

COMMUNITY LIVING

Durham North



Inspiring Possibilities

Annual General Meeting

June 28, 2021



Our Vision

A community where everyone is valued

Our Mission

To offer quality services and supports built on choice and advocacy, while fostering the community's capacity to value all members



Vision, mission and guiding principles

The strategic plan is designed to support and advance Community Living Durham North's vision and mission. It will be implemented using the organization's guiding principles.

Our Vision

A community where everyone is valued.

Our Mission

To offer quality services and supports built on choice and advocacy, while fostering the community's capacity to value all members.

Our Guiding Principles

1. We are enriched by embracing the uniqueness of each person and their contribution.
2. Everyone is heard. Services reflect what is important to, and important for, each person.
3. Growth and development occur best in safe, respectful and supportive environments.
4. We are accountable to the people we support, their families and the partners with whom we collaborate.
5. Employees, volunteers and the community are vital to our success and future.



Strategic Plan

2020-2025

- Direction 1** **We will provide services and supports that are second to none in their level of quality**
- Direction 2** **We will value our employees; recognize effort and achievement, and seek out and cultivate potential leaders**
- Direction 3** **We will pay close attention to helping people and families who are on the margins of the service system; who want to manage their supports independently, or who are “waitlisted”**
- Direction 4** **We will improve and modernize our business and administrative processes/tools so as to operate more economically and professionally**

Messages from the Chair and the CEO

During the past year, we continued our role supporting the work of Community Living Durham North. We held our monthly meetings via the ZOOM platform. We discussed the on-going pandemic issues, financial issues and continued to offer support to the front-line staff to ensure our supported people are safely and fully supported.

We have one member not standing for re-election due to personal commitments – Shona Casola, and one long time board member, Nicky Jones, who has timed out after eight years of dedicated service. We thank them for their contributions. Two new members joining the board at the last AGM were Denise Graham and Steve Connors. All members of the board have been active participants in board meetings and committee work. Thank you very much for your efforts.

Two active committees of the board of directors are the Finance Committee and the Rights Review Committee. Both committees met monthly to help both the board and the people we serve.

Over the past several months, the board of directors has actively supported the agency during rather trying times dealing with the COVID-19 pandemic. On behalf of the board of directors, I thank all staff of Community Living Durham North for their efforts in the past year.

The pandemic has made this year unique. Beginning in early to mid March, all of us have had to grapple with problems that never presented themselves before. People we support in group homes were asked to shelter at home. Our employees, those who have stuck it out, became essential workers and front-line heroes. Families have had to observe a variety of rules which no doubt seem more and more irksome as we attempt a gradual and cautious re-opening.

The above paragraph was in my little message last year, exactly where it still sits. And here we are, still trying to make a start on a “gradual and cautious re-opening.”

But, if we’ve all got a bit of Covid fatigue, things are looking up. All but three people supported in group homes have received their first vaccine, and the second round is well under way. Among employees, 68% have disclosed that they have had a first dose, 33% have disclosed a second dose. Year over year, the vaccine and these vaccination rates, are tremendously important developments and they signal that an improved quality of life for all of us is just around the corner.

In closing, I’d like to thank our employees, unionized and non-unionized, for their hard work and for getting us to this more hopeful point in time.

Clare Suggitt

Clare Suggitt
Board Chair

Glenn Taylor

Glenn Taylor
CEO

Agenda for the Annual General Meeting

Monday, June 28, 2021

Conducted on the Zoom Platform

1. **Welcome & Opening Remarks** - **Clare Suggitt**
2. **Surviving Covid; a Camera Roll with...** - **Megan Gabona**
3. **Years of Service Awards** - **Leeanna Cliff**
4. **The Jamie Ross Star of Excellence Award** - **Louise Renwick & Amanda Carkner**
5. **Approval of 2020 Minutes** - **Glenn Taylor**
6. **Report of the Treasurer/Auditor** - **Len Wright & Vesa Vilander**
of Smith, Chappell, Marsh
& Vilander
7. **Review of Board Succession Plan** - **Glenn Taylor**
8. **Nominations from the Floor** - **Glenn Taylor**
9. **Election or Acclamation of the Board**
10. **Formal Installation of Elected Board** - **Alice Johnson**
12. **Closing Remarks** - **Clare Suggitt**
13. **Motion to Adjourn**

Our Mission: To offer quality services and supports built on choice and advocacy, while fostering the community's capacity to value all members.

