



2013-2014 ANNUAL REPORT



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VISION, MISSION AND GOAL OF THE ASSOCIATION

VISION

We envision a supportive and accepting community that values all its citizens equally.

MISSION

In pursuing its Vision, CLTB is committed to:

- Advocating for the rights and quality of life of persons with an intellectual disability so that they may live a meaningful life;
- Educating and supporting the community to share the Vision of CLTB so that persons with an intellectual disability are respected and valued;
- Providing services and support to persons with an intellectual disability, and to their families, so that persons with an intellectual disability have the opportunity to participate effectively in all elements of living in the community; and
- Being accountable to persons with an intellectual disability, their families, the membership of CLTB, and the broader community for our advocating, educating, and provision of services and support.

GOAL

The Goal of Community Living Thunder Bay is:

"That All People Live In A State of Dignity, Share In All Elements Of Living In The Community, and Have The Opportunity To Participate Effectively."



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COMMITTEES OF 2013/2014

NOMINATING COMMITTEE

Brandon Walker, Chair

Janet Stewardson, Member

Mel Hogan, Member

MEMBERS ACTION COMMITTEE

Janet Stewardson, Chair

LAKE SUPERIOR AREA COUNCIL

Moir Coates, Member

CLTB'S 60TH ANNIVERSARY COMMITTEE

Lisa Ellacott, Co-Chair

Lisa Louttit, Co-Chair

Carol Nicholson, Recorder

Leah Bellin

Sandra Buosi

Donald Casnig

Patrizia Charrette

Lisa Edwards

Jean Engholm

John Paul Gamache

Donna Lagergren

Rita Lalonde

Peggy Marcotte

Helen Muir

Jeany Pak

Janet Stewardson

LIFE MEMBERS OF THE ASSOCIATION

Mrs. Mary Brisbin

Mr. Donald Casnig

Mrs. Bea Charnock

Ms. Eva Ellard

Mr. William Ellard

Mrs. Betty Jones

Mrs. Betty Garrity

Mrs. Elizabeth Kouhi

Mrs. Peggy Marcotte

Mrs. Helen Muir

Mrs. Jean Engholm

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2013/2014 COMMUNITY LIVING THUNDER BAY BOARD OF DIRECTORS' AND OFFICERS

PRESIDENT:

Dan Munshaw

1ST VICE PRESIDENT:

Lisa Ellacott

2ND VICE PRESIDENT:

Cathy Covino

PAST PRESIDENT:

Gary Ferguson

SECRETARY-TREASURER:

Lisa Louttit

MEMBERS:

Ray Brickwood (resigned January 2014)

Donald Casnig

Julie Ferguson

Donna Lagergren

Calvin Pelletier

Brandon Walker



2013/2014 LAKEHEAD ASSOCIATION FOR COMMUNITY LIVING FOUNDATION BOARD OF DIRECTORS' AND OFFICERS

CHAIR: Mark Moulson

VICE CHAIR: Lisa Ellacott

MEMBERS:

Donald Casnig

Peggy Marcotte

Helen Muir

Calvin Pelletier

Rick Piccinin

SECRETARY-TREASURER:

Lisa Louttit

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COMMUNITY LIVING THUNDER BAY PRESIDENT'S MESSAGE OF 2013/2014

"Join me in imagining our country as it could be...a smart and caring nation, where all Canadians can succeed, contribute, and develop their talents to their fullest potential."

Governor General of Canada, David Johnston

This past year, the Community Living Thunder Bay Board has been extremely active in establishing several key foundation pillars to assist those we serve in realizing the Governor's General vision. These pillars will contribute to Community Living Thunder Bay being a recognized leader in the provision of services and support. They include:

- Hiring a new Executive Director
- Establishing a new Board Governance Model
- Developing a new 3 year Strategic Plan
- Renewing focus on the Association, family, staff and community engagement

As an organization, Community Living Thunder Bay continues to build on the number and quality of relationships and community partners. We believe these partnerships are core to the success of our Association and believe that relationships make us stronger both as an individual and as an Association. Community Living Thunder Bay requires the continued support of the community to help keep inclusion growing and moving forward.

2014 is the 60th Anniversary of Community Living Thunder Bay. We encourage those we serve, their families, friends, staff, the many past and present volunteers and Board members who have supported Community Living Thunder Bay to get engaged and enjoy the many activities that have been planned throughout the year.

