

# ANNUAL REPORT

2025|2026

COMMUNITY LIVING  
Trent Highlands



"Every sturdy tree that towers over human beings owes its existence to a deeply rooted core." — Unknown

# TERESA JORDAN

## EXECUTIVE DIRECTOR ~ COMMUNITY LIVING TRENT HIGHLANDS

This past year has been a learning year of new experiences and challenges for all. There have been great news stories of expansion and new ways of doing things. There have been stories of individuals reaching new goals and making newer and bigger dreams. Together as a full team playing our important roles in all corners of the agency, CLTH has made another year of difference making and has journeyed with our families and people.

Our work in Early Childcare offering training and best practice has improved the way professionals in that field deliver their guidance. Our Respite Now app continues to expand and make an impact across the province. Job Quest supports the whole person to make changes and connections on the path to competitive employment. Our Connex and other adult services, striving continually to try new ways of engaging, challenging, learning and growing in all kinds of different ways. Family supports, a team that meets families exactly where they are and takes them to the next place in the paths they must traverse with their child.

We do this work with integrity and grace, all over the agency and continue to be creative together in thinking of what we could try next to make a bigger contribution or to move a person to a bigger goal.

**HUGE** thanks to every level of our agency, when we work together great things happen. When we make paths together, we can follow each other to the next big thing that makes lives richer and more connected.

*Teresa*

***"We will either find a way, or make one." —Anibal Barca***



# DIANE PICK

## PRESIDENT ~ BOARD OF DIRECTORS COMMUNITY LIVING TRENT HIGHLANDS

This past year has, at times, felt like navigating through a difficult storm at sea. Financial pressures, operational challenges, and labour uncertainty tested our organization in significant ways. Throughout it all, however, the Board remained firmly anchored to our mission: **inspiring respect and equality for people with an intellectual disability through community knowledge, organizational excellence, and individual quality of life.**

Despite these challenges, our organization continued to serve the community with integrity, compassion, and accountability. The Board worked closely with our Executive Director to address a projected operating deficit through careful oversight, disciplined financial stewardship, and difficult but necessary decisions. As a result, we were able to restore balance to the budget while continuing to protect core services and programs. At the same time, the Board began charting a course for the future by outlining an inclusive and comprehensive process to develop a new five-year strategic plan. This work will help establish clear priorities, strengthen community engagement, and ensure the organization remains responsive in a changing environment.

The Board also continued its focus on strong governance through policy review, service oversight, and ongoing collaboration with leadership. We are proud that, despite financial pressures and operational uncertainty, the organization continued to provide excellent care and support to those who rely on our services.

***"Where there is no struggle, there is no strength."***  
**—Oprah Winfrey**





DIANE PICK

**PRESIDENT ~ BOARD OF  
DIRECTORS COMMUNITY LIVING  
TRENT HIGHLANDS**

The professionalism, compassion, and dedication demonstrated every day by our leaders and staff continue to reflect the very best of our mission and values. One of the most significant issues facing the organization this year has been collective bargaining with our unionized employees. As of the date of this report, the union is in a legal strike position. The Board recognizes the uncertainty this creates for employees, the individuals who rely on our services, and their families. The organization has participated in negotiations in good faith, and we remain hopeful that a fair and sustainable agreement can still be achieved without disruption to services.

Periods of uncertainty can test organizations, but they can also remind us of our shared purpose. Our leaders, employees, volunteers, and community partners all care deeply about our mission and the people we serve.

On behalf of the Board of Directors, I extend sincere thanks to our Executive Director, Teresa, our Executive Assistant, Christine and fellow Board members for their commitment and leadership throughout this challenging year.

While challenges may still lie ahead, I remain confident in the resilience, values, and strength of this organization. By remaining focused on our mission and working together with respect and accountability, we will continue to move forward with purpose and care for our community.

Respectfully,  
Diane Pick  
Board Chair



## Seniors Social Groups

For many participants, the Seniors Social Groups offer a chance to reconnect with friends and peers they may not otherwise see regularly due to distance, transportation, or other life circumstances.