Years of Service Recipients for 2021

Community Living Durham North is pleased to recognize the following staff and volunteers for their years of dedicated service.

Each of their unique contributions has furthered the vision of Community Living and has enhanced the lives of people who have an intellectual disability.

Thirty-Five Years

Kathy Hoogeveen

Thirty Years

Sandra Marlowe

Twenty-Five Years

David Kelly

Mary Ellen Kok (Volunteer)

Twenty Years

Tricia Armour
Cathy Parker

Brad Boorman
Nicky Jones (Volunteer)

Caron Weber

Fifteen Years

Rose Baker
Kaitlin Lott
Kathy Karalash

Crystal Matthews
Tanya Saunders
Heather Mills

Jennifer Tracey
Blake Wilson
Debbie Nelligan (Volunteer)

Ten Years

Karen Farrell
Anthony Beauchamp
Donna Scullion
Sonia Novoa
Jessika Hudson

Christie MacDermid
Jennifer Merritt
Jason Teel
Melissa Thomson

Gilda Lewis
Ashley Fulford
Deanna Harper
Matt Cameron

Five Years

Brianne Walcot
Brook-Lynn Adderley
Susan Taylor

Emily Coleman
Megan Dochuk
Destiny Freeman

Rebecca Lockie
Krystal Radcliffe

Thank you for all that you do!

2020-2021 Star of Excellence Nominations

Below is a summary of the Big Believer High Achiever Winners from June 2020 until May 2021. The Board of Directors had the privilege of selecting one candidate from the selection below to receive the Annual Jamie Ross Star of Excellence Award which will be presented at the 2021 AGM.

June 2020

Karla received nominations from two separate teams for her dedication in supporting someone in isolation through Covid 19. Karla gave up her own life and moved in with this person for just over 2 weeks. Thank you Karla!

From the Reach St Team

As a team at Reach St., we would like to nominate Karla Wood for Big Believer High Achiever! Karla went above and beyond when she made the decision to take on the role of being a one on one support for a woman we support, when she had to be removed from Reach. She took time away from her friends and family to do this. She maintained such a positive attitude. Thank you Karla, Reach Team and Supports miss you!

From the team at PPCS

We would like to nominate Karla Wood for the Big Believer High Achiever. We understand that Karla has offered to live with the supported person from Reach St that moved temporarily to South Balsam. Karla is known for loving her job and truly caring about the people that she supports. Her commitment to this supported person has amazed us and we feel that she deserves to be recognized. Not only for this support but also for all of her supports. However, by offering this support it has assisted her team, the other people that live in the home and the person at South Balsam. Our hats go off to Karla and this is why we miss her on our team. She is a wonderful person with a kind heart.

July 2020

Members of the Reach Street team nominated her; they loved working with her temporarily through the pandemic!

Gail is an outstanding staff and is an active team member and a thoughtful support worker to people. Her positive attitude and willingness to get the job done has helped our team so much throughout the pandemic. She has shown strong leadership skills towards her team. Gail goes out of her way to make sure everyone's needs are met and then goes beyond by always checking in with not only people but also her teammates. That sure makes the day have meaning during these difficult times.

Since we have not been able to go out, Gail finds ways to help pass the time. Brandon has been out for walks with Gail and she found a new favourite spot for Nelson to sit outside. Nelson loves to sit outside at the front of the house watching the cars pass by and talking to anyone who walks by. Gail is doing lots of baking for the house to enjoy. Nelson loves her lemon pie.

Gail will be greatly missed by the people and staff team at Reach and we wish her all the best as she gets ready to return to South Balsam!

August 2020

Heather has been working at Prince Albert for only a few months and has been working with a man she supports to try new things to occupy his time and to help identify his goals.

On her own time, Heather visited a small family run petting zoo knowing that this was a goal for Damion, inquired around their need for a volunteer. The family was very excited at the suggestion and are eager to have Damion come and help them out there.

There are vegetables sold there, alpaca walks, and yoga with goats among other things. This gives him a chance to learn about other areas with farming, being around people, which is something that he loves, and most importantly, to be with animals- his ultimate dream.