Thank you to management and staff for your commitment to those we serve. To all Board members, volunteers, businesses and organizations that have partnered with us in providing meaningful jobs, you are appreciated more than you realize for adding even more community to Community Living Thunder Bay. I would also like to thank the many new friends I have made through events held at the Monty Parks Centre, your smiles, laughter and stories shared with me underscore the rewards of getting involved and volunteering.

Dan Munshaw, President
CLTB Board of Directors



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COMMUNITY LIVING THUNDER BAY EXECUTIVE DIRECTOR'S REPORT OF 2013/2014

On April 16th of 2013, I was interviewed for the position of Executive Director at Community Living Thunder Bay. This was a significant moment in my professional career which I will always remember. As part of the hiring process I was asked to prepare a brief presentation highlighting my vision for the future direction the organization and what steps I would create to achieve it. In preparing my first Executive Director report for our Annual report I thought it would make sense to reflect on the commitment I made and highlight and share what's happened so far. The vision I outlined then and remain committed to is a simple one:

- **People direct their planning and supports and services are aligned to achieve their goals**
- **Staff feel valued, respected and are excited about their work**
- **The organization is viewed as a leader in the community and province**

The framework that I shared then and remain committed to in implementing this vision is that people we serve will have the following things in their lives:

- **Meaningful relationships**
- **A sense of safety and well-being**
- **Decision making**
- **Things to look forward to**
- **A sense of value and self-worth**
- **Relevant skills and knowledge**
- **Supporters who are themselves supported**

To help people obtain these things in their lives we need to focus on building relationships with everyone connected to the agency and to those community members who can assist us in our work. A good deal of the work we do is supporting people to have meaningful relationships. In order to do this work with a sense of joy and purpose we need to have meaningful relationships with one another. This means we need to be intentional in creating a warm and welcoming culture within our agency and encourage and support one another in our efforts.

Leadership is often defined in many ways. Margaret Wheatley describes leadership in a way that makes sense to me ***"A leader is any who is willing to help, anyone who sees something that needs to change and takes the first steps to influence that situation."*** Leadership is not about position it's about "doing the right thing" each day. Developing a practice of Shared Leadership will help us to expedite decision making, increase responsiveness and enhance our staff's ability to contribute ideas and solutions. This requires an intentional approach to leadership development which includes; listening, providing needed resources, transparency and accountability and celebrating successes.

I would like to share a few highlights of our efforts this past year that are supporting our mission and vision.

- We are seeking ways the Association can contribute to and support community initiatives the following are a few examples. This spring CLTB sponsored the NWOSSSA (North Western Ontario Secondary School Students Association) Conference. The NWOSSSA Conference is a completely student led four day event held at Confederation College where high school students from Thunder Bay and surrounding area are brought together to build leadership and communication skills, and

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encourage personal growth through small group sessions and inspirational speakers. We were able to meet with many students to broaden their perspective of what we do as an organization and also encourage them to volunteer in our organization. Last Christmas our office staff provided presents and food items for a family supported through CAS. Beginning this fall our Administration team will be given the opportunity to donate a full work day of volunteer time towards a community cause of their choice each year.

- In October we struck a 60th Anniversary Celebration committee consisting of family members, staff and people supported. This committee is charged with planning events throughout the year to celebrate and recognize this important milestone in our history. Committee members also wanted to focus on creating opportunities for families and members to feel welcomed back into the Association. On January 29th we held a launch attended by families, community members, staff and people supported.
- We realigned senior management resources with the intent of flat lining the services structure through elimination of the services coordinator role. This also included allocating the planning and quality role as a direct report the Executive Director. These changes will simplify decision making and increase responsiveness.
- We are working really hard to engage with families and regain trust with our members. We have created forums to meet and discuss issues with families; sessions were held in November and March. More sessions will be planned in the fall. The senior team has also committed to meeting one on one with families as an opportunity for informal visits to see how things are going. We have recommitted attendance at the MAC/Forum meetings to share updates and information as needed. We are in the process of developing an email list to share the monthly Association report to families which will start in the fall.
- CLTB has a strong tradition of measuring service quality through Personal Outcome Measures. Over the past couple of years self-assessments have not been completed. We have recommitted to the self-assessment process and held training sessions in November 2013, March 2014. Results from these self-assessments have been shared and discussed with our management team and shared throughout the organization.. In addition to the global report each person we support and their team that is interviewed now also receives a brief report highlighting what's working, goals and recommendations and resources.
- We have renewed a commitment to our Self Advocate Council so that the Council will have stronger voice both within the Association and our community. The Council is now included in policy review with respect to policy and procedures that impact service delivery. The Council recruited two new advisors Pat Tront and Morgan Austin to assist them in their advocacy work. You will see a number of community initiatives the Council is connected to in their report.
- We have initiated conversations with local school board personnel on ways CLTB can support inclusive initiatives and share expertise and resources with Educators. In the fall we recruited a SEAC representative for the Lakehead Board of Education. We have recommitted support and resources to both SEAC representatives and in February both SEAC representatives attended a provincial conference held by Community Living Ontario on Inclusive Education. We have initiated a "Champion for Inclusion" award for students in grade eight classes from each school in our city. This

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year 27 grade eight students are receiving the award in recognition of their efforts in promoting Inclusion in their respective schools.

