

# community living



QUINTE WEST

Bridges to Inclusion

**Choice + Respect = Empowerment**



**51<sup>st</sup>**

**Annual General Meeting**

**September 14, 2010**

**Timber Ridge Golf Course**

# 51<sup>st</sup> Annual General Meeting

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## **Vision Statement**

Community Living Quinte West envisions a community where persons with disabilities are accepted as full and active citizens, where individualized support is available to assist all persons to live, work and play in a community where diversity is respected and embraced.

## **Mission Statement**

Community Living Quinte West is committed to the provision of supports that will assist individuals with an intellectual disability to live, work and play as integrated and valued members of their community.

## **Strategic Goals**

- Research and Implement program and service options that are more responsive to individualized needs, goals and desires
- Develop and implement a public awareness program.
- Strengthen our financial base through effective management and resources development, and accessing alternate sources of funding.
- Strengthen and support our volunteer base.
- Develop and strengthen partnerships with local agencies, businesses and service providers.

## **Association Affiliations**



## President and Executive Director's Report

*"The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint to keep from meddling with them while they do it."*

*-Theodore Roosevelt*

Government constraints have been a major challenge this year for the whole developmental sector but Community Living Quinte West has turned this challenge into new opportunities for the agency and people with intellectual disabilities. Three of our most outstanding accomplishments this year have been the HELMS Project, renovations to our Canal Street building, where the Compass Program takes place, and our increased emphasis on training and striving toward Accreditation.

CLQW has developed a collaborative funding proposal with four other agencies that support people with intellectual disabilities and with the YMCAs in the Quinte and Northumberland areas. I am happy to announce that our proposal was successful and the funding we received enabled us to develop a program dedicated to building access to various exciting sports activities. We named the program HELMS (Health, Energy, Learning, Motivation thru Sports). The program has been extremely successful, creating opportunities for individuals to learn new skills and then participate more fully in the multiple, diverse sports communities. Skiing, horseback riding, golf, sailing, camping, YMCA Programs of all types are some of the opportunities that have been created by the HELMS Project and enjoyed by many of the individuals. An additional benefit of the program has been the increased communication and cross-agency support that has occurred as a result of the HELMS Project.

Our Canal Street building was constructed in the 1960s and many improvements were needed. This year we were successful in obtaining a minor capital grant to install new windows throughout the building. The old windows were the small, industrial type windows high up in the walls which allowed only sparse lighting to come through and people in the building could not see out nor open the windows for fresh air. The new windows have made a wonderful difference for staff, supported individuals, and others who use the building. Light, air, and rooms with a view have improved the atmosphere considerably since being added to Canal Street. Next year we hope to have new ceilings, floors, walls and improved access to the building.

In our path toward Accreditation we have developed increased training opportunities for all staff. We have provided all staff with a two-day workshop in human sexuality training. Other types of training for this year have been Validation Training connected to Accreditation, Risk Management Training, Advanced Autism Training through the Geneva Centre, Sensory Training through the Mukibaum Centre, Employment Law and Contingency Planning and Behaviour Training. For the coming fall we are currently developing a new Facilitator Training Program and agency-wide training in creative ways to help our clients develop their personal plans.

The future will continue to be a challenge with the implementation of new regulations based on MCSS's Transformation Agenda. However, this past year has shown that CLQW will continue to create new opportunities for all of those who are part of our organization.

Respectfully submitted,

Michelle Earle,  
President

Starr Olsen  
Executive Director

## Residential Services

*“A house is made of walls and beams; a home is built with love and dreams.”*

*-Dr. William A. Ward*

The **Lafferty Road Residence**, which currently has five retired individuals living in the home. Lafferty house is leisure-based meaning that if people choose to stay home from the Compass Program Monday –Friday they have the option to do so. Some individuals may choose to go to the day program a couple of times a week, or for half of the day, while others go every day all day. Everyone is encouraged to participate in a variety of leisure activities in the community.

The **Bentinck Street Residence** is at capacity with five people living there. Bentinck Street is close to the downtown core which provides people with their own independence and enables the people living in the house to continue to lead an active and productive life. There is a bus stop close by which helps folks have easy access to all of their community. The residents also attend Compass daily.

**Fraserglen** is on the outskirts of town and is a nice quiet neighborhood. The four individuals that live at Frasersglen attend the Compass Program on a regular basis. There are many opportunities and exciting events happening daily such as fun-in-the-sun beach trips, amusing zoo visits, sunny boat cruises, shopping for the best deals around and visiting thought provoking museums.