In the past, other places have wanted a criminal reference check, and Damion is petrified to enter a police station to obtain one. This opportunity does not require him to have one as he is staffed the entire time he is there. Damion is thrilled to have this opportunity and cannot wait for the work to begin.

September 2020

Manda and Alysia have had a very difficult time staying connected to friends due to Covid19. They were both seeking some type of alternative social connection. It was suggested to Theo Horner and Melissa Leslie that perhaps having a pen pal would be an option to consider for the ladies.

Theo and Melissa researched opportunities and the ladies felt that they wanted to expand their search to make connections outside of Ontario.

Theo reached out to the Nova Scotia Association for Community Living to inquire if there were any people they support who would enjoy having a pen pal., someone with whom they can exchange cards, postcards or letters to one another. They did in fact have some people in mind and Alysia and Manda connected with them. They connected via FaceTime. Both ladies were assisted to prepare a list of questions they might want to ask their new connections in order to learn about them.

In addition to the above connection, Melissa reached out to Enable Ireland, an agency that supports people with disabilities based out of Dublin, Ireland. Alysia was so excited to receive a letter from a young woman who lives in County Cavan, Ireland. She also sent along a picture of herself.

Theo and Melissa recognized the need for Alysia and Manda to stay connected and keep their spirits up. They took an idea and put it into action in order to assist the ladies to have more social connections, have something to look forward to and generally just make them have brighter days.

October 2020

With the winter months fast approaching, programming options are becoming more and more limited, especially for day supports. Lili has taken the initiative to provide the people we support with multiple virtual programming options. She has begun offering her famous Spanish Class over Zoom so that people not scheduled or currently unable to attend day supports are still able to participate. She has worked with community partners to allow Baking Club and the Sensory Workshop to resume as virtual supports, being offered to people both on and off site. These have been a complete success so far. What makes this effort particularly special is that computers/technology is typically outside of Lili's comfort zone; however, she understands the importance of offering these supports and put in the extra effort to become comfortable with hosting/organizing Zoom calls. Congratulations again Lili keep up the good work!

November 2020

Since the time Lavina and Destiny were hired, they never wasted an opportunity without engaging the ladies at Hwy7A in some sort of fun recreation activities. They always come to work prepared with some fun crafts or activities so the ladies can choose from. Covid- 19 restrictions did not stop the two staff from being very creative. Lavina understands how much Donna loves having short hair. With the Covid restriction, Donna was no longer able to go to her hairdresser. Lavina started having video calls with her mom, who happened to be a hairdresser, and her mom would advise Lavina over the phone of the steps of cutting Donna's hair to how Donna liked it. Destiny is very crafty & creative. She has in the past brought many items from her home so she can do some sort of crafts with the ladies. With Destiny's support, there are many beautiful paintings and crafts throughout the house.

Knowing how much Donna, Tammy and Angela love Halloween, Lavina and Destiny planned a while ago to let the ladies have the best Halloween party they could have. They arranged for some special food for that night. During their time off, they bought Halloween decoration, costumes, Halloween makeup, & games to play. Lavina brought a karaoke machine with a light show. After they decorate the house, they helped the ladies to get all dressed and ready. The night was awesome, full of laughter, they all danced, sang, played games, and had an amazing time.

December 2020

Charles has shown an exemplary amount of effort towards supporting Grant throughout a rather challenging period in his life. Grant, who was once very active, now spends most of his time completing various activities within the home. Charles has set his mind to thinking outside of the box as to how we can best support Grant while battling progressive Alzheimer's. Through his research he found online some "activity boards" that allow a person to utilize both their mind as well as their hands and dexterity. Charles took it upon himself to build a personalized activity board as a gift for Grant, just in time for Christmas!

January 2021

Tom loves nature and pretty much anything that grows in the ground. Tom has never been a fan of winter; he misses the sunshine and all the vibrant colours that come with the warmer months. He misses being able to sit on his deck with his morning coffee and check out how his tomato plants are doing. Transitioning from season to season are hard times for Tom but with COVID restrictions and his new physical limitations it has been even harder getting out to experience all that the world has to offer. Crystal Hill & Brianna Brown researched different murals to try to add some life to Tom's room and found a mural that transformed his bedroom into a tropical paradise. Now no matter the season Tom can experience the bright tropical colors in his bedroom.

