

COMMUNITY LIVING

Thunder Bay



Inspiring Possibilities

2015-2016 ANNUAL REPORT



2015/2016 C.L.T.B. ANNUAL REPORT

TABLE OF CONTENTS

2015/2016 ANNUAL REPORT

VISION, MISSION AND GOAL OF THE ASSOCIATION.....	PAGE 3
COMMITTEES & LIFE MEMBERS 2015/2016.....	PAGE 4
BOARD OF DIRECTORS' AND OFFICERS.....	PAGE 5
PRESIDENT'S MESSAGE OF 2015/2016.....	PAGE 6-7
EXECUTIVE DIRECTOR'S REPORT OF 2015/2016.....	PAGE 8-16
IN MEMORY OF.....	PAGE 17
RAJALA FAMILY MEMORIAL BURSARY.....	PAGE 18-19
EMPLOYEE PERQUISITE ANNUAL SUMMARY.....	PAGE 19
VOLUNTEERS 2015/2016.....	PAGE 20
ACKNOWLEDGEMENT TO OUR SPONSORS, DONORS, EMPLOYERS AND COMMUNITY PARTNERS.....	PAGE 21
A REFLECTION OF 2015/2016.....	PAGE 22-33
MEMBERSHIP OF COMMUNITY LIVING THUNDER BAY.....	PAGE 34
ASSOCIATION INFORMATION.....	PAGE 35

2015/2016 FINANCIAL STATEMENTS (separate booklet)



2015/2016 C.L.T.B. ANNUAL REPORT

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."



2015/2016 C.L.T.B. ANNUAL REPORT

PRESIDENT'S MESSAGE OF 2015/2016

Welcome to Community Living Thunder Bay's Annual General Meeting 2016! It has been a very successful year for both the Association and the Board of Directors and all its accomplishments. We are continuing to be active in promoting a supportive, inclusive and accepting environment for all citizens in our community. As an organization we continue to move forward and try to think outside the box when it comes to supporting people and their unique needs. Things are ever changing at CLTB and as an agency we are consistently looking at how we can better service the people we support ~ this is our constant focus.

The Board of Directors along with the Leadership Team are continuing to focus on the Association's strategic plan, Governance Model and the development of our Board committees. In the past months, the Board has adopted two committees ~ Finance and Quality Improvement. The terms of reference for the two committees have been developed and reviewed by the Board of Directors. We will be seeking out community members to sit on our committees. If you are interested in joining the committee(s), please contact our Executive Director/Assistant at 624-4285.

The Nominating Committee have met several times and interviewed 4 new candidates to be elected by the membership for the Board of Directors for a 3 year term. Each of them come with unique gifts and talents that will complement our Board. We look forward to working together for the next 3 years.



2015/2016 C.L.T.B. ANNUAL REPORT

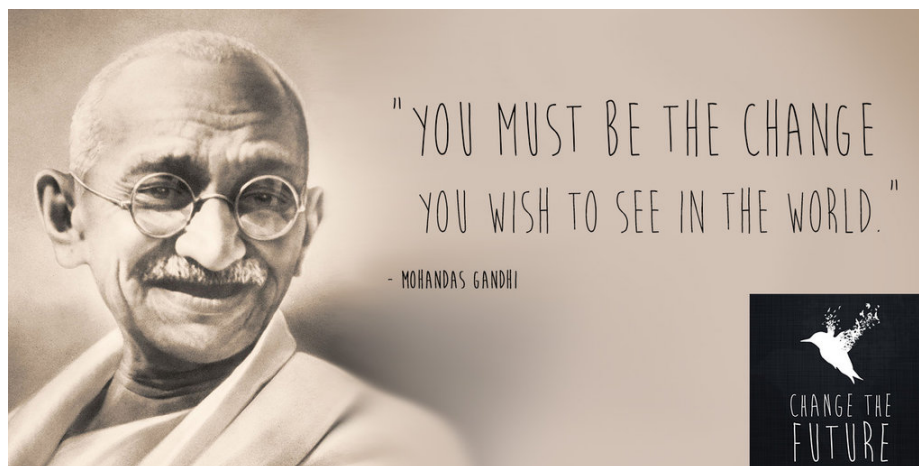
We would like to acknowledge that Rick Piccinin will not be continuing on the Board. He has been a long standing Board member, President, Past President and dedicated volunteer. Rick has been very helpful in keeping us updated on the history and always keeping me current on the bylaws and responsibilities of the Board of Directors. Thank you Rick for your support!

