is to assist young people in their transition from school to work upon graduation.

In the summer of 2021, even with COVID-19 still kicking around, we were able to hire 10 job coaches (University & College Students) to support approximately 28 students with disabilities in paid employment. This year our program was able to hit the ground running in July and had all 28 students placed in jobs that paid minimum wage or higher in the community and surrounding areas. SET 2021 wrapped up nicely at the end of August and we are happy to report that all 28 students who applied to the program finished successfully and we had 2 employers keep their summer students on year-round on a part time basis.

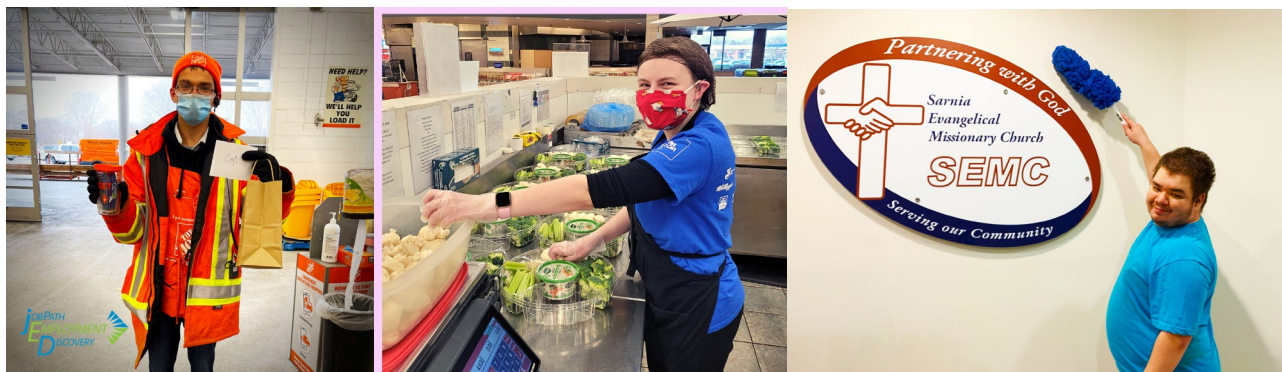
JobPath

jobPath was able to resume regular in person sessions as of June 7th, 2021. Being back in person reignited that passion for helping people find employment as it was tough to job develop for people supported when we had never actually met them in person. We were thrilled to be in person again. Although we were forced to go to an online platform in 2020 we did take some valuable lessons from that experience and were able to carry them forward to our “new” jobPath model. This new model now looks a little bit different; we are in person 4 days a week (Monday -Thursday) and then on Fridays we have a virtual 1 on 1 meeting with everyone to recap the week and to discuss their own personal employment goals. From April 2021 until March 2022, we were able to assist 28 people through our jobPath employment discovery program. Class sizes had to be cut down a little bit to accommodate for in person and social distancing in the classroom, but we are very happy with that number.

In 2021 we were also able to return to the Inn of the Good Shepherd and volunteer once a week for skills building/assessment sessions which is so very important to the jobPath program.

With the support and flexibility of our funder we were able to successfully get through another year where things aren't 100% back to normal but are certainly headed in the right direction and for that we are thankful.

Thank you!



Becky Boersma, Director, Community Employment & Day Options