This year, Connex continued to create meaningful opportunities for connection across our communities, with a highlight on our Seniors Social Groups in Peterborough and Lindsay.

Each week, participants gather for coffee, conversation, and shared activities—from shuffleboard and trivia to crafts, group lunches, and visits with therapy dogs. The groups are structured yet relaxed, creating a welcoming environment where people can connect, build relationships, and enjoy time together.

The Seniors Social Groups include both a Ladies Group (Monday's) and Men's Group (Tuesday's), each with consistent participation from members in Peterborough and Lindsay. The cross-community nature of the groups has supported both the reconnection of familiar faces and the development of new friendships, with participants actively engaging in conversations and group activities.



# CONNEX

Attendance has remained steady, and the groups have developed positive, supportive dynamics. Activities are adapted based on participant interests and abilities, ensuring inclusivity and meaningful engagement for all.

Beyond the Seniors Social Groups, Connex continues to offer flexible, person-directed programming across Peterborough, Lindsay and Haliburton, including evening and weekend opportunities. Across all programs, the focus remains on fostering connection, inclusion, and overall well-being in the community.

## Additional Program Highlights

- 2025 introduced the quarterly Connex Activity Program that highlights all 3 communities and the various activities that are offered.
- Central registration process for all participants.
- Opportunities for engagement and interest-based programming offered daily, evenings and weekends.
- 20% increase in Fee for Service participants over all 3 communities.
- Use of community-based instructors for horseback riding, yoga, arts, and music therapy has led to more personalized, interest-driven programming.



# CONNECTED ADVOCATES



Connected Advocates brings people together to share ideas, build leadership skills, and make a difference in our communities.

Over the past year, members have been actively involved in planning events, giving back, and raising awareness. The group hosts the Tuck Shop at the Lindsay office and organized social events like dances and BBQs that created opportunities for connection. Members also supported their communities through a food drive, smile cookie decorating at Tim Hortons locations, and volunteering with the Salvation Army holiday kettles.

Connected Advocates also created opportunities for members to have their voices heard beyond their local communities. Members attended the Community Living Conference 2025 and participated in a Day at the Legislature. During Community Living Month in 2025, the group helped lead celebrations through spirit days and a bake sale. Updates and achievements were shared through the Post It Newsletter, helping keep members and the community connected. The group currently has 18 active members representing Peterborough, Kawartha Lakes, and Haliburton. Being part of Connected Advocates supports people to build relationships, reconnect with others, and take part in initiatives that are important to them.

Looking ahead, the group is excited to continue this work through participation in Community Living Day at the Legislature, the 2026 Community Living Conference, and upcoming elections for leadership roles in the fall. Members will also continue fundraising and raising awareness about people's rights and responsibilities.

Connected Advocates is grateful for the financial and peer support of People First Peterborough and People First Canada. Their contributions help make this work possible and support ongoing advocacy in our communities.



# 2026 HIGHLIGHTS



# POSITIVE VIBES



This year marked an exciting evolution in our work, as 18 active committee members came together for the first full year of formal collaboration between the Positive Vibes and DICE (Diversity, Inclusion, Culture and Equity) committees. Grounded in a shared commitment to connection, learning, and inclusion, the team focused on creating opportunities that were not only engaging, but meaningful—bringing staff, the people we support, families, and our communities together in authentic and impactful ways.

Across our communities, we were proud to host in-person events that reflected both fun and purpose. Camp Week brought out everyone's inner superhero, culminating in a celebratory BBQ in Peterborough. The annual Fall Frolic in Kawartha Lakes was a standout success, featuring cultural learning, music, dancing, great food, and plenty of laughter—along with a much-loved dunk tank that drew enthusiastic participation. In Haliburton, the cherished Christmas party once again brought warmth and joy to the season.