All of the individuals that receive support from Community Living Quinte West hold a ‘planning meeting’ each year to discuss their needs, wants and future goals. Personal plans are then developed and implemented with timelines. These plans are then worked on throughout the year with the assistance of a support network. The following year the achieved goals are celebrated and new goals are set. Family, friends, peers, and staff are invited and encouraged to get involved in the ‘planning meeting’. A very good example of the effort put into making the goals achievable is taking place this year. One of the individuals that we support is moving to a family home which he is very excited about. It is so rewarding to see someone reach one of their life long goals and it is part of our goals to try our hardest to help individuals reach their dreams.

Group living can be challenging but staff and management at Community Living Quinte West are dedicated to providing support and opportunity to ensure all individuals live a happy and fulfilling life. Thank you to the staff of this organization for their dedicated support, commitment and energy in assisting people in their community and homes. We also receive help from numerous other sources. We have been fortunate to have many students this year and we would like to thank the schools, colleges, outside agencies, and volunteers who have helped support individuals in our community. We are looking forward to the new and exciting challenges and changes. Thank you to my direct team, Lorrie, Darlene, Susan, Andrew, and Starr for all of your support throughout this year.

Respectfully submitted,

Lisa Flanigan,  
Manager of Residential Services

## Supported Independent Living Program (SIL)

*“The greatest gifts you can give your children are the roots of responsibility and the wings of independence.”*  
– Denis Waitley

The Supported Independent Living Program is just what the name implies. We support individuals who live in their own apartments either at our Flindall Place location, where we have eight units or elsewhere in the community, to be full, active members of their community. Individualized support is provided where necessary and the amount of support varies with each person based on their needs. Support includes but is not limited to life skills, finances, social inclusion, counseling, medical appointments and budgeting.

The SIL program currently has sixteen individuals receiving supports from one Support Staff. That one person is Bryan Kell. Bryan has been with CLQW for over twenty-five years and has a great rapport with all of the individuals in the program. He encourages their independence, gives the individuals the respect that they deserve and in turn, they respect him back. I would like to take this time to say thank you to Bryan for promoting independence among the individuals he works with and for the great job that he is doing within the SIL Program.

The SIL Program has had the privilege of having students from Loyalist College Developmental Service Worker Program. The students are a valuable asset to the program as it is a great opportunity for them as well as the individuals to assist in reaching their personal goals.

Individuals in the program take advantage of the resources within our community to make connections. Resources utilized in the community include New Beginnings, Salvation Army, Counseling Services of Belleville and District, Adult Mental Health, the Physiotherapy Clinic, and Quinte Access.

We have gone through some health scares over the past year but I am pleased to say that everyone seems to be doing much better.

Respectfully submitted,

Susan Holmes  
Manager of Collaborative Access and Operations

## Family Home Program

*“Mid pleasures and palaces though we may roam, be it ever so humble, there's no place like home.”  
- John Howard Payne*

Community Living Quinte West is very happy to report the development of the first Family Home within our agency! Although the Family Home Initiative is not a new model of support, it is certainly a new path that we are encouraging individuals and caregivers to explore as alternative methods of home living.

For many years, residential group home living has been the preferred option, replacing the very outdated institutional model. As the times change, the direction of agencies and the supports offered to people who have an intellectual disability do too. Individuals are encouraged to speak out on rights and advocacy and to not settle for “the norm.” With amazing support and encouragement from a staff member of Community Living Quinte West, Joe has done just that and is now this agency’s first family home supported individual.

Congratulations to Joe and the Casey’s for initiating and being instrumental in the development of this program within CLQW. Joe raised the bar a little higher and advocated to have his dreams come true. By doing this, he has a whole new outlook on life and has learned first hand the rewards of perseverance and self advocacy. We hope to see more positive changes like this in the future!

Respectfully submitted,

Lorrie Arsenault,  
Director of Client Services

## Compass Program

*“Always walk through life as if you have something new to learn and you will.”*

*- Vernon Howard*

Well, let me start by saying my dream has finally come true. Last year I wished for large windows to allow the natural light to come into our classrooms and it has happened. Wow! What a difference. The better lighting will provide an optimal learning environment. Now all we need are walls for our classrooms. All these changes are very exciting and will promote great space for maximum learning opportunities.