Tom really enjoyed watching the staff and directing them along the way. He then requested that pictures be sent to his family and friends. He even faced timed with a few people to show it off!

Congratulations to Crystal and Brianna, well done!

February 2021

Jamie Lee has been supporting Thai Pham connect with and explore his Vietnamese roots and ancestry in the way most comfortable and enjoyable for Thai.

Cognizant of Thai's complex feelings towards his family situation and losing contact with them, Jamie has diligently supported Thai to connect with the culture of his home country in a positive and exciting way.

Together they researched the various folk stories, ancient myths and beliefs, participated in Vietnamese ancestor worship ceremonies while displaying awareness, compassion, and understanding towards Thai's specific relationship to his home country.

Jamie spent much time with Thai exploring the various religions of Vietnam, epic stories of national heroes, Vietnamese history, and even supported Thai in setting up an altar in his bedroom. Jamie supported Thai in exploring the significance of the altar in Vietnamese culture, which is profound and can be found in homes, shops, and most buildings in Vietnam.

Jamie supported Thai in arranging the safe burning of incense at the altar, through a traditional dragon incense burner, where the smoke comes from the dragon's mouth and rests in the bowl below. Jamie supported Thai at his altar to prepare for Thai's first celebration of the Vietnamese national holiday Tet. Jamie supported Thai in exploring the significance of Tet and following through the practices of Tet such as cleaning the room a day before, and not touching it on Tet to ward off spirits.

Jamie supported Thai in purchasing replicas of "Lucky Money", a very important aspect of Tet, where lucky money is given amongst friends and family to wish luck and prosperity on those who receive it. Jamie supported Thai in celebrating Tet with an explanatory session amongst other supported people, and then Thai was able to give a lucky "coin" to everyone he wanted, even sending one each to two of his very closest friends out in Peterborough.

Jamie has also spent time supporting Thai on his Ancestry account, to further explore his roots in the way Thai wants to. Jamie has gone above and beyond in supporting Thai in such a complex area, and she has done so in a way that has significantly enhanced Thai's sense of self, quality of life, and satisfied his thirst for knowledge. Jamie has supported Thai to achieve a goal of his and to connect to his roots to a degree he found comfortable, interesting, and fulfilling. Jamie has supported Thai in learning something very specific to his own individuality and his understanding of who he is, something that could not have been done if not for Jamie's dedication.

March 2021

March is Social Worker / Social Service Worker Month. Chantal is a lifeline for so many of her CHPI clients. In this past month, she had been working hard to support multiple clients through crisis. She has been a rock for so many including one client who unfortunately as been evicted from his home. He has been the victim of so many systems of oppression (police, racism, mental health, addictions, etc). This client has identified Chantal as the only person who has been there for him no matter what the concern for the past year. At this point when he is at his lowest, she continues to be a constant support. Even when she is working from home due to COVID protocols she is doing all she can to rally support, coordinate services and make sure this person does not fall through the cracks of the systems that do not always support our clients in the best way. She has continued to be an advocate and an ally for his right to housing, support and safety. She has absolutely been enhancing his quality of life making sure he has safe spaces to sleep, organizations are connected and checking in on him and ensuring he does not feel alone or abandoned.

This is just one example of the work that Chantal does on a regular basis. Even though this was not the successful outcome we normally want to celebrate often in this program it is the support we give when people are at their lowest that empowers them to rebuild and not give up. In my year and a half working along side Chantal, she has been an inspiration.

Chantal has also gone above and beyond multiple times for this program. Keeping it afloat for months as the only staff and supporting my clients when I had to take unexpected time off due to COVID and my kids not being able to go to school. She continues to be a high achiever every month but I feel like she deserves to be recognized for all her work with the above client, as it has been an ongoing struggle that she has not given up on him. At no time has she said I cannot help. She continues to be a rock for this person at their lowest point and gives him hope that better is possible. She has advocated and fought systems to include him when they gave every reason not to and continues to go above and beyond making sure his connections are sustainable and he is supported.

