



ANNUAL REPORT

2022-2023

COMMUNITY LIVING 
Trent Highlands

**EACH ONE OF US FULFILLS A
PIECE OF A LARGER PUZZLE**



TERESA JORDAN

Executive Director
Community Living
Trent Highlands

We will foster an inclusive environment and strive to acknowledge our biases that influence current culture. We will challenge inequities and create equal opportunities for all to connect, belong and grow. We will strive to create a safe space where everyone is accepted for their authentic selves and feels valued for their contributions to the CLTH mosaic.

This is the newly minted diversity statement for CLTH. In this past year we have taken steps to create an agency where people can bring their whole selves and feel valued for their unique talents, world view, skills, and identity. This is only the beginning of the journey, there are many miles to go as we endeavor to look with fresh eyes at all that we do. Creation of the Diversity, Inclusion, Culture and Equity Committee (DICE) has been a great highlight of our past year.

We have emerged from the darkest days of pandemic and while it is still a background singer to our ongoing concert, we have been able to move into more focus on what we do best, connecting to community, finding meaningful belonging with people, and supporting dreams. With each passing lightning of restrictions, we have been able to move further and further from the safe and sterile to the

fulfilling and connected. As in other years, we have welcomed many new people into our supports in all areas.

We have had new people move into our community homes, get jobs in their field through JobQuest, try new things in CONNEX, Building Bridges and Foundations and make the most of living in neighbourhoods across our three communities with Supported Independent living and Life Share. We have worked with childcare centers and educators to bring high quality learning and supports to the Early learning communities of KL and Haliburton, good respite options and planning to families through Family Supports and deepened our many partnerships to increase our impact. All of our teams work to offer supports to people and one another to make CLTH a welcoming and positive place. We have had record breaking years in United Way fundraising and supported other fundraisers with CLTH teams, like the Dragon Boat festival and Bowl for Kids Sake. QUEST as a tool to move us toward a framework of continuous quality improvement was implemented with an inaugural review of all our services. We discovered great news, confirm some of our thoughts on quality and found areas that we are now working to improve. This dedicated QUEST team meets year-round to continue the journey to continue to make something better than it was today for tomorrow. Positive Vibes works tirelessly to bring different opportunities to the CLTH community to have fun, explore wellness and make memories. So many events that we had not been able to have due to restrictions in past years were returned to this year, dances, BBQ's, parties, and shared meals.

In striving to creating a space where all are valued CLTH is on a journey to know itself better, improve, know the three communities we serve better and get more connected, offer our partnership in collaboration and enhance the work and honour people that are working to make all of this happen and those that we serve that lead us in this work to share in lives and roles that have a sense of belonging in every way.

Working in the last stages of pandemic took the kind of strength that ending a marathon does, teams had to dig deep to emerge strong from what was a long race against the virus, thanks to all for determination, creativity, grit, and reckless commitment at all times that things would get better and here we all are.





CAROL KELSEY

President
Board of Directors
Community Living
Trent Highlands

It has been both an honour and a privilege to serve as President of this year's Board of Directors. We experienced quite a number of membership changes this year, and we battled through another season of mostly virtual meetings, but I have been so grateful for my colleagues and their dedication to the CLTH cause. I must extend special appreciation to three longstanding members of the board who are retiring this June – Tony Downer, Wayne Eastabrook, and Georgia Hewson. Their contributions have been invaluable and we will miss them. Needless to say, we have been working hard to endeavour to replace them and the various skills they brought to the table.

We began the year by refreshing our Strategic Plan and setting some interim benchmarks to keep us on track over the next three years. We did a deep dive to ensure our current policies and procedures were supporting good governance, including some educational sessions on this, as well as the province's Journey to Belonging. It is important for us to understand where the province is going in its attempt to transform the provision of services for the individuals and families we serve. A number of us will be attending the Community Living Ontario conference in September of 2023, again, in order to become more familiar with the provincial context and learn from similar organizations. We oversaw the development of a new kind of organizational risk management plan, instituted a consultation process to improve financial reporting, and completed the update of our bylaws to be consistent with the new Ontario Not-for-Profit Corporation's Act. We have also had a working group busily trying to determine the best board committee structure to ensure our most effective and efficient operation.