Earlier this year, the Board hired Paul Meyer as a Membership Consultant to work with the Board to enhance membership in the community. In my regular meetings with Paul, he has expressed his frustration and disappointment at the lack of commitment from people in the community. The Board will be reviewing and discussing this mandate at our Board Retreat in the fall.

In my 2nd year as Board President, I am proud to be a part of a growing agency and would like to express my gratitude to my fellow Directors who have dedicated their time, commitment and support for this organization and the people we serve. I would also like to thank the management team of CLTB for your support and guidance over the last year, I could not have done this job without you.

To all the support staff, thank you for all that you do for the people we support, your hard work and dedication goes a long way in the lives of the people we care about. Again, it continues to be a positive year of growth and development as we move forward into 2016/2017. Please join me in filling this year with great things to happen!

Lisa Ellacott, President, CLTB Board of Directors



2015/2016 C.L.T.B. ANNUAL REPORT

EXECUTIVE DIRECTOR'S REPORT OF 2015/2016

This past year we began to work towards completing our strategic goals as outlined in our strategic plan. Our strategic plan was developed in June of 2014 and we are well into the first two years of the five year plan.

As with most best laid plans we are well on our way in achieving some of our goals and have had to be flexible and change course with others. In this report I will provide highlights of our activity this past year. I have lifted the strategic direction statements from our plan (*italicized*) and organized updates around each section. As you read through you will see that some activities relate to more than one area.

Strategic Directions:

- ***To develop a culture where staff and volunteers understand the work and are empowered and active participants in supporting people to live the life they want to live in community.***
- ***To create a shared leadership model that allows staff and volunteers to realize their potential.***
- ***To move the organization towards a greater sense of common purpose, achievement and excellence.***

Activity related to strategic direction.

Quality Improvement Team

This past fall we developed a Quality Improvement Team from a cross section of employees throughout the agency. The team began meeting in the fall and has been working on a variety of initiatives to improve quality of life for people we serve and to address staff morale. Here are some of the activities the team has worked on:

- A self-assessment using personal outcome measures
- Developing/compiling results from Employee Opinion Survey
- Hosting Sharing Successes/staff networking day
- Support with our Ministry quality assurance measures audit
- Reviewing a variety of employment engagement tools (Q12 and Gifts exercise)

I am very proud to be a part of this team. The passion and commitment to our work that each team member brings is inspiring.

Family Engagement Project

This past year we participated in a Family Engagement Project through Community Living Ontario. Three other agencies across Ontario were also involved; Brockville District Association for Community Involvement, Community Living Belleville and Community Living Welland Pelham. Each agency was asked to highlight a specific area of family engagement they wanted to learn more about and or build more strength in.

2015/2016 C.L.T.B. ANNUAL REPORT

For over a year our agency has focussed on creating a series of learning opportunities for families of high school students. Specifically, we wanted to support families to help their kids to create a vision of a good life after high school. In December we assisted (along with support from Community Living Ontario) facilitating a “Good Life” workshop for high school students and their families. The workshop was led by Darcy Elks. Although we had 25 students participate in the workshop we were disappointed that families were unable to attend. Feedback from families indicated the timing of the workshop was too close to Christmas. Since the December workshop, our employment team has continued to build strong relationships with students and their families and many families have indicated they look forward to future workshops.

We continue to provide educational opportunities to families in our community. This fall we had a number of families attend a workshop featuring David Pitonyak. We are committed to sharing our resources with any interested families in our community and are pleased that we are able to communicate these opportunities through Thunder Bay Family Network and Autism Ontario Thunder Bay & District.

We have also provided a number of families with individual consultation sessions with David Pitonyak and Kate McGinnity this past year.

Strategic Direction:

- ***Effective communication is a key component to engagement and using different message formats of communication is needed to reach the distinct requirements of each stakeholder groups.***

Activity related to strategic direction:

We are currently redesigning our website to make it mobile friendly and easier to navigate. Updated features include new a picture gallery, event and news feed, real time Facebook feed and current success stories. We are in the final design stages and plan to go live later this summer.

We have developed and implemented a closed Facebook page for our employees to access. Through this format they can share messages, news and articles and information about upcoming events.

Our CLTB Facebook page’s reach continues to grow. We have just hit a milestone of 500 Likes. Stories shared about the people we support and or our staff reach the largest audiences.

This past fall we hosted a membership meeting and invited the ministry to come and share information. Nancy Tulloch, MCSS Program Supervisor and Warren Hutchings, MCSS Community Programs Manager attended and provided members with an opportunity to ask direct questions. Two additional membership meetings were held in February and March. Members were provided information about the ministry’s directive on the closing of

2015/2016 C.L.T.B. ANNUAL REPORT

sheltered workshops and a software tool My Direct Plan which assists families in managing individualized funding.