April 2021

Janet has a wonderful skill of being an artist and has been teaching the people at Victoria her skills. She has assisted with the purchasing of wooden birdhouses back in March and letting Shelly, Steven and Tony be creative in the decorating. Once they were dry, she took the houses home to apply shellac to them, in order for them to weather the elements. They are proudly displayed on the big pine tree in the backyard of Victoria. Tony had wanted to paint on one of his canvases that he received for Christmas. Janet sat with Tony for quite a few evenings before he came up with a plan. Janet patiently instructed Tony through every step of the process until it was done. This process took about 2 months as Janet only works every other week. Tony is proud of his accomplishment as it was challenging to get the colours just right. Tony is preparing to start his next painting project with Janet's help!!

Steven also received canvases for Christmas and has wanted to do a painting. Janet took on this task as well. Steven and Janet looked through the internet to see what peaked his interest. He finally came up a picture of some flowers, which he wanted to gift to his girlfriend who lives at another group home. Steven picked out the colours himself and Janet taught him some techniques to get the flowers just right. This project took a couple of weeks to complete. Steven is so proud of his accomplishment.

Janet is such a patient and caring person which has allowed the supported people to feel comfortable while honing their creative side!!

May 2021

John has been exploring different ways to complete crafts during this pandemic, and has shown an interest in Cricut designs. This could also provide him with a potential income, as he has not been able to work throughout the pandemic.

Jason Teel (with support from Cali Reid) researched Cricut machines and was able to order everything John would need to make this happen.

Jason even went so far as to buy the same unit for himself, along with the annual membership for designs so he could learn it all fully and then have a better understanding to teach John how to use his equipment. Jason worked tirelessly with John to create a new design T-shirt, which John is proud to show off.

Jason has also assisted John with a price list and is researching ways that John can promote his business safely during Covid times. John is very excited to have a potential income stream again as it is very important to John's sense of self to have employment.

COMMUNITY LIVING DURHAM NORTH

ANNUAL GENERAL MEETING

MINUTES

September 28, 2020

1. Glenn Taylor, CEO, addressed some housekeeping issues related to the Zoom platform, and then Clare Suggitt, Board Chair, opened the meeting at 7:04 p.m., welcoming all present.
2. Christine Robinson opened the meeting by acknowledging a supported person, Jim Sadgrove, who has been employed as an essential worker at *Vos' Your Independent Grocer* throughout the pandemic. A video featuring Jim and his employer, Terry Vos, was shown.
3. Leeanna Cliff, HR Director, reviewed the list of volunteers and staff receiving Years of Service Awards. Amanda Carkner, Jill Coffey and Kathy Turner were acknowledged for 25 years; Tracy Louttit, Rachel Sedgwick and Glenn Taylor, for 30 years; while Sandra Anderson crowned the list with an amazing 35 years of service.
4. Leanna Cliff then announced Joanne Mantel as the winner of the Jamie Ross Star of Excellence Award for 2019-20. The entire list of monthly winners was presented in the AGM package, and the grand winner amongst them was selected by the Board of Directors. Leeanna reviewed why Joanne's contribution was considered so exceptional, and then showed a video of the awards presentation at Palmer Park featuring Joanne, Louise Renwick, Leeanna, and Manager Bonnie Blackstock.
5. Glenn Taylor then reviewed the minutes of the Annual General Meeting held on June 24, 2019 and printed in this year's package.
6. **MOTION** by Bill Klaas, **seconded** by Karen Dillon, that the minutes of June 24, 2019 be approved, as presented.

CARRIED.
7. Len Wright (Treasurer), delivered a brief report. He informed the membership that we ended our fiscal year with a negligible operating deficit of \$96. Len also mentioned that staff kept both his Finance Committee and the full Board of Directors well informed with timely reporting, and he thanked them for their work. Len concluded by introducing Vesa Vilander of the firm *Smith, Chappell, Marsh, Vilander*.
8. Vesa Vilander, a principal in his firm of auditors, presented his report on this year's audit. He stated that our financial records were in good order, that CLDN has the necessary controls in place, and that monies were spent in a manner consistent with the mandate of the Association.
9. **MOTION** by Clare Suggitt, **seconded** by Elise Hawley, that the report of the Treasurer be received for information.

CARRIED.

10. **MOTION** by Danielle Arscott, **seconded** by Shona Casola, that the audited financial statements be approved.

CARRIED.

11. Glenn Taylor proceeded to explain the situation with respect to Board succession. He explained that five (5) people were automatically entering into the last year of a two-year term; i.e. Nicky Jones, Shona Casola, Len Wright, Danielle Arscott and Karen Dillon.