At a number of our meetings we have been hearing from the organization's Directors, their work, challenges and successes. Without exception, they speak in glowing terms about their staff and the work they are doing, often under difficult circumstances. It has been humbling to learn more about the extraordinary lengths to which many of our employees go, on a regular basis!

Finally, I would be remiss in not extending my appreciation to our Executive Director, Teresa Jordan. Her conscientious efforts to keep us informed of the myriad activities undertaken in our three communities by CLTH's many departments are commendable. And, she manages to do so with deep institutional knowledge, profound insight, common sense and humour!

The World Health Organization recently announced that the state of emergency brought about by COVID-19 has come to an end. Certainly, we have entered into a new state of 'normal', a kind of relaxed state of vigilance, if such a thing is possible. Services and activities are resuming, in various forms, allowing us to reconnect once more. It has been a joy to participate in some of the in-person gatherings this year, and revel in one another's company. I wish you more of same.



**EVERY PIECE OF THE
PUZZLE THAT DOESN'T
FIT GETS YOU CLOSER
TO THE ANSWER.**

-CYNTHIA LEWIS

EARLY LEARNING RESOURCE PROGRAM

CHILDREN SERVED	139
PROGRAMS SUPPORTED	21
CHILDREN RECEIVING DNRFP	61
PEOPLE SERVED	102

The Early Learning Resource Program spent the last year reflecting on the program practices. The team worked on establishing our program values and incorporating them into our day-to-day practices.

Our work is founded on **RESPECT** for the intelligence and potential of each person we encounter.

We are committed to a view that every child (and every adult) has rights and gifts and a desire to learn and contribute and to feel that they belong. We have **RESPONSIBILITY** to give visibility to their strategies and ways of learning through relationships with everyone and everything, reflecting back the best of what they are, their intelligence and empathy and creativity.

We value **LISTENING** so that everyone, child and adult, feels truly heard. This is how listening extends beyond words. We seek to understand what may not be spoken, knowing that we have a responsibility to try to achieve communication, bringing not only ears and eyes, but hearts and minds to our listening, as we work to create a kinder and fairer world.

We strive to **COMMUNICATE** with clarity and empathy. We are aware that our knowledge is both important and partial, and we aim for our messages to be received in a way that makes it possible for all involved to weave together a more complete understanding, knowing that this takes time and effort.

We seek to achieve **COLLABORATION** that is founded on walking with, working alongside, and thinking together with others about the kind of people we want to be and the kind of planet we want now and for the future.

We recognize that **DIVERSITY** is necessary for our development as humans and as a society. We see the damage that comes from excluding and marginalizing people and seek to counter this by embracing attitudes and actions that contribute to social justice. This calls on us to invite diverse points of view and ways of being so we can interrogate our practices and assumptions. We are responsible for creating a sense of belonging.



RESPECT

RESPONSIBILITY

LISTENING

COMMUNICATE

COLLABORATION

DIVERSITY

EARLY LEARNING RESOURCE PROGRAM VALUES



CONNEX PROGRAM

Connex programs across the agency have had the luxury of opening our doors fully to new and previous participants. Seeing the returning faces and rekindling of long-term friendships has been a pleasure to witness. Connex Programs have offered a variety of location, virtual and community-based programs designed around interests of those attending. Programs are offered in day, evening or weekends. New this year, we have provided events that all 3 programs attended starting with bowling in the fall with more planned throughout the year. Connex staff teams have also had the opportunity to participate in a full team training day to further streamline some of our supports. Our Fee for Service and brokerage supports have increased by over 30% supporting a variety of people from our catchment area.

One of the greatest highlights of the year was having all Connex locations participate in Christmas lunches or dances. The smiles and laughter in the air were enough to fill the rooms and hearts of everyone attending. Another of the wonderful things to come out of our re-openings is that in each community we have been able to welcome people who prior to COVID did not attend Connex programming. Some of these people did not do well in large group settings or preferred a more individualized approach. Once they have had the experience to participate in our programs with the support of their Community Homes staff and Connex staff, they have now all been successfully integrated into weekly participation. The participants in these situations have shown us what the true meaning of Connex brings and that there is always something to offer everyone.