- We submitted a joint proposal with Community Living Atikokan to obtain funds to bring Keenan Wellar from LiveWorkPlay to CLTB and CL Atikokan to share LiveWorkPlay's experiences in shifting from traditional supports to more individualized supports. This proposal was accepted and along with CLA we received \$6,000 to cover expenses related to Keenan's visit in March.
- We submitted a proposal for a funding request to offset the costs of the 9 day Positive Approaches Institute scheduled for this November which will be facilitated by David Pitonyak and other key speakers. In addition to many of our staff seven other agencies throughout the North Region will be attending the Institute as well. Our proposal was accepted and we have received \$86,000 from the Ministry to cover costs.
- Through successful advocacy efforts involving families, staff, our Union Executive and local politicians we obtained a commitment from DSSAB for an additional year of stabilized funding allowing us time to implement cost saving measures to sustain financial viability at the W.J. Griffis Center to address pressures. This included the decision to end provision of the after school program at Algonquin effective this July.
- We are collaborating on an Abuse Awareness Campaign with various community partners. The campaign, which was launched May 5 2014, will continue for 52 weeks. Throughout the campaign resources are shared with all employees in all participating agencies to assist staff in recognizing and understanding abuse and strategies for prevention.
- The Ministry's Transformation Framework encourages a more innovative and individualized approach to providing services. We are working closely with the Ministry to address our need to create capacity for individualized living supports where possible. This includes discussions on the need for ongoing planning around vacancies, planning to address situations where people are living in unsafe and poorly matched situations. In the fall two men moved out of a group home on Leland Street and are now supported in family home arrangements. Further planning is taking place for the two remaining men around living options.
- Supported Independent Living and Family Home are more natural living options for people. These are areas we are committed to growing as younger people who seek our services want more integrated living options. Ruthanne Francis, Team Leader of our Family Home Supports has undertaken a review of policies; procedures and practices related to this service area to ensure our standards and practices are in line with ministry standards and best practices within the province.
- Many people who experience disabilities suffer from anxiety, trauma and loneliness which can lead to troubling behaviour. We have committed shifting towards Positive Approaches as an effective, holistic and ethical approach in supporting people to live full lives. In September 2013, we hired Peter Gravelle as a Clinical Advisor to assist us in providing ongoing support to people, families and staff around Positive Approaches. We have established an ongoing consulting relationship with David Pitonyak with several people who have complex needs.

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- While we are shifting towards Positive Approaches within CLTB we are also mindful about the need for more inclusive and holistic approaches in our community. We have committed to lead this change and share resources, create dialogue and share new stories with our community. In April we extended invitations to community agencies, Confederation College, families and CLTB employees to attend two workshops facilitated by David Pitonyak. Both workshops; *Tool Box for Change* and *Beyond Behaviours* were well attended. Families, Teachers from both school boards and employees from a wide variety of agencies participated in both sessions.
- CLTB was invited to attend a symposium to develop *Province-Wide Guidelines for the Care and Treatment of Persons with Developmental Disabilities and Concurrent Mental Health Issues and or Behaviour Disorders* in March. Additional sessions are planned that will inform how these guidelines will be developed and shared throughout the province. It is a great opportunity to have input into these guidelines to offer our Association's beliefs and values around Inclusion and Positive Approaches.
- CLTB is working closely with CL Atikokan, CL Algoma and is committed to a collaborative partnership on leading and mentoring other service providers in the North Region to shift away from traditional/intrusive supports to Positive Approaches. Several of our staff participate in bi-monthly video conference sessions with agencies in the North West region and share best practices around supporting people with complex needs.
- In April CLTB's Employment team, along with Suzanne Perrier Clark, was invited to the Sault to share their successes and experiences in assisting people to obtain competitive employment in Thunder Bay. Members of our employment team presented to CL Algoma staff and several community employment agencies. We are very proud of the work our employment team is doing!
- One of our Team Leaders, Barb Turk and two team members who work at a home on Leland Street also visited CL Algoma and met with a staff team and people that live in a group home in the Sault. The four people that live in this particular home in the Sault have significant medical needs. The purpose of this visit was for the CLA staff to share their experiences and successes in assisting these four people to engage in social roles and community life despite their health challenges.