A particularly meaningful moment this year was welcoming Elders from Curve Lake to our Fall Frolic, where they offered a traditional welcome and blessing. This experience deepened our commitment to Truth and Reconciliation, while also reminding us of the ongoing learning and work still ahead.

Our ever-popular Spirit Weeks continued to be a highlight of the year, including Superhero Camp Week, Halloween Spirit Week, and Holiday Spirit Week. The level of engagement across programs and teams is truly inspiring to see, with staff and individuals enthusiastically embracing the opportunity to participate. These weeks were filled with fun dress-up days, virtual events, interactive online challenges, and, of course, everyone's favourite—Kahoots!

# POSITIVE VIBES

These moments not only brought energy and laughter into our days but also strengthened connections across teams and locations.

Throughout the year, the committees remained committed to fostering awareness, reflection, and fun through a wide range of acknowledgment days. These included International Day of Pink, International Self-Care Day, World Down Syndrome Day, FASD Awareness Day, Prader-Willi Awareness Day, Drug Overdose Awareness Day, International Pet Day, Rubber Duck Day, and a very popular Blind Date with a Book initiative. In addition, we recognized numerous cultural and heritage days through social media and by incorporating educational content into our annual calendar—supporting greater awareness and appreciation of the diversity within our communities. Fundraising efforts, including popcorn and candy sales and another crowd-favourite dunk tank, were well supported—reflecting the generosity and spirit of a staff team that consistently shows up for one another and for the causes we value.

Importantly, this year also saw us make intentional changes to better align our efforts with the feedback received through our annual survey. This ensured that our activities continue to reflect what matters most to our teams—opportunities to connect, to learn from one another, and to feel a genuine sense of belonging.

Together, the Positive Vibes and DICE committees have continued to demonstrate that when we lead with inclusion, curiosity, and a spirit of fun, we strengthen not only our workplace culture, but the quality and meaning of the supports we provide every day.

***"Persistence and resilience only come from having been given the chance to work through difficult problems." —Gever Tulley***

# POSITIVE VIBES

## Social Media Engagement - Cheers and Chat

Our “Cheers and Chat” social media initiative continued to build strong momentum this year, with membership ranging between 220 and 244 participants. The platform remains a vibrant and welcoming space for celebrating successes, sharing milestones, and highlighting the everyday moments that bring our organization together. Spirit Weeks once again generated the highest levels of engagement and interaction, sparking creativity, connection, and fun across teams and locations. Beyond celebrations, Cheers and Chat has naturally evolved into a community hub of sorts—where we are able to promote local events and happenings. Through this ongoing, authentic engagement, the platform continues to strengthen connection, foster a sense of belonging, and reflect the spirit and energy of our organization.



## COMMITTEE MEMBERS

Dawn Barnes  
Christine Christianson  
Jess Manky  
Crystal Hill  
Jenn McDonald  
Leighanne Quibell

Michelle Beers  
Lynn Wodzack  
Erin Pomorski  
Jessica Brown  
Rose McHugh  
Angie Sucee

Jessica Bushey  
Julie Cormack  
Lianna Hardy  
Allison Kyle  
Patricia Marcovitz  
Tracey Switzer





# STUDENTS AND VOLUNTEERS

Community Living Trent Highlands marked 2025 with unprecedented in-kind contributions from both our students and volunteers. We proudly partnered with 19 colleges and universities to achieve this. This year we commit to igniting the power of service- connecting more hearts, hands and skill to the causes that matter.