Strategic Direction:

- ***To further define and develop the Positive Approaches Model to service delivery as the foundation for services and supports delivery through education, training and modeling.***

Activity related to strategic direction:

We continue to build on our knowledge of positive approaches. Last August we invited Kate McGinnity, Educational Consulting, Autism Author, and Consultant & Presenter. Kate spent time with 4 people we support and assisted each of them and their support circles to develop strategies to enhance communication, organize routines in a meaningful way and help us understand movement differences in people who experience Autism. Kate is coming back this fall and we will be partnering with the Community Resource Team as well as providing more training opportunities for our staff.

This spring our services managers spent two days in April with David Pitonyak to learn how to recognize our own gifts and the gifts that others bring to our work. It was a powerful exercise and we hope to utilize the gifts exercise throughout our organization. Our Quality Improvement Team will be spending time with David this coming fall to participate in this exercise and provide input on how we can use this tool more broadly.

Also in April we organized a workshop with David Pitonyak with educators and family members. The topic of this workshop was Inclusive Education Strategies. Of the 75 participants 50 educators attended. Thunder Catholic District School Board has expressed an interest in having David attend meetings with administrators this November when he returns to further the conversation around inclusive education.

David also facilitated a workshop for our staff, staff from other agencies and families in April.

Peter Gravelle and Rob Tod have spent a considerable amount of time this past year infusing positive approaches within our NVCi (Nonviolent Crisis Intervention) training to help deepen our understanding about anxiety and how to better support people who may suffer from trauma.

This past spring a number of our staff attended a week long training opportunity in Ottawa with Dr. Al Vecchione a psychologist from Vermont. The purpose of this specialized training was to equip a team to wrap supports around a young lady with complex needs who transitioned into our services. Many of the youth who are looking for supports have significant mental health needs. We are intent on developing our competence in this area so that we will be effective and confident in our support.

2015/2016 C.L.T.B. ANNUAL REPORT

Strategic Direction:

- ***To develop staff and volunteer recognition and engagement strategies on an annualized basis that effectively increase staff and volunteer satisfaction and participation across the organization.***

Activity related to strategic direction:

Sharing Successes/Staff Networking Day

On, May 9, 2016, the Quality Improvement Team hosted our "1st Sharing Success Day". On this day, we celebrated the many successes of people supported within our agency. During the morning segment, we had the privilege to celebrate many vacations to tropical destinations, buying a home, modelling in a fashion show, finding a dream job and making money! Trips with friends were celebrated, finding and moving into a big bright apartment and being fitted for a new, comfortable wheelchair were some of the stories that were shared. We were able to revisit and enjoy everyone's experiences with slideshows and pictures. Each and every person was extremely proud that they had the opportunity to live out their life long dreams. For many, the dreaming has only begun! We concluded with a delicious lunch.

After lunch a staff networking session was hosted. During this time we had the opportunity to network with staff from CLTB as well, LCCC, in a fun and relaxing environment. We reviewed a number of staff engagement and planning tools.

It was a great day for all who attended. The Quality Improvement Team is looking forward to many more of these wonderful days and are planning on making this a regular event!

Last October we hosted an Employer Appreciation Breakfast. Our guest speaker was Mark Wafer. Mark is a businessman and champion for Inclusive Employment. We had 60 employers attend the event. Our Employment team does a remarkable job engaging with Employers. Currently there are 70 Employers that have hired 75 people through our Employment team.

Last August we held our Volunteer Appreciation dinner at the Valhalla Inn with approximately 70 people in attendance. In addition to a wonderful meal and entertainment provided by the illusionist Mackinley Steinhoff we celebrated and honoured our Volunteer of the Year. Sam Loud was our first Volunteer of the Year. Sam contacted the office in 2011 during his Christmas break from university in BC. He wanted to do something that would make a difference for people living with intellectual disabilities and he developed an exercise program that ran at the Monty Parks Centre twice a week for three summers. Sam has been accepted at the Northern Ontario School of Medicine and plans on staying in Thunder Bay when he completes medical school.

On September 20th, 2015 we held our second annual Walk for Inclusion. In addition to our Self Advocate Council members, staff and people we support this year we were joined by many community members.