When I look back on the past year and reflect on the work we accomplished and the important initiatives we have started I feel grateful to be a part of the journey. This Association has a strong and committed Board of Directors, passionate about Inclusion and determined to create new stories of possibility for people. Our staff are resilient, creative and persistent in their day to day efforts in supporting people to live good lives. Our Self- Advocate Council has a renewed energy and is eager to provide advocacy and leadership on issues that are important to the people we serve and to our community. Our families and members remind us of the rich history of the Association and are not afraid to keep us honest and forthright in our efforts. Great things can happen when there is a willingness to move ahead, a desire for change and a shared vision of the future. We thank everyone who has supported our efforts over this past year and contributed their gifts and talents to our mission and vision.

Lisa Louttit,
Executive Director

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2013/2014 REPORT OF THE SELF-ADVOCATE COUNCIL

Members of the Self-Advocate Council for 2013/2014 are:

Chair: Jordan Pretchuk
Co-Chair: John-Paul Gamache
Secretary: Leah Bellin

Michelle Lenardon
Dawn Hamilton
Donald Casniq
Herbie Hascher
Heidi Kruger
Michele Freeman
Sue Carmichael
Ashton Setala
Erin Black
Katie Spoljarich
Richard Pientok
Jeany Pak
Adam Shpulak
Kim Seravalle
Kim Hanlan
Cole Veltri



The Lakehead Association for Community Living (LACL) Foundation financially supported the Self-Advocate Council in the fiscal years of 2013-2014. With the grant funds, the Council hired two new advisors to assist them with their endeavors. The Council very much appreciates the Foundation's continued financial support. The Council presented to the Foundation an information package and presentation by the Chair and Advisor for the Council on June 3rd, 2014 for further funding for the fiscal year 2014/15. The Foundation was pleased with the Council's focus on new ambitions and advocacy in areas of Community and Human Rights as well as advocating in becoming more active within the processes and framework of Community Living Thunder Bay. The Council is seeking \$12,276.77 in its funding proposal to the LACL Foundation this year and are pleased to announce the proposal was accepted.

Over the past year the Council completed their work with the Multidimensional Assessment of Providers and Systems (MAPS) team from Lakehead University. The Council started the project in December of 2010 and finished this project in March of 2013. The members of the Self-Advocate Council took great pride in the fact they were given the opportunity to participate in this project. A "Thank You" card was sent to the (MAPS) Team on behalf of the Council acknowledging being given this opportunity, being a part of this important research project and its final completion.

The Council has also continued to host various events throughout the year. On February 20th, 2014 they hosted their annual Valentine's Day dance and on October 19th, 2013 their annual Halloween dance. The Council also hosted a City Transit Forum on March 5th, 2014 at the Monty Parks Centre with the City Transit Manager and delegates from City Transit. This open forum allowed the community and other agencies the opportunity to ask questions and raise concerns directly to the City Manager and management team in this forum. The Self-Advocate Council feels it's important to note in its annual report that there has

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been a shift in its vision with fundraising events. A social capital movement and vision in the Council has led it to embark on having its fundraising events set in a Community-Based venue. The Council has approved this to happen as all events in the past were agency focused.

Along with hosting events, the Council has also participated other events throughout the year. On May 13th, 2014 the Council participated in the City of Thunder Bay's flag raising ceremony for Community Living Month. The Council attended the 60th anniversary ceremonies January 29th, 2014 at the Italian Cultural Centre where speeches were delivered by the Council. The Council also held their walk for awareness on June 1st, 2014.



The Council was involved with a presentation at Confederation College on March 1st, 2014. The Council visited the Paramedics and presented to the class.

The membership has grown and the Self-Advocate Council continues to look for new members. Communication between Council members continues through our Facebook page. The Council has a new energy and vision to become more active and involved within our association and community. Our fiscal plans for the New Year are to begin the process of presenting and delivering our Bill of Rights to the homes (revised and passed by the Council on February 19th, 2014). A 10 page platform has been developed and approved by the council for presentation of the "Bill of Rights". Team Leaders will be approached one at a time to setup presentation in the homes. It should also be noted that the Self-Advocate Council has approved this to be an ongoing annual initiative to be a part of its terms of reference. The Council feels this is an area of the utmost importance in delivering information and its message on Human Rights.