2025 stats:

|                                  |                |
|----------------------------------|----------------|
| Placement students supported     | 89             |
| Volunteers (one on a leave)      | 11             |
| Students applied after placement | 59             |
| Successful post placement hires  | 30             |
| Hours contributed in total       | 32,823         |
| In kind value of contribution    | \$1,141,912.10 |

***“Sometimes the smallest step in the  
right direction ends up being the  
biggest step of your life.  
Tiptoe if you must, but take the step.”  
-Naeem Callaway***





# EARLY LEARNING RESOURCE PROGRAM

Over the past year, our coordinators have eagerly embraced countless opportunities to connect, collaborate, and mentor. Every day, guided by the principles of How Does Learning Happen? and rooted in our core program values, they work side by side with children, families, educators, and community partners to nurture inclusive, welcoming learning environments. Their efforts touch every corner of our programs—from licensed home and centre-based child care to authorized recreational programs and Early ON programs—helping every child feel seen, supported, and included. The real difference they make is best illustrated through stories like the one that follows, where their support transformed challenges into meaningful learning experiences.



| Targeted Supports                                          |     |
|------------------------------------------------------------|-----|
| Number of Children Served                                  | 115 |
| Number of Programs Supported                               | 27  |
| Number of Children Involved with Inclusion Support Funding | 63  |



# EARLY LEARNING RESOURCE PROGRAM

Mikaela has been attending a local licensed childcare centre for over a year. During this time, Community Living Trent Highlands has worked in close partnership with her family, the childcare team, and therapists from Five Counties Children's Centre to support her development across several areas, including feeding, mobility, and overall growth.

Through this collaborative approach, Mikaela has made meaningful progress. She has recently begun crawling and is showing incredible determination as she continues to build her mobility skills. Her persistence and effort have been exciting to witness for everyone involved in her care.

As Mikaela prepares to transition into the junior preschool room, ongoing collaboration has continued to play an important role. With guidance from Five Counties Children's Centre, specialized equipment has been introduced to further support her participation and development. This includes a supportive seating system that has been purchased for use at the child care centre, as well as access to a stander on loan through a community partner.

These coordinated efforts between family and community partners highlight the impact of working together toward shared goals. By aligning supports across environments, Mikaela is being provided with meaningful opportunities to participate, build new skills, and continue progressing toward her full potential.





# EARLY LEARNING QUALITY INITIATIVE

The Early Learning Quality Initiative (ELQI) is committed to fostering professional growth and enhancing the quality of early learning programs. Our services are accessible to Registered Early Childhood Educators (RECEs) and all staff in early years centres and programs across the City of Kawartha Lakes and the County of Haliburton. By offering professional learning opportunities grounded in the four foundations of How Does Learning Happen?, ELQI enables educators to strengthen their skills, expand their knowledge, and integrate evidence-based practices into their daily interactions with children. For example, through workshops, coaching, and collaborative learning sessions, educators gain practical strategies to support child development, reflect on their teaching approaches, and build confidence in implementing innovative and responsive practices in their classrooms. Throughout the year, we have the opportunity to unite educators from the community for celebrations and expressions of appreciation, highlighting the invaluable services they provide daily to the youngest members of our community.

|                                                                                  |     |
|----------------------------------------------------------------------------------|-----|
| Number of agencies participating in the ELQI (Early Learning Quality Initiative) | 9   |
| Number of sites participating in the ELQI                                        | 28  |
| Number of agencies participating in professional training opportunities          | 9   |
| Number of individuals participating in professional training opportunities       | 208 |
| Number of professional training opportunities offered                            | 72  |
| Number of collaborative professional training opportunities participated in      | 3   |

# EARLY LEARNING QUALITY INITIATIVE

## Anthony's Best Friend

Tanya has played a supportive role throughout our center for quite a few years now as our Community Living Representative. One of the things I love about Tanya is watching the way she truly sees children. Tanya gives her whole heart and soul to each and every child she supports and in so many cases creates an everlasting relationship with them. Anthony and Tanya first met when he was in the toddler room, and their relationship has blossomed and flourished into the beautiful connection; they have today.

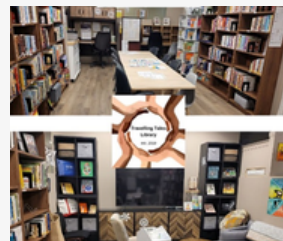
This morning while setting up snack, Anthony was making his way into the classroom with his mom. I watched Anthony say goodbye and turn around, his face lit up with the biggest smile. Anthony quickly ran over to Tanya sitting at the snack table and gave her the biggest hug.