Connex KL offers a satellite program out of the Fenelon Falls United Church. The success of this program is not only from the CLTH Staff and participants but of the amazing volunteers that have worked with this program for many years. One of our volunteers has celebrated 25 years of volunteering with the Northern Learning Program. To honour this amazing accomplishment, the agency has dedicated an award in honour of Verna Humphries. Poetically, Verna was the first volunteer presented with the award and will be now presented each year to a worthy appointee.

CONNEX PETERBOROUGH

Participants + 5 new enrolls

133

CONNEX HALIBURTON

Participants + 6 new enrolls

43

CONNEX KAWARTHA LAKES

Participants + 8 new enrolls

69

PEOPLE SERVED

336



POSITIVE VIBES



The Positive Vibes Committee had another great year. It's a committee that brings together like minded, enthusiastic and passionate staff that strive to help create a positive, fun environment for everyone at CLTH, the staff, those that we support as well as families.

The United Way fundraising group had one of our best years ever. Highlights of the year include increased participation in employee payroll donations, Soup's On, Vendor craft and bake sale, DIY sign making, a fun toonie toss at our all staff meeting and our annual online auction.

Wellness Wednesdays was a bi-weekly email initiative around wellness that was sent out from different members of the committee. The focus was on not only physical health, but also mental, spiritual and emotional health.

One of the biggest highlights of the past year was being able to return to in person events. The staff family picnic was hosted at Kawartha Settlers Village in Bobcaygeon at the end of June. It was a unique backdrop for a wonderful day. The staff holiday celebration took place in Lindsay and it was great to see smiles, dancing and of course the "Flannel and Frost". The Haliburton Christmas returned and didn't disappoint. Great food, packed dance floor and a visit from old St. Nick.

The committee also produced a print copy yearbook that was circulated to programs to highlight and celebrate all of the great events we have shared together.

The committee hosted their annual planning day in February 2023 and we've got another great year planned for everyone at CLTH.

MEMBERS OVER THE PAST YEAR

Phylis Baker
Dawn Barnes
Jessica Brantnall
Christine Christianson
Shannon Crawford
Melinda Ferguson
Teresa Jordan
Jenn McDonald

Rose McHugh
Leighanne Quibell
Jeanette Stephenson
Angie Sucee
Tracey Switzer
Sarah Witter

EVENTS IN THE YEAR

Spirit Weeks:

Camp Week, Halloween Spirit, Holiday Spirit x 2

United Way:

Online Auction, Spin Class, Craft/Bake Sale and More

Staff Family Picnic

Staff Holiday Celebration

Haliburton Christmas Bash

10+ Fun Days including Star Wars Day, Pet Day and Elvis Day

Photo Contest

Outdoor Music Night

Virtual Jubilee High Tea, Rainbow Day

CHEERS & CHAT STATISTICS

260 Members

71% Engagement of Employees

ANNUAL STATS

1,422 Posts

25,205 Reactions

1,450 Comments

MONTHLY AVERAGE

110 Posts

2,178 Reactions

179 Comments





EARLY LEARNING QUALITY INITIATIVE



AGENCIES PARTICIPATING IN THE ELQI	13
SITES PARTICIPATING IN THE ELQI	30
AGENCIES PARTICIPATING IN PROFESSIONAL TRAINING OPPORTUNITIES	13
INDIVIDUALS PARTICIPATING IN PROFESSIONAL TRAINING OPPORTUNITIES	13
PROFESSIONAL TRAINING OPPORTUNITIES OFFERED	34
COLLABORATIVE PROFESSIONAL TRAINING OPPORTUNITIES PARTICIPATED IN	3

The last few years we have had opportunities to reflect on many things; including how much we value coming together as a community to not only learn, but to just be together and enjoy each other's company. Since March 2020, we have had a few small groups, in-person opportunities and each time we heard how wonderful it was to be together again. On October 22-23 this year, we held the Wellness and Discovery Conference. The return of our wellness retreat in person was much needed for so many and we were fortunate to have almost 100 educators able to join us at this event. From the workshop session choices, the food, the fun and games, the gifts, the treats, the beautiful weather, and the most important thing: being together in-person, hugs, seeing people's faces, reconnecting with those we have not seen for a while and meeting new people!