The Self-Advocate Council began meeting in November of 2013 to discuss Abuse Awareness and a campaign model developed by Community Living Algoma. Plans were made to kick off a 52 week campaign in 2014 to begin further planning in February of 2014. This campaign began in May of 2014 and will be one of the areas the Council will be placing much time and effort in being a part of this City Wide initiative to inform and encourage discussion of all areas of abuse and legislation surrounding abuse.

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The council committed to being a part of a research project through Lakehead University, March 19th, 2014 for (H-CARDD) Healthcare Access Research and Developmental Disabilities being conducted by Dr. Lynn Martin. The council will be meeting with her 2 to 3 times per year. The council is looking into being a part of a functioning role in policy development in the association this fiscal year. The council anticipates this taking fruition beginning sometime in the fall of 2014 and look forward to this with great anticipation. The council has never before been involved with policy development in the 19 years since its inception. The council has been educating itself by looking at policies for Community Living Thunder Bay and how they will play a vital role in this area of importance. The Self-Advocate Council will be conducting a survey in the New Year to perform our own research as to whether or not a proposal for grant monies for needed dental care would benefit those in our association's homes. If it is identified that there is a need in this area. The council will be seeking out monies in the form of donations or sponsorships that would allow it to assist people in accessing needed Dental Care. The council has been connecting with Dr. Watral, DMD, in consultation, as well as the Family Network to compile information in this area.

Jordan Pretchuk

Chair, Self-Advocate Council

John-Paul Gamache

Co-Chair, Self-Advocate Council

Patrick Front

Advisor, SAC



COMMUNITY LIVING THUNDER BAY “SELF-ADVOCATE COUNCIL BILL OF RIGHTS”



The Right To:

1. Be safe and free from harm.
2. Have Intimate relationships and choose my friends.
3. Ask questions when you don't know what someone is saying.
4. Make your own informed decisions, choices, and manage the risks.
5. To keep personal possessions.
6. Know what will happen when you sign a consent form.
7. Refuse care, medication or treatment.
8. Access community services.
9. Choose what job is best for you, and receive payment.
10. A Voice, and to be heard, and respected in a dignified way.
11. Have privacy and personal space.
12. Be involved in the process of selecting your support staff.
13. Have access to proper medical care, a lawyer or other advisors when needed.
14. Be involved in deciding where you live and with whom.
15. Get a quality education.
16. Vote
17. To be included and not isolated.
18. Have access to your records.
19. DREAM!

Self-Advocate Council Telephone: 622-1131 or 629-7881

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THE FORUM AND MEMBERS ACTION COMMITTEE REPORT OF 2013/2014

The Forum and the Members Action Committee have combined into one committee.

THE FORUM:

The Forum is defined as an opportunity for families to get together to support each other, share information, support each other through challenges families may be facing and sharing of successes. The committee would like to encourage families with concerns to take this opportunity to get together to brainstorm possible solutions, experiences and share in the support on a family to family basis.

MEMBERS ACTION COMMITTEE:

The MAC was formed to look at enhancing the membership and to look at areas of deep concerns within the Association. This was a Board designated committee.

The committee has been working closely with the CLTB Board in discussing concerns and issues within the Association. Along with the Management Team at CLTB, the Executive Director, Lisa Louttit has attended our meetings and shared information about the Association. This has addressed our concerns of lack of communication with the Association and has helped identify areas of concerns.

We are looking forward to a positive partnership to problem solve rather than identifying problems and leaving them open ended without any resolution.

The Committee meets every month on the second Wednesday from 10:00 a.m. to 12:00 p.m. at the Kinsmen Centre on James St. We welcome you to attend or drop in for a meeting.

The next meeting is scheduled for July 9th at 10:00 a.m.

Janet Stewardson, Chair

The Forum & MAC



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LAKEHEAD ASSOCIATION FOR COMMUNITY LIVING FOUNDATION – REPORT OF THE CHAIR 2013/2014

2013/2014 was a very successful year for the L.A.C.L. Foundation and its members in providing grants for funding to the following organizations:

1. Thunder Bay Family Network
2. Self-Advocate Council
3. Community Living Thunder Bay

The Foundation was pleased with the requests received and was happy to provide funding to support these groups and their positive initiatives.

The Board met several times in 2013/2014 and proudly settled on a new Vision statement of the L.A.C.L. Foundation as follows:

"The Vision of the L.A.C.L. Foundation is to provide grants to enhance quality of life for people with intellectual disabilities in the community of Thunder Bay above and beyond what other organizations provide."