Three (3) people had completed a two-year term but were eligible to stand for re-election: Clare Suggitt, Brian Robert and Elise Hawley.

Regrettably, three (3) sitting directors, Lisa Kowal, Candace Taylor and Bill Klaas have recently had to tender their resignations. Glenn thanked all of them for their very conscientious service to CLDN and to their community.

The A-Team has the right to name one person to the Board of Directors. Polling took place in June 2019 and the incumbent, Samantha Hillis, will now move automatically into her second year.

Glenn also introduced two (2) additional community members who have been recently recruited and nominated by the outgoing Board: Denise Graham and Stephen Connors.

12. The CEO pointed out that with this nomination from the floor there was a slate of 11 candidates which, if acceptable to the membership, would make up a legally constituted Board, as our by-laws stipulate a minimum of seven and a maximum of fourteen. However, the by-laws also contemplate an electoral process and he called three times for further nominations from the floor. None were forthcoming.

13. **MOTION** by Clare Suggitt, **seconded** by Brian Robert, that nomination be closed.

CARRIED.

14. **MOTION** by Clare Suggitt, **seconded** by Brian Robert, that the above detailed slate of candidates be elected by acclamation.

CARRIED.

15. The newly elected Board was sworn in by Alice Johnson.

16. Our chair, Clare Suggitt, said a word of thanks to everyone who participated in this year's AGM.

17. **MOTION** to adjourn – Brian Robert.

COMMUNITY LIVING DURHAM NORTH

STATEMENT OF OPERATIONS - GENERAL

FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUES:		
Donations and fundraising	\$ 58,409	\$ 6,854
Membership dues	150	160
Miscellaneous	46,178	48,816
Region of Durham (Note 9)	261,527	258,935
	<hr/>	<hr/>
	366,264	314,765
	<hr/>	<hr/>
EXPENDITURES:		
Supplies	20,060	13,806
Vehicle operation	-	119
Volunteer training	-	1,509
Advertising and promotion	250	-
Purchased services	-	80
Region of Durham (Note 9)	257,971	254,450
	<hr/>	<hr/>
	278,281	269,964
	<hr/>	<hr/>
EXCESS OF REVENUES OVER EXPENDITURES	\$ 87,983	\$ 44,801
	<hr/> <hr/>	<hr/> <hr/>

COMMUNITY LIVING DURHAM NORTH**STATEMENT OF OPERATIONS - CONSOLIDATED PROGRAMS****FOR THE YEAR ENDED MARCH 31, 2021**

	<u>BUDGET</u> <u>2021</u>	<u>ACTUAL</u> <u>2021</u>	<u>ACTUAL</u> <u>2020</u>
SUPPORT:			
MCCSS - operating	\$13,930,793	\$14,993,603	\$13,497,658
MCCSS East Region - operating	34,900	34,900	34,900
	<u>13,965,693</u>	<u>15,028,503</u>	<u>13,532,558</u>
REVENUE:			
Rent	1,119,828	1,110,238	1,082,852
Other funding	792,898	779,503	656,765
United Way	-	30,200	33,408
Respite	42,000	8,049	39,674
	<u>1,954,726</u>	<u>1,927,990</u>	<u>1,812,699</u>
SUPPORT:			
Amortization of Deferred Contributions (Note 7)	-	119,881	115,253
	<u>15,920,419</u>	<u>17,076,374</u>	<u>15,460,510</u>
EXPENDITURES:			
Wages and salaries	10,871,862	11,285,940	10,450,079
Employee benefits	1,843,117	1,785,113	1,493,242
Staff travel	102,505	37,878	94,839
Supplies	53,612	253,051	69,028
Vehicle operation	125,004	86,173	111,078
Utilities and taxes	233,939	209,052	190,327
Purchased services	310,596	338,946	308,463
Food	360,108	440,411	356,409
Personal needs	183,979	261,406	241,752
New furnishings and equipment	41,072	104,567	162,783
Advertising and promotion	655	-	-
Repairs and maintenance	259,388	381,684	410,467
Staff training and conferences	21,721	59,330	56,103
Rental	547,563	298,788	260,539
Central administration - general (reallocation)	299,741	220,857	196,802
- staffing	665,557	772,147	643,070
	<u>15,920,419</u>	<u>16,535,343</u>	<u>15,044,981</u>
EXCESS OF REVENUES OVER			
EXPENDITURES BEFORE AMORTIZATION	-	541,031	415,529
Amortization	-	328,873	342,964
EXCESS OF REVENUES			
OVER EXPENDITURES	<u>\$ -</u>	<u>\$ 212,158</u>	<u>\$ 72,565</u>