We recently had an opportunity for educators and staff working in our local early learning and childcare community to nominate their co-workers and colleagues as a shining star. We had 37 nominations in total! 37 people/opportunities were recognized for the positive impact they are having in our early learning and childcare community! Reading these 37 nominations is a reminder of the great community we have.

**EVEN THE HARDEST
PUZZLES HAVE A
SOLUTION**

STUDENTS & VOLUNTEERS

2022 was a year of celebration as we welcomed back our volunteers into their roles they held prior to the Pandemic. Our Fenlon group is back in full swing, and we are receiving applications from all 3 of our communities with marked interest. Students are requesting placement to CLTH in record numbers, and we have been able to employ all of those that made application afterwards.

Our focus this year will be recruiting volunteers and celebrating their contributions.

IT'S NOT ABOUT THE PIECES - BUT HOW THEY WORK TOGETHER

PLACEMENT STUDENTS SUPPORTED	48
VOLUNTEERS (SOME ON HOLD)	3
STUDENTS THAT APPLIED AFTER PLACEMENT	29
SUCCESSFUL POST PLACEMENT HIRES	29
RATE OF HIRE	100%
IN KIND VALUE OF STUDENT/VOLUNTEERS CONTRIBUTION	\$79,802.05



Overcoming stigmas might slow you down but not Benen Dykstra, he used this as a challenge to develop a podcast, that not only crushes stereotypes that have surrounded him but now he is able to have a voice that breaks those barriers down to support and discuss challenges people face from around the world. With over three million podcasts available online, the life of a podcaster is far from easy. "If you want to be successful, it's not something that is going to happen overnight," shared Benen. He noted that each interview he does requires over five hours of work to edit, resulting in a 20-to-30-minute final take, which is aired at 7 a.m. on Wednesdays to bring a little joy and inspiration to listeners in the mornings.

In an attempt to find employment, Benen started working alongside Tim Tofflemire, an employment coordinator at Job Quest. This was when the idea for Sit Down and Stand Up began to take shape. "Tim said to me, 'you've got a lot to say, you should do a podcast', so I started to think about that," he said. That was all the push that Benen needed.

He said that he has applied to many jobs in the field but felt as though those hiring struggle to see beyond his wheelchair. "I was frustrated with the opportunities that were available for all types of disabilities," he said. "I may require some accommodations, but that doesn't mean I can't contribute to your business, and help it succeed."

While in college, Benen shared that podcasts helped him manage the stressors that come with post-secondary life, and really supported and enhanced his mental health at the time. He had dabbled in trying out a few podcast ideas prior to his current undertaking but felt as though they lacked creativity and originality. "I wanted to do something that was new, that other people hadn't done before," he said.

This platform provides knowledge and hope that others facing the same challenges can look beyond the cookie cutter types of employment/lifestyles of those with disabilities, but people have the opportunity to see their gifts.

LIFE ISN'T ABOUT FINDING PIECES OF A PUZZLE, IT'S ABOUT CREATING AND PUTTING THOSE EXCEPTIONAL PIECES TOGETHER.

—GLENN VAN DEKKEN



Rick is lucky to have a great family that is involved and supportive. He also has a wonderful woman Amanda who he lives with through the Life Share Program. Together, they have developed a relationship that supports Rick with all his goals.

Rick's brother and sister-in-law invited Rick and Amanda to join them on a trip to Iceland. After lots of planning and rescheduling due to COVID they finally got to go on their trip in May 2022. They did several things as one big family and Rick and Amanda were able to do things on their own as well, giving his brother and sister-in-law some time for themselves.