2015/2016 C.L.T.B. ANNUAL REPORT

We had our first very successful High Tea and Fashion Show on Sunday, April 24th at the Valhalla Inn. There were fashions from The Little Mermaid, Silhouette Boutique and Perfect Fit Lingerie. The proceeds are going to support the Self Advocate Council and to provide two televisions for the chemotherapy rooms at the hospital. Many volunteers modeled in the fashion show, helped with selling tickets and organizing the event.

Strategic Directions:

- ***To develop an organizational performance model using key performance indicators that demonstrate the achievements of the organization in meeting its mandate, goals and role in support of people with disabilities.***
- ***To actively foster innovation, use of best practices and evidence based-informed approaches in the ongoing development, delivery and evaluation of programs and services.***
- ***To complete a services review cross the organization to ensure that each one fully integrates the core values of the organization and is aligned with the differentiated needs of young people and their families, and aging people and their older families.***
- ***To pursue strategies that build needed capacity of the organization to be the effective and evident leader in the development and delivery of services and supports to people and their families in the services area.***

Activity related to strategic direction:

Creative Supports Initiative

This agency has a long history in using Personal Outcome Measures to monitor the quality of service delivery. It is a tool that measures quality of supports from the person's perspective. Each year we are committed to completing at least one self-assessment using this tool. Last October we held a self-assessment and interviewed 12 people receiving services. Of those 12 we learned that 8 people were not living full rich lives for various reasons.

The top requests from these people from the self-assessment workshop:

- To live and interact closer to family.
- To live in an environment that makes sense for them, either to live in their own place or with people that are better matched for them.
- Building natural supports in their lives with friends and peers.
- To be more involved in the life of the community.
- Being connected to family without barriers which in some cases included more autonomy in decision making.
- More effective supports around all aspects of mental health.

2015/2016 C.L.T.B. ANNUAL REPORT

We have been engaged in deeper planning with these people to help them obtain support arrangements that better match their desired lifestyles. In this venture, we have been successful in setting up the following processes for people's requested wants and needs:

- To move from the city of Thunder Bay to Southern Ontario to live in the same city and have regular connection with their family and be connected to the supports environment that makes sense for them.
- To begin the process of planning moves and transition from people's current situations to one that makes sense for them. Several people are seeking shared living arrangement such as the family home model.
- To wrap the right supports around a person to help them for now while the planning and coordination is in progress.
- Supporting people with major changes in their lives that are dealing with mental health and relationship breakdowns.

This deeper listening and planning has made us more aware of the need to think in a person-centered way. We need to spend more time with people to develop a clear understanding want to be supported. This understanding includes true embracement of their needs, their culture, their means of communication, their likes and dislikes, their family and other professionals' involvement. We need to focus in this process of support to promote and provide true person-centred planning for people.

We have realized in looking at the specifics of each person's wants and needs that in order for them to be supported and fulfilled, we need to be mindful and embrace their choices fully and completely. We are focusing on truly supporting the person to be involved and have control and independence however big or small.

Summer Employment Experience (SEE)

Summer 2015 marked the first year that the Supported Employment Team connected with local high schools to help students with intellectual disabilities find meaningful work within their community. Because it was a pilot project, we had planned to start out small and take on five students to be a part of the first ever Summer Employment Experience – SEE – program. Well, the response was so great that we ended up taking on nearly double that amount! Nine students in total. We began the summer with a full day orientation and job readiness training. Job readiness training gave each student a better understanding of proper work attire, hygiene, WHMIS and an overall idea of what an employer expects from them, this also gave the students and Job Coaches a chance to interact with one another.

Through the application process we were able to come up with a good idea of the types of jobs that were most suitable and most interesting to each student. Some of the students were lucky enough to get a job that they picked as first choice.

The employment team is so thrilled with the successes that came out of this first year of the SEE program and the nine students that were involved. We have applied and was granted this years' funding to hire staff so more of the youth in our community will have a chance to

2015/2016 C.L.T.B. ANNUAL REPORT

work during the summer months. This summer the team is working with 25 students in total.

From Presence to Contribution Project

We are thrilled to be participating in a provincial project along with 9 other agencies across Ontario. The other agencies South East Grey Support Services, CL Algoma, CL St. Mary's, CL Upper Ottawa Valley, CL Atikokan, CL Brant, CL Kenora, The Mills and LiveWorkPlay. The purpose of this project is to research and gather best practices from agencies in Ontario that are creative, person centered and focus on community involvement. A two day summit has been planned for February 2017 to share best practices and any agency interested in attending will be welcomed.

Building capacity for Independent Planning in our community.

We believe that people we serve and their families should have the option to access planning outside of the service system. This is often referred to as unencumbered planning. Often the planning that occurs within the agency is not as creative as it should be due to funding pressures, legislation, crisis, waitlist pressures and funding structures.

