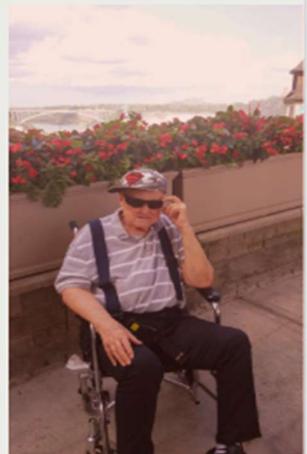
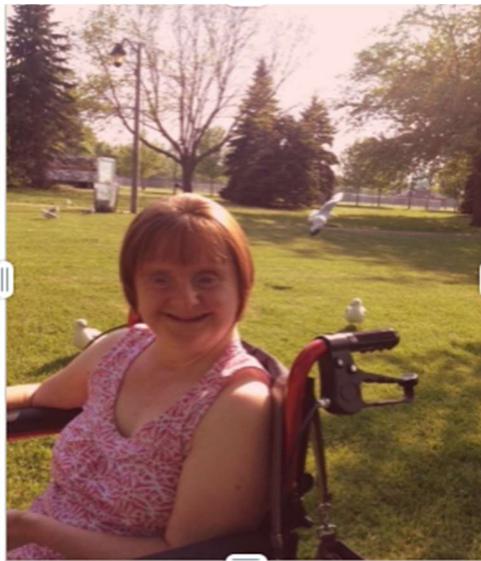




2017
2018

Annual Report



Annual General Meeting Agenda
Abilities Centre, Gordon Street, Whitby
September 26th, 2018
6:30 p.m.

1:0: Call to Order

2.0: Welcome and Introductions

3.0: Board Volunteer Appreciation

4.0: Years of Service Recipients

5.0: Review and Approval of the Meeting Agenda

6.0: Review of the Minutes of the Last AGM

7.0: New Business

7.1: Annual Report

7.2: Approval of the Audited Financial Statement

7.3: Approval of the Proposed Amendments to the By-laws

7.4: Approval of Appointment of Auditor

7.5: Presentation of the Mission, Vision, Values and
Strategic Priorities

8.0: Adjournment

Message from the President and Interim Executive Director of Community Living Ajax-Pickering and Whitby

The fiscal year of April 1, 2017 through March 31, 2018 was one of progress. We started the year by preparing for and successfully passing our Ministry of Community and Social Services Compliance review. During the summer and fall of 2017, we implemented the AIMS electronic information system that is used broadly in our sector to computerize record keeping for the people we support and to facilitate ongoing data collection and staff communication. This was a large undertaking that involved uploading much information and training staff members on how to use the new system. As part of this project, we set up CLAPW email addresses for all staff members and established a relationship with an IT services company for ongoing system maintenance. By the end of the fall, we completed our implementation of a public means of recognizing staff member commitment to CLAPW. The milestone years-of-service anniversary trees that were planned and posted on the wall in the main hall at our Head Office during the year were put to use when staff members eligible for milestone anniversary years-of-service awards got the chance to place leaves bearing their names on the trees. Since that time, staff members who received their awards in the past received leaves that they could add to the trees. It is very impressive to see how many truly long-term employees we have.

In the new year, we completed our application to re-join Community Living Ontario and were admitted. We also refined our Rights Committee process and procedures to handle cases more effectively and to assist with the Third-Party BSP Review process. However, our biggest ongoing project is the transition of our sheltered workshop as required by Bill 148, also known as the *Fair Workplaces, Better Jobs Act, 2017*. As part of this project, we have combined our ARC,

Community Employment, and Community Participation Programs into one managerial unit (now managed by Julie Sidler since Susan Taylor retired early in the new fiscal year) as we transition away from all sheltered work by the end of this calendar year as required by Bill 148. In November, we hired a Project Manager, Candice Bridgman, who is funded to be with us until the end of December 2018 to oversee the transition project under which we will help the people we support find alternative employment that pays at least minimum wage (we can provide job search assistance and employment coaching), find volunteer work, and/or take advantage of recreational opportunities to replace the sheltered work which does not pay minimum wage. We also submitted a proposal to the provincial government's Employment and Modernization Fund for funding for a Volunteer Coordinator to recruit volunteers to CLAPW as well as to find volunteer opportunities for the people we support (based on the model in place at Kingston and District Community Living, an organization which has agreed to provide our Volunteer Coordinator with mentorship). Early in the new fiscal year, we learned that our proposal was successful and that we would be funded for such a position until March 31, 2019 by which point we hope the position will become self-sustaining. We have since hired our Volunteer Coordinator, Sharon Burgess.

During the fiscal year, we were saddened by the passing of two people we support – Sheila K. and Peter M. On a positive note, we welcomed four new people into CLAPW's services and supports. We hired two new permanent Managers (in addition to the aforementioned Candice Bridgman and Julie Sidler) – Amanda Ficca and Jennine Jarvis. From the summer of 2017 onward and throughout the year, our Board of Directors worked hard on rewriting the "By-Laws of the Corporation" and re-working the "Governance Policies and Procedures" with the assistance of the consultant Nancy Draper. By year-end, we were able to add three vans to CLAPW, which has always been challenged by a lack of vans, using year-end money. One of these vans was designated for group home use, one of them was a wheelchair-accessible van that replaced an unmodified van at the Applewood home (the Applewood home van went to ARC to facilitate the new work we are starting to do there under the transition project), and the third van went directly to ARC for the same purpose as the Applewood home van.

Two large projects that got their start late in the fiscal year and have occupied much time since are the collective bargaining process (our three-year collective agreement with CUPE expired at the end of the fiscal year) and our formulation of our Mission, Vision, and Values Statements including our Strategic Plan with the help of the consultant Robert Wood.

We thank everyone – staff members, volunteers, donors, members, family members, Board members, and Managers -- for helping to make our 2017-2018 fiscal year a successful year and a strong basis for the current year and years to come. We offer special thanks to Don Laughton for volunteering his financial expertise as a Chartered Accountant all year long to help us achieve the financial stability that we achieved during the year.

Joe Visconti
President

David Pugh
Interim Executive Director

2018 Years of Service Recipients

Community Living Ajax-Pickering and Whitby is pleased to recognize our 2018 years of service recipients. **Thank you** for your dedication to those we support, your unique contributions to our organization and for furthering the mission of CLAPW.



20 Years of Service

Olive Rashid
Nancy Anthony
Bradley Putnam
Ruth James

10 Years of Service

Andrea Gould

15 Years of Service

Gail Riley
Imogene Campbell
Anne Marie Brown
Joe Durrant

5 Years of Service

Heather Jay

Board of Directors



Joe Visconti

President/ Board Chair

David Sudbury

Vice-President

Deborah Price

Treasurer

Lisa McNee Baker

Secretary

Karen Chartier

Director

Bernard Cork

Director

Inez Curl

Director

Lucille Curl

Director

Marino Ferrovicchio*

Director

Moses Oke

Director

*July 2017- May/2018