Compass is a great place to learn something new and to also review topics important to everyday life. We try to teach new curriculum along with mixing it up with lessons previously taught as a refresher and reminder. These topics include self-esteem, bullying, street, sun and winter safety, healthy eating and human rights.

The Compass program is also a great place for students from various educational institutions and from all levels of education to gain valuable experience. We are fortunate to have many students come through and assist in our program. We have co-op students from the local high schools, DSW students from Loyalist and Willis College and SSW students from both colleges. This is a win-win situation because the students who are assisting our participants inspire them to increase their knowledge and the students are learning the skills necessary for their own education.

The Compass program is a success today due to the dedicated staff that develop the lessons and the staff that teach the program every day. Thank you to everyone for your hard work and input in enhancing the lives of the individuals that we support. We would not be successful without you!

Respectfully Submitted,

Susan Holmes  
Manager of Collaborative Access and Operations

Jennifer Frizzell  
Curriculum Developer



## The Teaching Home

*"If you prepare yourself . . . you will be able to grasp opportunity for broader experience when it appears"*  
- Eleanor Roosevelt

With the launch of Community Living Quinte West's new Teaching Home, this past year has been very exciting for one young gentleman in particular, that is supported through the Transitional Aged Youth program. During the course of the year, Mark has undergone a remarkable transformation. When Mark first came to Community Living Quinte West, he was a very shy, quiet young man that had little self confidence or self esteem.

Since moving into the Teaching Home, there has been a remarkable growth in Mark. He is no longer that shy, quiet young man that first came to our program, but rather a young man that is proud of his many accomplishments. His accomplishments have been made possible by living in the Teaching Home where he has been able to acquire a variety of new skills teaching him independence. Mark learned how to do his own laundry, make meals, care for his home, go grocery shopping, manage his own money, and much more! He has learned how to care for the many different farm animals that also live at Willow Garden, and has become quite the expert on them.

Before going out to live in Consecon, Mark always had his head down. Now when you see him, he always has a big smile on his face and a great story to tell you about the farm. It is great to see the improved self confidence and esteem this young man now possesses. Mark has even started his own business since being at the farm; the "egg business" that is. He is very proud of his business venture, for which he is solely responsible. This includes caring for and feeding the chickens, collecting the eggs, and selling them for profit. During the school year, he delivered eggs every Wednesday to the faculty, and now that school is out for the summer, he has started to deliver his delicious eggs to the staff at Community Living Quinte West. Yum!

The Teaching Home has provided Mark with an opportunity he may not have otherwise been offered. The home allowed him to be in a safe environment where he was free to learn new skills and make mistakes without feeling like he has failed. All of us have had that feeling of failure before and we all know it isn't pleasant. People who venture out on their own without acquiring the necessary skills first are more vulnerable to failure and this feeling can break even the happiest of spirits. Many of our youth that we support express an interest in living in their own apartment, but don't quite have the skills or ability to achieve this state of independence. The Teaching Home gives them this opportunity before they need to make an informed decision about their future and builds confidence that they can achieve their dreams. This has been an awesome program for our agency to be able to offer and we are proud of the constant great results.

Respectfully submitted,

Connie McLean  
Transitional Aged Youth Coordinator

## Self Advocates – E.R.R.A.

*“A society that does not recognize that each individual has values of his own which he is entitled to follow can have no respect for the dignity of the individual and cannot really know freedom”.*

*–Friedrich August Von Hayek*

The **Self-Advocates Committee** has recently had the opportunity to sit down with two local legends Julianne Hay and Theresa Somerton. Julianne and Theresa are extremely active in their advocacy roles in both the local region and the Lakeshore Region and both of them have strong voices in their community. Together they have been running a successful group in Belleville called Quinte Speaks Up. E.R.R.A. has received valuable information from Julianne and Theresa which will help energize the group and steer them in an exciting new direction. Community Living Quinte West’s Self Advocates are looking forward to putting the knowledge they have gained into practice in the years ahead.

As part of the committee’s fundraising efforts, the Self Advocates have been holding monthly draws for gift certificates from local businesses. The money raised has helped members of the committee go to conferences that they would have otherwise not been able to attend. Thank you to all who participated! These valuable and informative sessions have allowed the members to increase their awareness about their rights and responsibilities. The group has discussed the idea of having a spaghetti dinner in the fall (yum!) and plan to come up with some other creative ways to raise money that will allow them to continue attending conferences, and will help to raise awareness and educate themselves and the community.