October 2014 marks the 60th Anniversary of Community Living Thunder Bay supporting people and their families and the Foundation is happy to provide financial assistance to support this celebration.

We are working towards greater awareness within Community Living Thunder Bay, its community and beyond.

I would like to extend my many thanks to our Board members, members of the Association, volunteers and community for their many contributions, support and concerned efforts.

Mark Moulson, Chair

Lakehead Association for Community Living Foundation



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AWARDS & BURSARIES & MILESTONES:

COMMUNITY LIVING THUNDER BAY'S CHAMPION FOR INCLUSION AWARD

Community Living Thunder Bay is establishing an Annual Champion for Inclusion Award to celebrate individuals and/or organizations that promote inclusion. An inclusive community is a place where all people are welcomed and feel important and valued for who they are. This is a way to say a big "thank you" to those students and organizations who are natural leaders and help others feel valued.

CHAMPION FOR INCLUSION (STUDENTS)

A Grade 8 nominated student from each Grade 8 class in the 22 Public and 3 Catholic Schools to have shown their commitment to promote inclusion. This may be shown in the classroom, in the school community, and/or in the broader community. The Teacher of each Grade 8 class will nominate a student. Once nominated, each Grade 8 student will email a story or experience to CLTB to demonstrate how the nominee's passion for inclusion is inspiring. ***Each award recipient will receive a certificate and a \$50.00 gift card to celebrate their contribution to the school a community.***

After a review of the nominations from the Teachers and stories provided, we would like to present an award and congratulate the following students for their commitment to promote inclusion:

CHAMPIONS ARE:

- | | | |
|----------------------|-----------------------|----------------------|
| 1. Shannon Beauchamp | 10. Belle Brotchie | 19. Kennedy Gemmell |
| 2. Drewe Friesen | 11. Shamael Alraddadi | 20. Sarah Shaw |
| 3. Jackson Thai | 12. Alyssa Ritchie | 21. Isabelle Michels |
| 4. Shean Casey | 13. Kaitlyn Liddicoat | 22. Zachary Gilbert |
| 5. Kyle Swerhun | 14. Emily Carriere | 23. Vanessa Wyllie |
| 6. Cole Jacobson | 15. Mumusha Htoo | 24. Lara Mitchell |
| 7. Andy Qualie | 16. Calista Perrons | 25. Calvin Nguyen |
| 8. Nicholas Muia | 17. Jarred Halik | 26. Morgan Zweep |
| 9. Michael Pelaia | 18. Cameron Kowalchuk | 27. Eric Bakker |

Quotes from our Champions:

"Ohana means family. Family means nobody get left behind or forgotten." Kaitlyn Liddicoat

"Inclusivity is a really important virtue to me and I believe everyone should demonstrate this in their everyday lives. People should not be judged on physical characteristics, their background, or their academic marks. Everyone belongs!" Kyle Swerhun

"Inclusion to me means a lot of things. But most importantly it means to feel valued. To me it is one of the best feelings the world and I encourage everybody to make an effort to make someone feel like they belong." Belle Brotchie

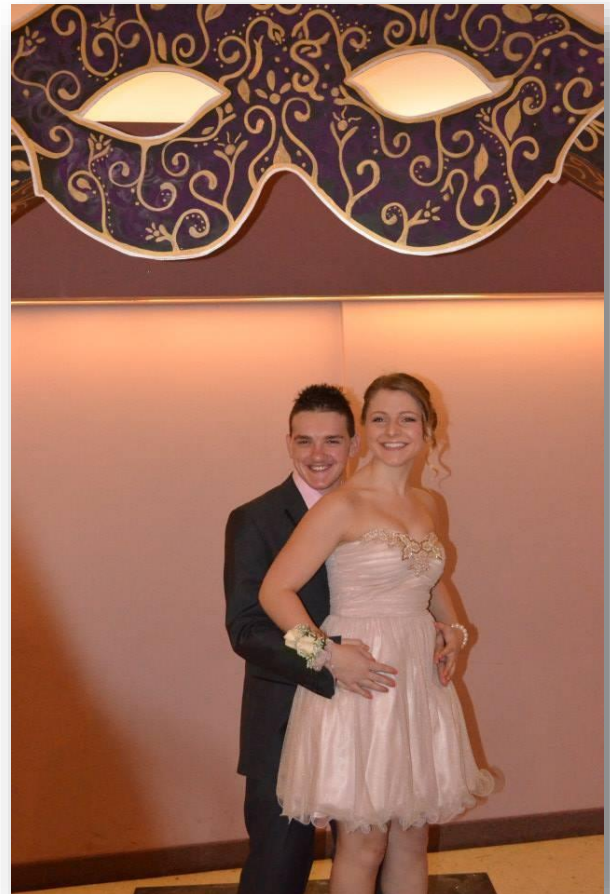
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CHAMPION FOR INCLUSION (ORGANIZATION):