Rick and Amanda were able to experience many new things. They enjoyed the tour on the ferry to Westman

Island and got a lava rock from the volcano. They went to Jokulsarlon Island to see the glacier. With his brother and sister-in-law, they did a Golden Circle tour and Rick tried tomato beer. They all went to the Blue Lagoon. Rick enjoyed everything, but his favorite part of the trip was the food! He got to try lots of different kinds of fish, and he enjoyed everyone down to the last bite. Amanda and Rick thought the trip was amazing and would love to go back one day to see all the things they missed.

The plans are now in the works for the next trip to Nashville. Rick and Amanda will be doing this one on their own but look forward to the next family trip as well. Half the fun is deciding where to go and making plans together. To many more happy travels!



CHILD & FAMILY SERVICES

The Family Support Program aids families, in Peterborough and the City of Kawartha Lakes, who have a child(ren) up to the age of 18 years with an intellectual disability. Supports are unique to each family and based on their needs and desires. This support can consist of case management, service navigation, advocacy and planning. To support skill development and independence we offer hands on learning workshops, recreational, and family respite opportunities.

HIGHLIGHTS

Offered a specialized summer camp for children who have significant physical/medical needs in partnership with Five Counties Children's Centre – offered as a pilot project (Trail Blazers) and will be offering again this summer!

Coordinated summer recreational/respite activities: Alpacha Day, Selwyn Beach, fishing, horseback riding, kayaking

Coordinated learning opportunities: Healthy Relationships workshop, Consent Workshop in coordination with Kawartha Sexual Assault Centre

Virtual Art therapy: 3 groups over the course of the year

Cooking Groups: 2 over the course of the year

March Break: Bowling, Dream Boards, Swimming, Movie/Popcorn

Children supported to participate in community organized activities/camps

Several of the FS team participated in a workshop focusing on addition as it is an issue among the youth we support

Supported a young lady to get her drivers license. She will also be attending Fleming College next year!!

COORDINATORS

Peterborough	8
City of Kawartha Lakes	2

FAMILIES RECEIVING FAMILY SUPPORT SERVICES	168
(175 children)	

REFERRALS

April 2022-2023)	37
Intakes Completed (26 children)	22

OUTREACH

(SHORT TERM ASSISTANCE/NOT IN SERVICE)	
People / Families	23

COMMUNITY PARTNERS

Five Counties Children's Centre
Service Coordination for Children & Youth (KL & Ptbo)
PVNCC School Board
TLLD School Board
KPRD School Board
Ontario Autism Program
Kinark
Ptbo Youth Services
Boys & Girls club
YMCA/Wellness Centre
Early Learning Resource program
Kawartha Haliburton CAS

RESPITE STATS

4700-02 (adult respite - used to cover the period of time between 18 years and Passport funding); 8 youth accessed this funding

4700-04 – 10 youth accessed for 1:1 support and respite. Supported our Trail Blazers camp at Five Counties, 455 hours of respite support

4700-08 – Child Welfare Community Capacity Building: 14 families supported, (12 with 1:1, 4 with camp costs, 1 equipment, 2 full respite weekends, registration for activities, one-off support, 1200 hours of respite support

4700-10 – 2400 hours of respite support (1:1, camp, respite plans, activities, equipment, CLTH summer/March break/PA day, Christmas activities



**IT'S ALWAYS THE
SMALL PIECES
THAT MAKE THE
BIG PICTURE**



COMMUNITY HOMES

PEOPLE SERVED

89

Dotted in neighbourhoods all across our 3 communities, our homes offer a place where people can get the help they need and lead lives full of connection, purpose, planning, individuality, creativity and fun.

People can try new things like Evan and swimming

Go places they want to explore like concerts, cottages and theme parks

Celebrate with family and host gatherings

Work on goals of independence, learning and adventure

Get social in community and cheering on teams

Belong to teams, clubs and groups

Celebrate and have fun



SUPPORTED INDEPENDENT LIVING

PETERBOROUGH

Before COVID, Stephanie completed the C.I.C.E. program at Sir Sanford Fleming College which gave Stephanie the confidence to speak in front of people and to inspire to improve herself. With COVID keeping everyone home and limiting activities in the community. Stephanie decided she wanted to improve her future. She stood in outside lines for hours to get her G1 and then a year later in July 2022 her G2.