We are very excited to be participating on a diverse steering committee to learn out to support the capacity for independent planning in our community. The Ontario Independent Facilitation Network has planned a forum this June. Members of the community, families, self-advocates and staff from agencies are attending. We hope that this is the beginning of a journey that will lead to Independent Planning as a real option for people and their families.

Passport Program

The Passport Program funds people to purchase support that helps them be included in their community.

We are currently facilitating services for the following people who receive passport funding: 12 in group living, 6 in supported independent living, 6 in family home, 8 in day services and 2 from outside our organization.

Passport funding can be used for the following:

- programs, classes and supports that help independence, social and life skills
- participation in community activities and events
- pre-employment and employment supports
- transportation for activities; and paying a support worker to help with community participation and daily living activities
- caregiver respite
- person directed planning

Wonderful things are happening for people!

2015/2016 C.L.T.B. ANNUAL REPORT

Here are a few examples of how passport funding is enhancing the lives of people we support.

Krissy wanted to travel to somewhere warm, but due to the high cost of supports to accompany her, this was only a dream. Utilizing her passport funding this trip became a reality! She travelled to Punta Cana, Dominican Republic for one week and had a wonderful, relaxing adventure. Krissy experienced swimming in the ocean for the first time. She spent her days enjoying amazing food, dipping her feet in the warm sand, feeling the warm sun on her face, spending time in the jet pools, and indulging in afternoon naps in the cabana. Sand, warm breezes, sun and water...her recipe for happiness.

Eva recently became a member at her neighborhood gym, Movati. Her membership has allowed her to renew her enjoyment of a warm pool and relaxing hot tub; all the while, doing plenty of Aqua exercises and stretches and floats to help her strive for her optimal fitness. She has also partnered with a Personal Trainer for dry land workout sessions. Together, they are conquering their gym machines of choice and have become fast friends. At every opportunity Eva looks forward to working out at her gym.

A gentleman who currently lives at St. Joseph's Care Group, Lakehead Psychiatric Hospital utilizes his passport funding for staff to help him get out in his community and connect with people. He loves going for walks around Boulevard lake and visiting with the dogs and their owners who are also enjoying the trails. He has also had the opportunity to visit and spend time with his brother.

These are only highlights of the work we have accomplished this past year. This is only possible through the dedication and passion of our employees, board members, volunteers and the people we support.

Self-Advocate Council

The council and representatives to council were able to sit down with a City engineer in January to discuss its 2014 "Pedestrian Safety" concerns surrounding the intersections of Fort William Road and Water St. The city engineer, Ryan Love was able to update the council representatives that in 2015 a study of the intersection did take place and it was flagged by the City for a "Cross Over" to be placed possibly in 2016. City Councillor, Rebecca Johnsen assisted the council with this venture and City Council passed for their fiscal year budget for 2016-17.

The council have approved their "Terms of Reference" with the assistance of Councillor at Large for the city Rebecca Johnson. The council is pleased with its partnership to date working with city officials and resource groups such as City transit, The Accessibility Council, and the city's engineering department.

On January 20th the Council participated with several of its representatives at the Valhalla Inn in regards to a provincial forum on "Physician Assisted Dying". This has been an area of concern by not only the Community Living Ontario Council, but also with the Self-Advocate Council. In a ruling by the supreme Court of Canada a person must be competent to make a decision on their own to have Physician assisted Dying to happen, and The person has a

2015/2016 C.L.T.B. ANNUAL REPORT

grievous / very serious irremediable / incurable medical condition (including an illness, disease or disability) that creates enduring suffering that is intolerable to the individual in the circumstances of his her condition.

The Chair to the Self-Advocate council gave a speech to this forum on behalf of people with disabilities. Sighting that he found it interesting that the government of Canada had specifically mentioned people with a disability and that in his words "I think this ruling now makes people with any disability more vulnerable". Community Living Ontario council and the Self-Advocate council continue to advocate in this area to ensure people with a disability are not left vulnerable by this new ruling and present law.

Council had prepared and submitted their proposal to LACL Foundation for the new fiscal year which was approved in May 2016. The support of the LACL Foundation is greatly appreciated and recognized for their ongoing support of the Council's work in the community.

The Council rolled out its Dental Survey in the month of March 2016.

Lisa Foster, Executive Director



"Diversity is being invited to the party. Inclusion is being asked to dance."