This year we would like to recognize St. Patrick's High School for their Grade 12 Leadership through Physical Education course. This course promotes inclusion through pairing high schools students without disabilities as mentors with high school students that experience disabilities. The mentors assist the students to participate in school activities and extracurricular activities. A shining example of the benefit of this program was highlighted through local news sources this year when a Grade 12 Student Abby Arnold invited Jonathan Legall to attend their Prom as her date. Abby first met Jonathan when she was in Grade 10 working together on the school production of Grease. We are recognizing St. Patrick's High School with the Champion of Inclusion Award and on behalf of the school, Traci O'Hara, Teacher of the Leadership program will be accepting this award.



CHAMPION OF INCLUSION AWARD



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VOLUNTEERS 2013/2014

We would like to sincerely thank all the volunteers as listed below, as well as any others we may have missed for your time and commitment to this Association and the people we serve.



Anderson	Carol	Gliddon	Susan	Pak	Jeany
Arella	Bobby	Grinsell	Tyson	Pelletier	Calvin
Arthurs	Sarah	Hogan	Mel	Perrier-Clark	Suzanne
Bates	Norman	Hogan	Edna	Piccinin	Rick
Bates	Linda	Jackson	Tom	Perrault	Savannah
Baziuk	Doris	Johnsen	Debra	Pothakos	Lynn
Baziuk	Rhonda	Johnsen	Eric	Ross	Margot
Bedard	Judi	Lafontaine	Mary Ann	Savannah	Perrault
Bellin	Leah	Lagergren	Donna	Shannon	Melanie
Beyak	Marilyn	Lalonde	Rita	Siironen	Lynda
Beyak	Jarvis	Lambert	Mark	Siironen	Norman
Black	Karen	Larocque	Sebastien	Sponchia	Randy
Boreski	Lil	Lokstet	Chelsey	Sponchia	Violet
Boucha	Sarah	Longpree	Irene	Sponchia	Robert
Boyle	Mara	Loud	Sam	Stewardson	Janet
Buosi	Sandra	Marcotte	Peggy	Symington	Jill
Burla	Maria		Laurie-Ann	Symington	Courtney
Casnig	Donald	Main	Maureen	Talarico	Frances
Charrette	Patrizia	Martin	Denette	Tempelman	Terry
Coates	Moir	Maslach	Matthew	Turk	Barb
Covino	Cathy	McConnell	Emily	Vranesich	Pauline
Ellacott	Lisa	McKenzie	Sarah	Vranesich	Lisa
Engholm	Jean	Mendek	Tina	Walker	Brandon
Ferguson	Gary	Milani	Mark	Waplak	Mary
Ferguson	Julie	Moulson	Helen	Warpule	Diane
Fisher	Evelyn	Muir	Dan	Wilck	Dale
Fontana	Nicole	Munshaw	Carol	Williams	Georgina
Forstmanis	Megan	Nicholson	Carol	Wright	Dave
Gagnon	Gerry	O'Connor		Wright	Mary

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ACKNOWLEDGEMENT TO OUR SPONSORS, DONORS, EMPLOYERS AND COMMUNITY PARTNERS

The Association would like to thank all the Sponsors, Donors, Employers and Community Partners.

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- United Commercial Travelers, Thunder Bay Council Local 1039
- United Way Thunder Bay
- Victoria Inn Hotel & Convention Centre

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- Cormier, D.
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- Kelley, J.
- Klees, F.
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- Margarit, S.
- Malinoski, L.
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- Nuttall, D. & L.
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- Smeenck, F.
- Sten, D.
- Township of Schrieber
- Thomas, T.
- Towill, D.
- Vescio, N.
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- Zuliani, R. & A.