Stephanie registered for Oxford College in the Community and Developmental Service Worker Diploma program and graduated February 2023. Doing many classes online but placement in person. Stephanie is now checking out places to use her skills and new diploma. This is a dream that years ago Stephanie would never have figured she would be able to achieve. If you told her 20 years ago that she would go to college. Stephanie would have told you, "Yah! Right!"

Stephanie has worked very hard and is proud of her achievements. She has learned the importance of lifelong learning and the rewards are enormous. Stephanie won't stop here. Stephanie will keep learning and doing.

CONGRATULATIONS STEPHANIE!

KAWARTHA LAKES

Kyle a gentleman from SIL Kawartha Lakes completed a placement at a local Taxi company, Poppa Ed's. Kyle is working towards completing his high school diploma which he hopes to have completed in 2023. This was a unique opportunity for Kyle as he is visually impaired. The company was able to implement a system called Jaws with the help of the Board of Education to make this possible for Kyle. Kyle took calls from those in need of transportation and answered any questions he could. Kyle took great pride in this opportunity and enjoyed meeting new people, this was a wonderful experience for both Kyle and everyone he worked with.

PEOPLE SERVED

118

HALIBURTON

After 6 years on a waiting list for affordable single person housing, Russell finally was able to achieve his dream of having an apartment all on his own. He moved to Echo Hills Apartments the middle of October.



RESPITE NOW



Respite Now

Meaningful. Flexible. Reliable.

Respite is an opportunity for people to learn new skills and meet new people, build community supports and peer relationships. Respite Now is a program to help make these essential connections between Caregivers and Respite Workers.

Respite NOW is designed to strengthen collaborations with existing networks and to build respite services capacity in real-time.

This initiative was created to support families to gain access to respite supports in the Haliburton, Kawartha Lakes, Peterborough, and Northumberland counties.

The Respite NOW design will provide families easier access to workers in their home area, through strengthening navigation, coordination, and accessibility of available providers.

By receiving funding from Ministry of Children, Community and Social Services' Employment and Modernization Fund, Community Living Trent Highlands, Canopy Support Services and the HKPR Respite Committee can work together to holistically improve respite services.

HIGHLIGHTS

Presented at CLTH 2022 AGM

Received significant funding for our partnership and promotion

Respite Now virtual info session – April 6 & 12, 2022

Lindsay Home show – booth for the weekend

Surrounding communities have been inquiring about Respite Now

Will direct people/families to services as appropriate

COORDINATOR working in collaboration with Community Living & Respite Northumberland Coordinator	1
RESPITE PROVIDERS ON RESPITE NOW	165
CAREGIVERS ON RESPITE NOW	534
MESSAGES CAREGIVER TO WORKER (JAN - MAR 2023)	294
MATCHES(JAN - MAR 2023)	50

**THE ART OF
SIMPLICITY IS A
PUZZLE OF
COMPLEXITY.**
-DOUGLAS HORTON

QUEST

Our first try at an agency review and audit happened all in one week in September 2022. The three teams of auditors launched every single day to another corner of the agency to observe, ask questions and get to know what was happening. There were many great learnings about what is strong and going well, equally there were items found that need a little focus and work. The report took so much longer to write than planned as there was just so much data to go through. The QUEST representatives on all teams were informed of findings throughout December and the whole agency received the report in January.

The Board of Directors received the report and the action plan for the coming year in December 2022 and accepted it. Some of the action plan is about improving the process for the upcoming year. We have expanded the team, expanded the audit window to two weeks and are going to enhance the role of the program QUEST representatives. The team continues to meet monthly to create better processes and guides for the upcoming September audit.

Our findings overall were positive, people are feeling safe and respected, they feel that planning is robust and that they are valued for their unique contributions. On the support side we are working this year on better social capital and connection goals, more robust and engaged

Individuals Support Plans and further engraining of a culture of continuous quality improvement. On the agency side, including all roles and process that wrap around our staff, families and people there was good feedback about safety, good training opportunities, reliable technology and clear processes often. What we are planning to improve in this coming year is more consistent quality appraisals and coaching efforts, creation of a Diversity Committee for CLTH, better understanding of QUEST and its aims for teams to get engaged with it, and work to make our SharePoint platform better and more useful.