2015/2016 C.L.T.B. ANNUAL REPORT



PEOPLE WE SUPPORTED:

Tom Jacomb

Edwin Littleford

MEMBERS OF THE ASSOCIATION:

Eva & William Ellard

Betty Jones

Frances Trochimchuk

Mary Wright

STAFF:

Jeffrey Stein



2015/2016 C.L.T.B. ANNUAL REPORT

RAJALA FAMILY MEMORIAL BURSARY

Financial assistance for people who have an intellectual disability; and who want to further their post-secondary education, training or apprenticeship.

Terms and Conditions

In memory of Mervin Rajala, this bursary is to be given to individuals who have an intellectual disability and who are pursuing a post-secondary education, training, or apprenticeship program with an accredited vocational institute.

Value of the Bursary

Up to \$500.00 per person

One bursary will be awarded annually.

Deadline

Completed applications and supporting documents must be received by Community Living Thunder Bay by May 1st, annually. Submission guidelines are on the application form.

Conditions

Who is eligible?

A person who:

- has an intellectual disability, who wants to pursue a post-secondary education/ training/ apprenticeship. Post-secondary may be full-time or part time and should lead to employment possibilities.
- has been accepted into a postsecondary or accredited vocational institute program (at the time of funding)
- has submitted all required documentation
- must be a resident of Thunder Bay, Ontario

How the funds can be used:

Successful applicants may use the funds for any reasonable purpose such as:

- tuition fees / registration fees
- textbooks and/ or related materials
- a support person to assist the applicant in the post-secondary program
- other appropriate uses as determined by the Selection Committee

How to apply:

Complete application form.

2015/2016 C.L.T.B. ANNUAL REPORT

Selection Committee

The bursary will be administered by Community Living Thunder Bay. The selection is made by a committee comprising of a board member, a member of the Self Advocate Council, a member of the immediate Mervin Rajala family or designate thereof, and a CLTB staff person.

For information contact: Community Living Thunder Bay, 1501 Dease St. Thunder Bay Ontario, P7C 5H3 or check out the web site at www.cltb.ca.
807-622-1099 Fax: 807-622-8528

Donations to the Rajala Memorial Bursary

The Rajala Memorial Bursary was established in memory of Mervin Rajala. The Bursary will be awarded annually, in the amount of up to \$500.00, to an individual with an intellectual disability, who is pursuing post-secondary education, training, or apprenticeship program with an accredited vocational institute.

You can make a single gift or monthly donation simply by contacting Community Living Thunder Bay, via the Bursary Link on our web site.

Or by mail:

Rajala Memorial Bursary
C/o Community Living Thunder Bay
1501 Dease St. Thunder Bay Ontario, P7C 5H3



EMPLOYEE PERQUISITE ANNUAL SUMMARY

Effective August 2, 2011, Management Board of Cabinet issued a Directive establishing rules on perquisites (perks) where they are provided through Public Funds. This Directive applies to CLTB and include requirements to:

- Establish rules regarding perquisites;
- Terms and limitations on those rules;
- An accountability framework to ensure appropriate governance; and
- Provisions to make summary information on allowable perquisites publicly available.

CLTB General Operating policy #HR 30.0 Employee Perquisite Policy addresses the BPS requirements to ensure compliance with the Ministry directive.

Annual Report 2015-16

For the fiscal year ended March 31, 2016, Community Living Thunder Bay provided the following perquisites, as defined by the BPS Perquisite Directive.

2015/2016 C.L.T.B. ANNUAL REPORT



VOLUNTEERS 2015/2016



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.