The group has recently elected a new council for the next term and have welcomed a new mentor to the group, Jennifer Frizzell. She has many years of experience running the Self Advocates when she worked in the SIL program. With the newly elected council and the great ideas the advocates got from Julianne and Theresa, E.R.R.A. is sure to be successful in promoting and educating the community on the rights of individuals with intellectual disabilities.

Respectfully submitted,

Pam Tooley  
Chair, E.R.R.A.

## Transitional Aged Youth

*“Education is a social process. Education is growth. Education is not a preparation for life; education is life itself.”*

- John Dewey

The **Transitional Aged Youth** program has had yet another successful year in its partnership with Trenton High School. I had the honour of assisting in the newly developed Community Employment Program with a wonderful teacher, Mrs. Ellis, and her support staff, Brenda and Cindy. It was heart-warming to work with people who had such passion and conviction for their work, and to be welcomed into the class with respect.

The Community Employment Program has gone through an exceptional transformation from its inception last September to the end of the school year this past June. The youth in the class have worked rigorously in developing the necessary know-how for them to gain employment when they are ready to leave school. Some of the indispensable skills they have worked on include conflict resolution, time management, money management and other important pre-employment skills.

The goal of transition planning is to kick-start youth thinking about what some of their goals and dreams might be. We encourage and support them in any way we can to transform these dreams into reality, and to prepare them for when they leave school and venture out into the community. It is important to plan as early as possible, preferably in grade nine, so that the youth will have time to prepare and gain any fundamental skills that may be useful later on. Like all of us at one time, some of the youth we support have dreams of living on their own and this may require some support and guidance to help them on their way. This is when early planning becomes crucial, so that the youth we support have the best chance of being successful and fulfilling their hopes and dreams.

With the lack of funding and resources today, families are encouraged to think about and prepare for the future sooner rather than later, in order to ensure that their loved ones live their life according to their individual aspirations. Too often families keep putting it off for any number of reasons, one may be fear of thinking about a future without them in it, or maybe believing there will always be family around. In any case, we all know that even the best laid plans can require tweaks and changes, so it is a good idea to keep an open mind and have options.

Respectfully submitted,

Connie Mclean  
Transitional Aged Youth Coordinator



*"Dogs have given us their absolute all. We are the center of their universe, we are the focus of their love and faith and trust. They serve us in return for scraps. It is without a doubt the best deal man has ever made."*  
-Roger Caras

The **PawsActive Doggie Daycare** underwent a significant change in operations this past January with the hiring of Nicole Johnson as Associate Supervisor. Nicole is a certified vet assistant and groomer and was previously employed by Pet Smart in Belleville. With the hiring of Nicole, PADD has increased our business services to include bathing, teeth brushing, nail clipping and hair cutting for our four legged friends. We feel this is a more rounded business with the addition of these services to our dog daycare service. We appreciate what the additional services Nicole brings to the daycare and we welcome her warmly...and fur-ily.

PawsActive Doggie Daycare participated in several community sponsored events including the Trenton Santa Clause Parade, the Belleville Humane Society Walk, and Barks by the Bay. Participation in these events helps to advertise the daycare with Barks by the Bay offering the opportunity for real promotion. Crowds around mid-day were estimated to be 1600 people and with as many four-legged participants also attending. During the day, Pam, Joe and Brian distributed our new grooming and daycare flyers which included a map on the bottom. Also, at our table we had gift bags that were filled with treats and two coupons for customers, one for \$5.00 off a haircut and the other offering a free nail trim. Special thanks to Connie McLean who volunteered her time at our booth and did a great job!

We are continuing to build up our client base of both old and new customers. In August we will be partnering with Bold Canine to offer dog obedience classes. Bold Canine is owned by Caroline Bolduc who is industry recognized as a professional trainer/animal behaviorist.

New fuzzy friends are always welcome! Please feel free to drop by and check us out.

Respectfully submitted,

Andrew Hutchison  
Director of Finance and Human Resources

Nicole Johnson  
Associate Supervisor

## Joint Health and Safety Committee

*“The door to safety swings on the hinges of common sense.”*

*-Anonymous*

Joint Health and Safety Committee members care about their CLQW staff and so they work to maintain and improve the safety and health for all. Members identify and recommend solutions to health and safety concerns in the workplace, conduct inspections, as well as identify hazards in the workplace. The JHSC works closely with management to propose solutions to all health and safety concerns. CLQW’s JHSC members are Pat Deline (Certified Member for Employees), Lianne Laporte, Andrew Hutchison, and Darlene Dale (Certified Member for Management).