When you ask the question, you have to be asking about something that you can change or affect to improve. In this year's audit we will work harder to ensure what we look at is something that we can work on to make better. The standards will be further customized on the support side for each program. Agency standards of safety, value, welcome, ethical and professional conduct, reliability and meaningful communication will remain our focus and our goal.

Huge thanks to Lisa Corp, Jeanette Pilcher, Jeremy Sheriff, Christy Leney, Ashley Logan, Stephanie Donia and Christine Christianson for their awesome effort at this first year on a quest for better quality everywhere.



SHARED DREAMS



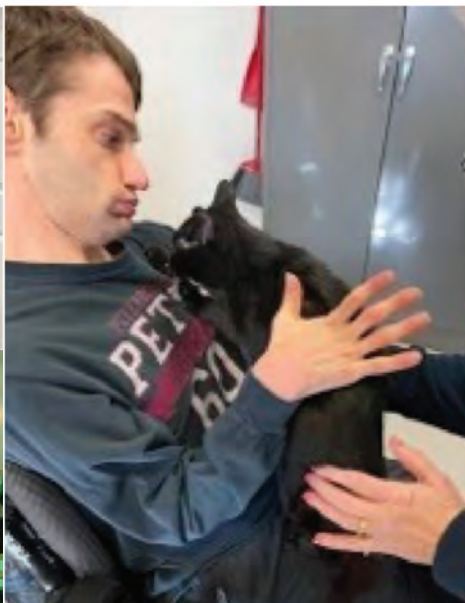
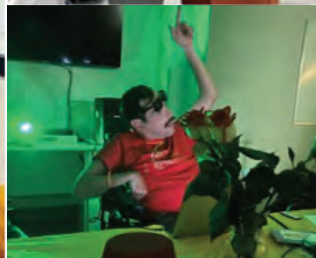
for Independent Living

Amazing things are happening in the second year of partnership. As Christopher, Jason, Matt, Sean and Scott identify and share their strengths, interests and desires, their families and personal network of support are working closely together to listen and offer support, share their skills and opinions, foster meaningful relationships and promote the creation and maintenance of a meaningful life. Whether it is Christopher nurturing and socializing the kittens at Lakefield Animal Welfare Society, Sean spinning tunes as DJ Love, Matthew bringing love and joy to his favourite waitresses, Jay overseeing and ensuring accurate recycling at Trent University or Scott being the most amazing boyfriend, they are all contributing to their community and being valued for who they are as individuals.

Foundational to each man's full and meaningful life is the overall sense of well-being that comes from living in their

own apartment at The Mount Community Centre. Here Christopher, Jason, Matt, Sean and Scott receive care and supports that are identified by themselves and the families who know them best and are designed to be responsive to their ever-changing needs and desires. These person-specific supports are possible because of a highly constructive and collaborative partnership between families, Shared Dreams for Independent Living and Community Living Trent Highlands. Through this intentional partnership, and the dedication of a committed SD/CLTH team, a stable home environment has been unfolding where each individual is growing in self-determination through increasing autonomy, greater competence and an overall sense of belonging.

Throughout this first full year of our journey together, and under the direction of our captains Christopher, Jason, Matt, Sean and Scott, Shared Dreams for Independent Living and Community Living Trent Highlands has maintained resilience and dedication and together we have experienced the fulfillment that comes from making a difference!



CASA DE ANGELAE



The smiles you see on Katie, Andrea, Amy and Kelly's faces are a testament to how much they love living in their own home and a part of that is due to the continued generosity of our donors. As you know, Casa De Angelae is a family-oriented home for women with intellectual disabilities. It's mission is to allow them to live in a safe, supportive, family environment and our vision is to provide them with the right combination of supervision, family support and independence they need to grow as contributing members of the community.

After three years of dealing with the pandemic, their lives are slowly returning to normal. The women have been able to return to their Special Olympics sports and are happy to

be reconnecting with their friends. Our Mentor Judy continues to keep the women busy by safely exploring the many amenities that our community has to offer.