Alderson,	Patricia	Jackson,	Tom	Piccinin,	Rick
Arjune,	Jenn	Jacobson,	Lorna	Pientok,	Richard
Baker,	Debra	Jorgensen,	Doris	Pothakos,	Lynn
Bedard,	Judi	Jorgensen,	Joy	Pretchuk,	Jordan
Bellin,	Leah	Kauzlarich,	Caroline	Ronquist,	Nels
Bird,	Stephanie	Keating,	Ashley	Ross,	Judy
Black,	Karen	Keshk,	Nancy	Ross,	Margot
Black,	Erin	Kruger,	Heidi	Ruttan,	Meaghan
Black,	Lucy	Lacell	Curtis	Sauaer,	Ashley
Boyle,	Mara	Ladouceur,	Shelly	Shea,	Dawn
Brady,	Jhennyl	Lafontaine,	Mary Ann	Shearer,	Karen
Ciddio	Silvana	Lalonde	Rita	Shewchuk,	Diane
Coles,	Sandra	Lagergren,	Donna	Siironen,	Norman & Lynda
Cooper- Rochon,	Suzan	Lavoie,	Mike	Siironen,	Ron & Adrienne
Collins,	John	Lavoie,	Sandra	Simon	Todd
Coruzelis,	Katherine	Lenardon,	Michelle	Sochackey,	Larry
Couch,	Jackie	Lokstet,	Chelsey	Sokoloski,	Trish
Charrette,	Patrizia	Longpree,	Irene	Sponchia,	Randy
Chava,	Sowyma	Lynne,	Kayla	Stewardson,	Janet
Cowely,	Eva	MacArthur	Lex	Strachan,	Sharon
Davies,	Leslie	Marcotte,	Peggy	Tapajna,	Theresa
DiFranco,	Cory	McIvor,	Earl	Telpuk,	Elaine
Dryden,	Jack	McKenzie,	Shannon	Tront,	Pat
Ellacott,	Lisa	Mench,	Trina-Lee	Tront,	Roy
Engholm,	Jean	Merkley,	Ken	Turk,	Barb
Ferguson,	Julie	Morrison,	Marie	Valiquette,	Colleen
Fontana,	Nicole	Munshaw,	Dan	Valiquette,	Matthew
Foster,	Lisa	Ning,	Lotus	VanCook	Joe
Gallinger,	Roy	Nicholas,	Christopher	Veltri,	Cole
Garofalo	Linda & Brittney	Nicholson,	Carol	Vranesich,	Pauline
Giguere,	Tammy	Pak,	Jeany	Westerhof,	Jessica
Hasher,	Herbie	Pasqualino,	Emma	Wielobob,	Pat & Henry
Hill,	Katelynn	Patterson,	Sherry	Zaina,	Laura
Holmes,	Cassy	Perrier-Clark,	Suzanne		

2015/2016 C.L.T.B. ANNUAL REPORT

ACKNOWLEDGEMENT TO OUR SPONSORS, DONORS, EMPLOYERS AND COMMUNITY PARTNERS

The Association would like to sincerely thank all the Sponsors, Donors, Employers and Community Partners that have provided their time, efforts and support in 2015/2016. Our apologies if your name/organization was not recognized.

SPONSORS, EMPLOYERS AND COMMUNITY PARTNERS:

WALK FOR INCLUSION

- 4 Seasons Snow Service
- Carol's Cakes
- Fricot Law
- Janzen's Pharmacy
- Old Dutch
- RFDA
- Shoppers Home Health Care
- Tbaytel
- The United Commercial Travelers
- Thunder Bay Council 1039

HIGH TEA & FASHION SHOW

- APi Group Inc.
- Carole Huston
- Caryl Baker Visage
- Chatters Hair Salon
- Circle of Friends Quilt Shoppe
- Energy Radio Station
- Little Mermaid
- Maverick Entertainment
- Perfect Fit Lingerie

- Silhouette Boutique
- Summit Pipeline Services
- 91.5 CKPR
- Thunder Bay Source
- Valhalla Inn
- VIPOND Inc.

VOLUNTEER APPRECIATION

- Magnus Theatre
- Metro, River and Arthur Street locations
- Safeway, Court Street
- Community Bingo Hall
- Janzen's Pharmacy
- Bennett's Bakery
- Canada Games Complex
- Rollason's Flowers
- Marlin Travel
- Monty Parks Centre

ANNUAL PIZZA PARTY & DANCE

- Daytona's
- Kiwanis Club Members



THANK YOU TO
OUR GENEROUS
SPONSORS!



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2015/2016 DONATIONS IN MEMORIAM AND FOR EVENTS:

(Listed in name by date order of donation received)

- Isabella Hrymnak
- Laura Paxton
- Rebecca Johnson
- Wayland Bar & Grill
- Hartley Road Rescue
- Michael Gravelle
- Dr. Judy McCartney Dentistry
- Airplane Automotive Ltd.
- Irene Fox
- Dominion Motors
- Norma Vaillant
- Spools Sewing Studio
- Janzen's Pharmacy
- Allur Medi Spa
- Downtown Volkswagen
- Ruth Kruppa
- Richard Trochimchuk
- Elsie Claypole
- Gerg Hamilton
- Thomas Tod
- Ronald and Beverly Tienhaara
- James and Christa Payette
- Fred and Jane Heerema
- Abraham Drost
- Corinne and Arthur Hoogsteen
- Peggy Marcotte
- Corina Setala
- Bonnie Johnson
- Susan and Michael Ferguson
- Byron and Christine Sherrard
- Helen Sundberg
- Smith & Associates Insurance
- Deborah Towill
- Jarmo Kosola
- Richard Cox
- Helen Muir
- Janet Pushkarenko
- Pat Tarabokija
- Mary Ann Newman
- Jane Kachur
- Jennifer Tarkka
- Avenue II Community Program Services
- Chiyeko Dulude
- Joann Muir
- Karen Harquail
- James Yeandle-Hignell
- Jean Engholm
- Colleen Ginter
- APi Group Inc.
- Patricia Garton

We express our sincere thanks for your donations to our organization and for the people we support!