I continued to watch as Tanya joined a group of children playing with the lego marble set. Anthony was struggling to get the connecting piece flat on the carpet, and I offered him a spot on the other side. "But then I wouldn't be close to my best friend?" Anthony said with a questioning look on his face. I then asked who his best friend was? "Tanya is my best friend" he said as he grabbed his materials and moved closer to her to play. They two of them continued to build together.

KJ Menezes R.E.C.E  
February 10<sup>th</sup>/2026



EARLY LEARNING  
*Quality Initiative*



# LIFE SHARE

Argued to be the largest in the province, CLTH continues to support 98 people to live in shared homes across the three communities.

The coordinators work hard to ensure that people are feeling supported and that families sharing their homes have what they need.

Many people have made changes to their situations this year, in ways that better suit their new plans and dreams.



***"We are stronger, gentler, more resilient, and more beautiful than any of us imagine." —Mark Nepo***



# CHILD & FAMILY SERVICES

The team supporting Peterborough and the City of Kawartha Lakes offered their facilitation and guidance to over 200 families and youth in these communities.

Working on shared goals with other services in their lives, building new and varied connections and doing great planning and dreaming with all.

The team offered many group learning opportunities to families and children in both communities. Many varying degrees of crisis were navigated creatively.

A big change was adopted in coordinated service planning, and the team met the challenge head on and adopted the new way of referring and reporting. Some fun creative groups were organized also, including trips and excursions for March break and summer vacation.



# JOB QUEST

In Haliburton and the City of Kawartha Lakes, our team of two coordinators work hard each day to make connections in community and prepare people facing barriers to make inroads into competitive employment.

In the day to day, they are educating the employers of the two communities and bringing awareness to the value of hiring people that have some hurdles, but also many gifts to offer.

With large numbers of people relying on each, the staff work with people where they are at, first addressing the whole person and what is needed to thrive, then looking at how their talents, interests and skills can best fit into an employment setting.

Job Quest is a valuable resource  
in both communities  
and a valued partner to other  
employment Services, employers  
and the lead for the efforts:  
Fleming college



# BUILDING BRIDGES & FOUNDATIONS

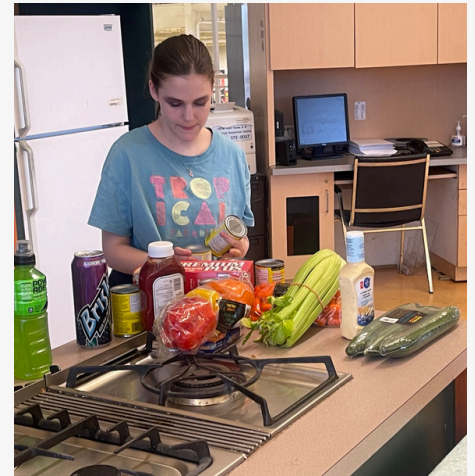
Youth Receiving Building Bridges 2024-25:  
25 (Kawartha Lakes) & 11 (Haliburton) people  
Adults who have received Foundations support 2024-25:  
22 (Kawartha) people

Support community education with information  
booths/tables at community events.

Some highlights:

- Individualized planning and support that incorporates a person's dreams and gifts into their goals
- Healthy Sexuality Workshop
- First Aid CPR courses offered and supported
- Focus on independent living skills – cooking, shopping, nutrition, budgeting
- Support with Adult & Post Secondary Education
- Connections to community education – participation in Food Handler's course
- Offer G2 study groups to support those who want their license
- Summer activities, learn, respite and support
- Co-op placements supported over the summer month
- Participate in parent /teach nights at local schools

***“Thinking outside the box” is an essential part of helping people create connections, opportunities, and success.***





# ADULT ACCOMMODATIONS

## SUPPORTED INDEPENDENT LIVING & COMMUNITY HOMES

Community Living Trent Highlands (CLTH) continues to deliver 24/7 support and services through a network of community-based homes across Haliburton, Kawartha Lakes, and Peterborough. Each residence is intentionally situated within local neighbourhoods and designed to reflect the unique needs, preferences, and identities of the individuals who live there.