Community Living Quinte West was happy to celebrate zero lost time in 2008 and 2009 this year. Each staff member received a small thank you gift from the CLQW for their continued efforts in Health and Safety. Congratulations everyone! We are striving to continue this trend for many years to come, so keep up the good work. Community Living Quinte West also continues to be an active member of the Bay of Quinte Safe Communities Group and is persistent about learning everything possible about safe work practices.

Topics this year that are being covered in Safe Communities are Hazard Recognition, Management Review, Risk Assessments, Control Activities and Early and Safe Return to Work.

Respectfully submitted,

Darlene Dale  
JHSC Co-Chair

Pat Deline  
JHSC Co-Chair

## Health Energy Learning Motivation thru Sports

*“Walking is the best possible exercise. Habituate yourself to walk very far.”*

*–Thomas Jefferson*

**HELMS** is a two year collaborative project between the Ministry of Health's Healthy Communities Fund and six local agencies: Community Living Quinte West, Community Living Campbellford/Brighton, Pathways to Independence, Community Visions and Networking, Plainfield Community Homes, and the YMCA. The purpose of HELMS is to connect and involve individuals with developmental disabilities with community sports programs that they would not otherwise be able to access and to promote healthy living choices. Some of the sports programs available include skiing, sailing, horse back riding, golfing and fun, challenging “Y” activities.

In this first year seventeen individuals (most of whom had never been on skis before!) learned the basics, and enjoyed the thrill of skiing. Individuals earned their first, second and third level skills pins and had a great time doing it. Approximately ninety individuals and support staff have been enjoying the “Y” programs and there is even more fun planned for our second year! Individuals will experience sailing, horseback riding, and golfing. Attendance at the “Y” programs will continue and by popular request from our now experienced skiers, skiing will return as well!

Participation in HELMS has been, and will hopefully continue to be, a very positive experience for everybody involved. Individuals have reported an increase in their level of mobility, weight loss, a stronger sense of acceptance, and an increase in their community connections.

Respectfully submitted,

Toni Kirby  
HELMS Coordinator

# Accreditation

*“Strength does not come from physical capacity. It comes from an indomitable will.”*

*- Mahatma Gandhi*

Community Living Quinte West (CLQW) continues to strive towards Accreditation with FOCUS Accreditation Services. Our team is dedicated to improvement on our behalf for your benefit!

Accreditation is a process that assures CLQW continues to advance toward providing programs that have highest service quality and accountability possible. This process develops improved standards for service delivery and evaluation to make sure our clients get the best available treatment. FOCUS believes it is important to ensure that:

- Standards reflect the diversity and culture that exist with Ontario’s human services sector
- Standards focus on improving and tailoring services to the goals and needs of the people who use the service
- Standards are written as outcomes
- Standards are challenging but realistic, and reflect accepted best practices
- Standards provide direction and clear explanation, while enabling agencies to continue to develop their own guidelines and culture.

The Accreditation team (or A-team) is constantly working on new procedures and practices while completing orientation for new employees, students and people receiving supports with CLQW. New policies and practices are being developed after completing a thorough review of policies, all to better ourselves for the good of the public. Programs are being reviewed and upgraded with new systems being introduced to better provide choice, opportunities and inclusion for individuals supported. In the next year everyone will see system changes to the way person-centered plans are being followed, an increase in self advocate activities with increased opportunities to voice concerns, opportunities for family forums to get together to discuss changes to the Developmental Services Sector and many more exciting activities.

If you have any questions in regards to the accreditation process, please feel free to speak to anyone on the A- team. Members involved are Darlene Dale - Committee Chair, Jennifer Frizzell, Melissa Martin, Susan Holmes, Cathy Suijker, and Connie McLean and they are more than willing to help!

Respectfully Submitted,

Darlene Dale  
Director of the Accreditation Process



## Board Members and Biographies

### **Michelle Earle – President**

Michelle Earle is entering her 3rd term on the board for Community Living Quinte West and second term as President. Michelle's interest in this field is sparked by her sister who has Down's Syndrome. Michelle is very proud of her mother – Joan Scott, for the passion she showed for so many years for people with intellectual disability.