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EMPLOYERS & COMMUNITY PARTNERS:

- AIDS Thunder Bay (elevate NWO)
- Annie's All Breed Grooming
- Bay Meats
- Big Lots
- Burger King
- Canadian Diabetes Association
- City of Thunder Bay, Print Shop
- City of Thunder Bay, Transit Stores
- City of Thunder Bay, Transportation & Works – South & North Yards
- Confederation College Day Care
- Dawson Court Home for the Aged
- Downtown Volkswagen
- Hi Impact Signs
- Home Depot
- Homes for the Aged Pioneer Ridge
- Hull's Family Book Store
- Humane Society
- Intercity Industrial Supply
- Italian Cultural Centre
- Grace Place
- Grandview Lodge
- Lakehead Manor
- Lilac Grove
- Naxos Grille and Bar
- March of Dimes
- Marsala Grille
- Northwestern Employment Works
- Our Kids Count
- Pioneer Ridge – Hair Salon
- Philpot & Delgaty Insurance & Financial Services
- Police Services of Thunder Bay
- Pop Cans for Charity
- Provincial Alliance Credit Union
- Prospector Steak House
- Reid's Countrywide Home Furnishings
- RFDA (Regional Food Distribution Association)
- Roseview Manor
- Shopper's Drug Mart
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- St. Joseph's Care Group (Heritage)
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- Super 8 Motel
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- The Pita Pit
- The Real Canadian Superstore
- Thunder Bay Animal Services
- Thunder Bay Automatic Transmission
- Thunder Bay Broom & Chemicals
- Thunder Bay Charity Casino
- Thunder Bay Gymnastics Association
- Thunder Bay Housing, Andras Court
- Thunder Bay Public Library – Brodie and Waverley Resources locations
- Tim Horton's – Waterloo St.
- Winners Apparel Ltd.



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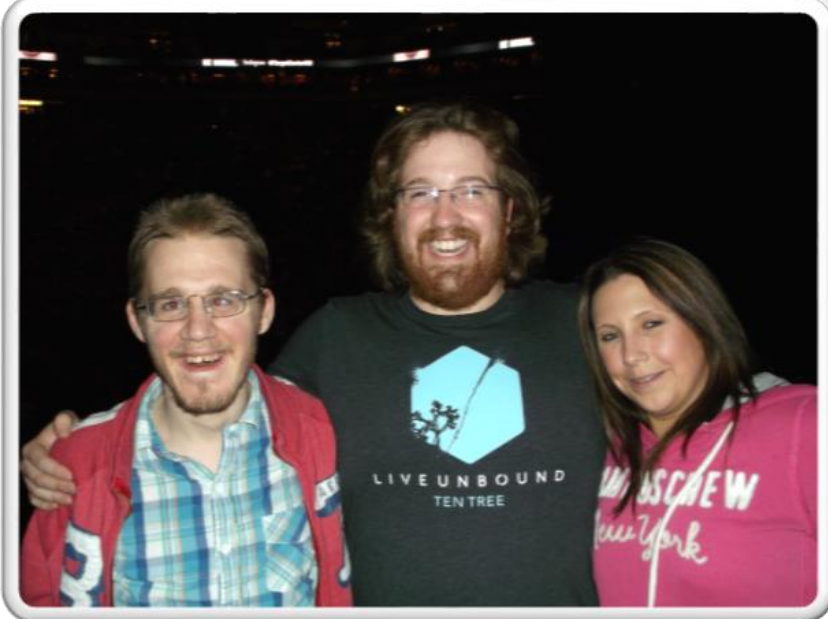
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ASSOCIATION INFORMATION:

ADMINISTRATION CENTRE	MONTY PARKS CENTRE	W.J. GRIFFIS CHILDREN'S CENTRE
1501 Dease Street Thunder Bay, ON P7C 5H3 Tel: 807-622-1099 Fax: 807-622-8528 Email: info@cltb.ca Website: www.cltb.ca	450 Fort William Road Thunder Bay, ON P7B 2Z6 Tel: 807-345-2551 Fax: 807-345-0268	717 John Street Road Thunder Bay, ON P7B 1Z7 Tel: 807-768-3222 Fax: 807-768-5351

SENIOR MANAGEMENT TEAM CONTACT INFORMATION:

Lisa Louttit, Executive Director

Tel: 807-624-4286

Email: lisa.louttit@cltb.ca

David Blackwood, Director of Supports & Services

Tel: 807-624-4284

Email: dblackwood@cltb.ca

Sandra Buosi, Director of Finance, Systems & Property

Tel: 807-624-4281

Email: sbuosi@cltb.ca

Jill Symington, Director of Human Resources

Tel: 807-624-4287

Email: jsymington@cltb.ca

Colleen Valiquette, Community Development & Quality Improvement Coordinator

Tel: 807-624-4289

Email: cvaliquette@cltb.ca

Peter Gravelle, Clinical Advisor

Tel: 807-622-1099 ext. 2288

Email: peter.gravelle@cltb.ca