We are so fortunate to have the support of Community Living Trent Highlands and the community at large. We are also grateful to Shared Dreams for sharing their challenges and successes of their journey.

Casa De Angelae continues to receive requests from other families interested in learning more about our housing model. Casa developed a "History of Steps Taken" as part of our mandate to share our journey with other interested families.

The Casa De Angelae board continues to work hard to ensure that this innovative housing model continues for as long as possible. Fundraising and acquiring new board members continues to be our biggest challenge.



UNITED WAY

The United Way committee was excited to be able to host in person events in 2022. Our kick off at the all-staff meeting, allowed us to start the fall campaign “off with a bang”. This allowed the United Way Committee to be able to discuss with the staff the role of the United Way and the programs that the funding provides. We were able to have employees sign up for payroll deductions and to have a little fun with the toonie toss. The United Way committee, which is part of the Positive Vibes committee, planned the Easter Basket Raffle, Soup’s ON, DIY Sign Making Night, Bake Sale, Vendor Craft Sale, and the On-Line Auction. The



CLTH staff showed how supportive they are to the United Way agencies and continue to show us how they make a difference each and everyday.

Both United Way agencies are important community partners and offer us a conduit to many initiatives and collaboration. In Peterborough the United Way fund activities for self-advocates to connect, share, learn and mentor through peer education, group meeting and connecting.



**EVEN THE
HARDEST OF
PUZZLES HAVE
A SOLUTION**

HUMAN RESOURCES

At the heart of supporting people to do great things are the CLTH staff that work so diligently to make it happen. Thanks to our teams for choosing to make CLTH better and the lives of everyone richer.

CLASSIFICATION	ACTIVE	INACTIVE	TERMINATED/RESIGNED	TOTALS	COMMENTS
Full-time NBU	35	03	08	46	
Part-time NBU	04	00	03	07	Inclusive of HRDC students
Full-time BU	169	14	17	200	
Part-time BU	184	19	54	257	
Grand Total	392	36	82	510	

FTBU	FTNBU	PTBU	PTNBU	NEW HIRES
41	02	111	00	154

FULL-TIME RESIGNATIONS BETWEEN APRIL 1, 2022 - MARCH 31, 2023 **21**
TOTAL EMPLOYEES BETWEEN APRIL 1, 2022 - MARCH 31, 2023 **510**
WSIB FOR FISCAL YEAR:
42 claims this year, with 33 days lost. 19 due to injury and 23 COVID related.

BOARD OF DIRECTORS

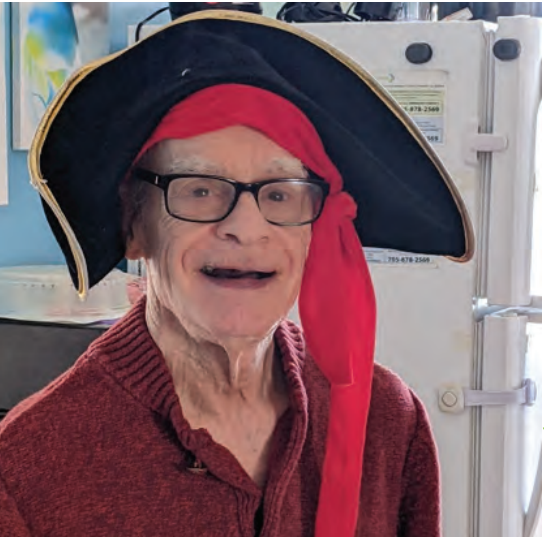
Carol Kelsey, Board President
Diane Pick, Vice President
Lee MacLean, Secretary
Ron Bilyk, Treasurer
Jonathon Baker, Director

Tony Downer, Director
Wayne Eastabrook, Director
Georgia Hewson, Director
Carolyn Kassinger, Director
Linda Mitchelson, Director



Galaxy S22





**THE WORLD'S A
PUZZLE; NO
NEED TO MAKE
SENSE OUT OF IT.**
-SOCRATES



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