Michelle was a Director with East York Figure Skating Club for 5 years. She was also a member of the Janetville Ladies Auxiliary for the Janetville Volunteer Firefighters for 12 years and president for 2 years. Michelle's five years of banking experience has helped significantly in her current role as Office Manager for her husband's company, Medi-inn Ltd., which manufactures and distributes medical supplies and accessories to the Radiology field. Michelle's responsibilities include overseeing production, manufacturing, distribution, human resources and accounting.

Michelle Enjoys spending time with her husband, children and grandchildren. For relaxation, she enjoys reading, boating, and looking after her grandchildren.

### **Lisa Monsma - Vice President**

Lisa Monsma, a professor at Loyalist College, was elected to the Board of Community Living Quinte West in June 2007. Lisa has an impressive record as a volunteer, having spent time with such organizations as King Street United Church, and Reach for Recovery, an organization that helps people battling cancer. Lisa completed her Masters in Education with Central Michigan University in 2007.

Lisa is pleased to be working with Community Living Quinte West as she spent some time with the agency as a Residential Counsellor from 1982-1990. Currently Lisa teaches at Loyalist College in the Developmental Services Worker (D.S.W.) program. When Lisa isn't working, or volunteering, her spare time is spent on renovations to her present home. Lisa enjoys reading and travelling. To Lisa, her greatest accomplishment in life is her two children, who have grown to be awesome adults.

### **Hélène Léger-Morris -Co-Secretary**

Hélène Léger-Morris has served on the Board of Community Living Quinte West for ten years and values the contribution she brings to the organization and what the work with the association gives to her. Hélène is a retired French teacher and has expertise in both ESL and FSL. Hélène is active with several organizations in a volunteer capacity including the St. Vincent de Paul Society, The Quinte Right to Life Association and her church, St. Peter-In-Chains, Trenton. Hélène enjoys reading, camping, cooking, and places a high value on the close relationship she has with her friends. Hélène and Ted feel that their greatest accomplishment is their three children who are actively involved with the Church, the Global Youth Network and have been involved in extensive humanitarian work both in Canada and internationally.



### **Ted Morris - Co-Secretary**

Ted has been on the Board of Community Living Quinte West for ten years. Ted has had considerable experience working with people with intellectual disabilities in the past and this work sparked his interest in being on the Board of Community Living Quinte West. Ted is engaged with several organizations as a volunteer including St. Peter In Chains Roman Catholic Church in Trenton, as a Board member with the St. Vincent de Paul Society, and also with The Quinte Right to Life Association. Ted uses his considerable organizational skills to assist the various organizations with which he is involved to promote their work and values.

Ted enjoys playing hockey, fishing, tennis, cycling, reading, woodworking and RV camping. Before his retirement, Ted was the Area Manager for Probation and Parole in Belleville for 20 years. Ted holds a Masters of Arts and Theology. He is happily married to H  l  ne L  ger-Morris, also a Community Living Quinte West board member.

### **Phil Carney - Director**

Phil Carney was elected in September 2008 to the Board of Directors for Community Living Quinte West. He is relatively new to the area, and is excited to be part of such a mindful and compassionate organization. He is looking forward to becoming more involved with the larger community of Quinte West, especially in his role as Chair of the Fund Raising Committee.

Phil was born and raised in Kingston, Ontario, and is the second youngest of four boys. His parents instilled in him a strong sense of values, morals, attitudes and beliefs founded on the equal treatment of all people. He strives to live his life in such a way that promotes respect and dignity for all living beings. He has completed degrees in Music and Education, and is fulfilling his dream of teaching secondary school music at St. Paul Catholic High School in Trenton, Ontario. He is thrilled to be making his home in the area and community with his lovely wife Erin, and their dog Marshall.

### **Betty Clost - Director**

Betty is just finishing her first year on the Board of Community Living Quinte West. She is a strong believer in advocacy for those who need a voice to speak on their behalf. She appreciates the fact that she has had opportunities for learning and doing that others have not.

Betty had a long-term successful career as a Medical Laboratory Technologist in both the public and private sector. In the mid-1990s, she saw an opportunity to retire early from Trenton Memorial Hospital. She was then able to pursue a second career in the social services sector, specifically in the field of Gerontology. Currently employed with VON Community Care Quinte West as a Program Coordinator in Community Support Services, she spends much of her time seeing that appropriate services are available to the seniors of Quinte West who wish to stay in their homes as long as safely possible. This work also allows her to see a community with widespread needs that can't be

met by one agency alone. She sees the benefit that partnership building brings to agencies that are willing to reach beyond their own boundaries.