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Annual Association BBQ



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Walk for Inclusion



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CONGRATULATIONS



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Happy
Halloween



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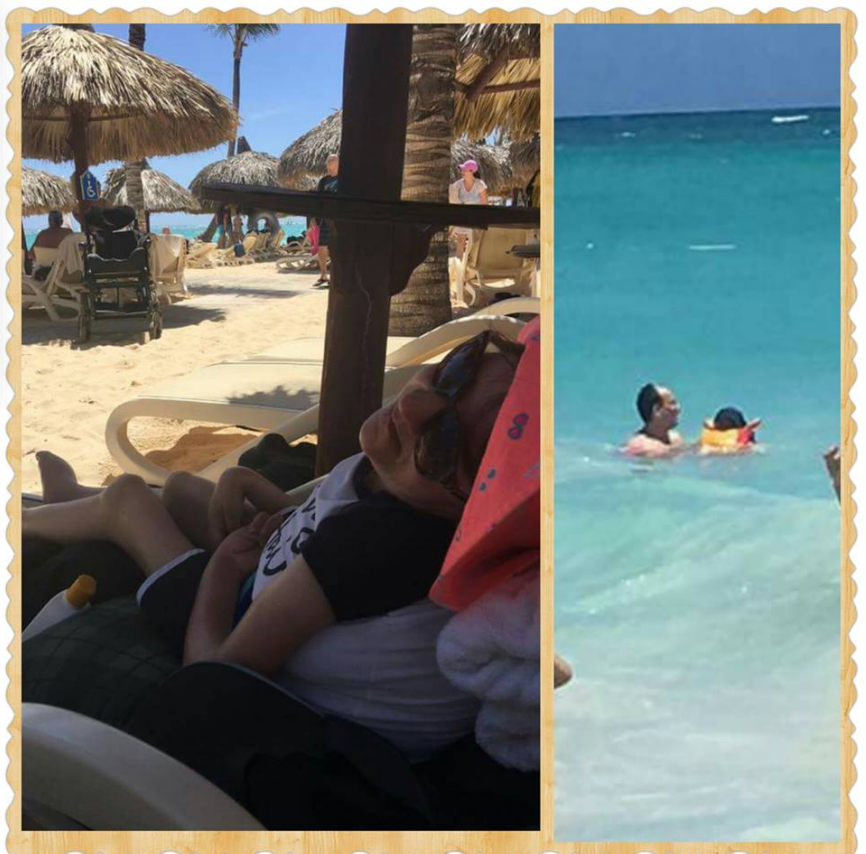
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Drumming Circle at Monty Parks Centre



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Sharing Successes & Staff Networking Day!



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BECOME A MEMBER OF COMMUNITY LIVING THUNDER BAY!

**A strong association needs strong numbers.
This means that every membership is important.
Be a partner, play a part!**

As a member of Community Living Thunder Bay, you will enjoy these benefits:

-  Mutual Support
-  Access to latest information and resources
-  Strong Lobbying Voice
-  Voting Rights
-  Committee involvement
-  Opportunity for contribution in future directions
-  Eligibility for the Board of Directors
-  Affiliated with Community Living Ontario and voting rights
-  Invitation to CLTB annual events

-----Please complete the portion below and return:-----

ANNUAL MEMBERSHIP FORM (April 1st to March 31st)

Community Living Thunder Bay

Administration Office - 1501 Dease Street P7C 5H3

Tel: (807) 622-1099 Fax: (807) 622-8528

www.cltb.ca / info@cltb.ca / www.facebook.com/communitylivingtb

Name(s): _____

Address: _____

E-mail Address: _____

Telephone: (H) _____ (Bus.) _____ **Postal Code:** _____

Date: _____

Cheque Enclosed: ____\$5.00(Individual) ____\$10.00(Family) ____\$40.00 (Agency)

Release and Consent:

To allow CLTB to use my full name and/or a photo, electronic or other image of me for the usage of publications, promotional materials, brochures, posters or other display materials, publication on website, and/or social media pages of CLTB. To share contact information with fellow members of CLTB and its committees.

Please sign:

I allow: _____ *I do not allow:* _____