Board Succession Plan

Prior to the Call for Nominations from the Floor

The following by-laws are paraphrased:

- 18.0 The Board shall consist of between 7 and 14 directors.
 - 6.3.1 Board members are elected, typically, to serve two year terms.
 - 6.3.2 These two year terms are staggered such that, typically, half of the directors are automatically entering into their second year at any given AGM. Having served a two-year term, the director must stand for re-election if he or she wishes to remain on the Board.
-

First a grateful acknowledgement of Nicky Jones and Shona Casola: Nicky has timed out after eight years of dedicated service, and Shona saw the entire year through and completed her two-year term, but has decided for personal reasons to not seek re-election. We thank them for their contributions.

Our standard two-year terms were designed so we'd always have some people automatically moving into their second year and others standing for election.

The by-laws confer on the agency's self-advocate group, the A-Team, the right to name one person to the Board of Directors. *Samantha Hillis* has been their representative and although her two-year term just ended she will continue in this capacity in 2021-22. The pandemic has played havoc with the A-Team's ability to conduct business and elections have not been held.

Four other people elected at last year's Annual Meeting are prepared to carry through into the second year of their term:

Clare Suggitt
Elise Hawley

Brian Robert
Denise Graham

And three other people have completed a two-year term but are eligible to stand for re-election and have signaled their intention to do so:

Danielle Arscott
Len Wright

Karen Dillon

The Board has also recruited and nominated three additional community members who wish to stand for election:

Carolyn Ussher is a Social Worker who has spent her career working primarily in the child welfare sector and has recently moved to the education sector at the Durham District School Board where she is the Senior Manager and Clinical Lead, Social Work. Prior to this, Carolyn held various roles at the Children's Aid Society of Toronto; most recently as the Director of North West Branch with the organization. Her volunteer work has included Board of Director roles with the Jean Tweed Centre in Toronto and a community daycare organization, as well as leading crisis and court preparation groups for children who were victims of abuse. Carolyn is committed to working with and supporting vulnerable populations in our communities.

Christine Goodwin started her career within Disability Services 8 years ago. She has dedicated her education within disability, obtaining a degree in disability studies and a diploma in developmental services. Christine has held various roles within disability services such as a Direct support professional, Advocacy Advisor and Project Coordinator, Community Engagement Facilitator and Housing First Caseworker. The work, volunteer experience and education around disability has motivated Christine to dedicate her work into helping support individuals with disabilities.

Rohit Hajela has a wide range of experience working with Banks, Telecommunication and IT companies. In his current role as a Vendor Manager at TD Bank, Rohit manages the bank's relationship with large Third Party Suppliers in the Technology domain and is an advocate of Privacy, Compliance and Cyber Security. Rohit wants to help people with a disability.

In summary, eleven (11) people are prepared to serve in the upcoming year and this would make for a legally constituted Board of Directors. However, the Board has a maximum of fourteen (14) seats, and therefore nominations from the floor can be entertained.

Donors and Sponsors

2748503 ONTARIO INC
ANN UNGER
BETH MESZAROS
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We also would like to thank our Donors who wish to remain Anonymous.
Thank you to every one for your support!

Membership Form

Mr./Mrs./Ms. Last Name First Name

Address City Postal Code

Telephone Number E-Mail Address

Please note the membership fee is \$10.00 per year and is in the name of one person. Membership entitles you to one vote at the Annual General Meeting.

Enclosed Please find:

Membership fee of:

_____ 1 year \$10.00
 _____ 2 year \$20.00
 _____ Additional memberships
 (\$10.00 each per year)

I would like to make a donation of:

\$100 _____
 \$ 50 _____
 \$ 25 _____
 Other _____

Please list the full names of additional members below:

Please make cheques payable to Community Living Durham North and return to:

60 Vanedward Drive, Unit 2
 P.O Box 964
 Port Perry, Ontario
 L9L 1A8

Charitable Registration # 106887813 RR0001

Thank you for your support!