Betty and her husband Dan came to Trenton in 1980 and have happily raised their daughters Ellyn & Robyn here. The Closts have been involved in the life and work of King Street United Church for most of the years they have been here. They have chosen to live the change they wish to see in their community.

### **Joe Duff - Director**

Joe Duff is a self advocate and enjoys being on the Board of Directors for Community Living Quinte West. Joe is proud to represent the individuals of Community Living Quinte West and welcomes the responsibility this position brings and the decisions he is called on to make. He believes he brings a necessary perspective on what self advocates need from the Association. In Joe's spare time he enjoys fishing, biking, and working with his hands.



## Awards of Distinction

- 10 Year Volunteer Service Award
- Benefactors Recognition Award
- Community Partnership Recognition Award
- Business Appreciation Award



## Staff Service Awards

### 5 Years

Penny Keenan  
Katherine Thody

### 10 Years

Francyne Bilodeau  
Philene Hanna  
Laurie Hutchison  
Shannon Lucas  
Jennifer Whiteman

### 15 Years

Susan Asselstine  
Josie Chard  
Patricia Deline  
Lianne Laporte

### 20 Years

Toni Kirby

### 25 Years

Darlene Dale  
Bryan Kell



## Staff Recognition Awards

- Leadership
- Creative Teacher
- Exceptional Support & Planning



## Volunteer Awards

Community Living Quinte West would like to recognize the contribution of the following volunteers whose gifts of time enhance the supports and services that we provide. Volunteers offer the individuals we support opportunities for participating in their community, accessing activities, and making friends that would not otherwise happen. For this we are truly grateful.

Volunteer recognition awards were handed out at our Volunteer Appreciation Event held in May as part of our celebrations for Community Living Month.

Lorrie Arsenault	Rick Flanigan	Hélène Léger-Morris
Joe Asselstine	Linda Fowler	Tony Logan
Susan Asselstine	Andrew Frigault	Joan Loveland
Sharon Barre	Galen Frizzell	Sherry McDonald
Adrienne Berger	Jennifer Frizzell	Sarah McGibbon
Francyne Bilodeau	Heather Genereaux	Deniece McIsaac
Jonathan Bondy	Mary Gibson	Lisa McKenzie
Phil Carney	Bryan Gifford	Greg McKibbon
Andrew Casey	George Gould	Chris McLean
Josie Chard	Ruth Gould	Connie McLean
Betty Clost	Susan Griffin	Lisa Monsma
Phil Cook	Amelia Gunter	Ted Morris
Shelley Cormier	Bob Haker	Starr Olsen
Katie Courneya	Jaime Harmond	Jessica Parisian
Darlene Dale	Karen Hicks	Mike Sagruff
Kim Dall	Sherry Hiscock	Debbie Santoro
Judy Dano	Susan Holmes	Cathy Suijker
Pat Deline	Tyler Holmes	Brittany Telford
Tamara Deline	Noreen Horner	Ryan Thompson
Joe Duff	Penny Keenan	Pam Tooley
Sarah Durant	Amy Kelly	Brenda Tully
Michelle Earle	John Kirby	Tammy Vajda
Roger Edworthy	Toni Kirby	Marley Viney
Ashley Ellis	Krystal Knight	Barbara While
Lisa Flanigan	Colleen Knowles	Mark Wright

**Volunteer of the Year** – Kim Dall, Roger Edworthy

**Extra Mile Volunteer of the Year** – Andrew Casey, Joan Loveland, Rick Flanigan,

**Exceptional Student of the Year** – Amy Kelly, Ashley Ellis, Mike Sagruff

**Youth Volunteer of the Year** – Ryan Thompson



## Sponsors and Donors

Community Living Quinte West would like to recognize the contribution of the following sponsors and donors whose generosity helped to make our fundraising projects successful.

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Simcoe Office Plus – Carl Troke  
Taylor Signs – Kim Dall  
Tomasso's Fine Dining



## Committees

### Annual General Meeting:

Lorrie Arsenault  
Darlene Dale  
Pat Deline

Susan Holmes  
Toni Kirby  
Connie McLean

Lisa Monsma  
Starr Olsen

### Employer Employee Relations Committee:

Starr Olsen  
Darlene Dale  
Lorrie Arsenault

Sarah Sharkey  
Jaime Harmond  
Sherry Hiscock

### Fundraising Committee:

Phil Carney  
Darlene Dale

Michelle Earle  
Toni Kirby

Lisa Monsma  
Starr Olsen

### Joint Health & Safety Committee:

Darlene Dale  
Andrew Hutchison

Pat Neale-Deline  
Lianne Laporte

### Staff Recognition Selection Committee:

Darlene Dale  
Jennifer Frizzell  
Sherry Hiscock

Lianne Laporte  
Connie McLean  
Starr Olsen

Mark Wright made a choice for good health and to not do any drugs (choice) + thanks people when they were helpful (respect) = feeling happy and free empowerment).

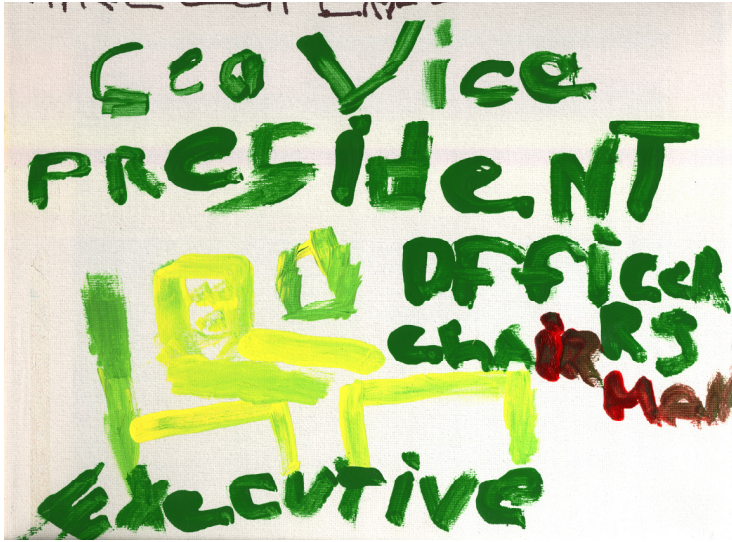
The art work on the front cover was commissioned after Mark won the art contest for showing what empowerment was.



David Wilson has been golfing on Tuesdays and very much likes the time he can spend playing golf. He drew a golf green with a sunset.

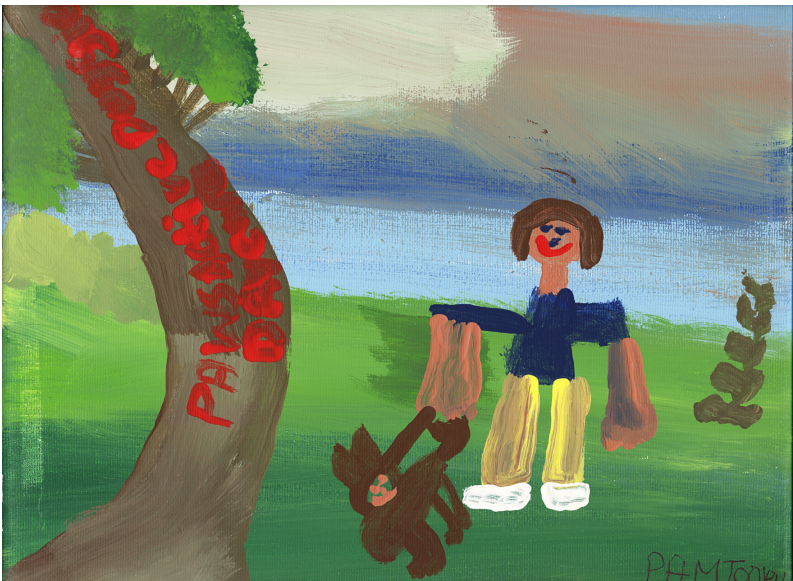
Cindy Robichaud chooses her favourite things – she likes Tim Horton's coffee and her wall painting. She loves the colour purple. Cindy feels empowered to choose the item she likes.





Mike Cotterill feels he is the CEO, vice President, Executive Officer, Chairman. The picture is of him sitting at his desk.

Wayne Smith drew a picture of himself out in a boat fishing. Wayne loves going to the cottage and going out in the boat.



Pam Tooley feels that working at Paws Active Doggie Daycare is empowering. Having a job working with the dogs makes her feel important. In the picture is Pam walking a dog.



## Experience, Learn, Live