Our Adult Accommodation Services are grounded in a person-directed approach, where each individual's voice, choices, and aspirations guide the supports they receive. We are committed to creating environments where people feel valued, included, and empowered to live meaningful lives on their own terms.

Through these supports, individuals are encouraged and enabled to:

Engage in their communities in ways that are personally meaningful.

Identify, set, and pursue goals that reflect their interests and aspirations.

Make choices about how they spend their time, including opportunities related to employment, recreation, education, and personal development.

Live in inclusive environments that uphold their rights, promote independence, and foster a strong sense of belonging.

# ADULT ACCOMMODATIONS

## SUPPORTED INDEPENDENT LIVING&COMMUNITY HOMES

Our approach is rooted in the belief that:

Each person has the opportunity to define what a meaningful life looks like for them and be supported in achieving it.

Individual goals and ambitions are to be respected and nurtured, regardless of scope or complexity.

Effective support extends beyond daily care, emphasizing connection, inclusion, and active participation in community life.

This year, individuals living in our supported homes have continued to thrive and accomplish incredible milestones.



# ADULT ACCOMMODATIONS

## SUPPORTED INDEPENDENT LIVING & COMMUNITY HOMES

This year, individuals living in our supported homes have continued to thrive and accomplish incredible milestones. Some highlights include:

**Daniel** - Dan successfully self-advocated, and as of October 1, 2025, he is supported solely by CLTH within the McDonnell Street community “home.” This transition allowed him to remain in his apartment and continue living with his wife. With the reduction in stress, he has been able to discontinue some medications and is now enjoying life. He has expressed happiness and reassurance in having a single supporting agency—CLTH—providing consistent 24/7 support.



**Reese** - Reese's attendance at the Blue Jays game, reflects our commitment to person-directed supports by prioritizing what is meaningful to him. As an avid fan, this experience supported his sense of belonging, community participation, and overall quality of life.

**Karen** from Elgin is a devoted cat lover. She enjoys visiting the Humane Society in Lindsay and has been a regular at the Cat Show at the Lindsay Exhibition, making new friends each year. Inspired by her experiences, she hopes to volunteer at the Humane Society in the near future, sharing her love and care with cats who need it most.





# QUEST

QUEST is the quality support tool developed and used by CLTH to:

1. Collect information about supports and agency standards that help identify what is most important to people, and
2. Measure the quality of supports provided by the agency.

QUEST serves as a structured way for the agency to check in with individuals, gaining insight into their priorities, preferences, and satisfaction from their own perspective.

A quality tool such as QUEST is essential because it provides a consistent and evidence-based approach to evaluating services. It ensures that feedback is gathered directly from the individuals supported, promotes accountability, and highlights areas for improvement. Most importantly, it helps the agency remain responsive, person-centered, and committed to continuous quality enhancement.

## QUEST Report 2025 – Summary of Findings

Purpose: QUEST is CLTH's quality support tool, designed to collect feedback from individuals supported and measure the effectiveness of agency services. It ensures supports are person-centered, accountable, and continuously improving. Community Home Insights (May 2025)

- Participants: 44 individuals supported (50% of people living in community homes)
- Key Findings:
  - 100% felt respected for diversity.
  - 91% felt supported in social roles; plans in place for those needing additional support.
  - 88% reported feeling safe.
  - 13% felt their rights as citizens were not fully respected.

***"We don't even know how strong we are until we are forced to bring that hidden strength forward." —Isabel Allende***

# QUEST

## Recommendations:

- 1.Strengthen consent processes to ensure understanding and choice.
- 2.Enhance communication for non-verbal individuals.
- 3.Improve transparency and timeliness in Rights Restrictions decisions.
- 4.Support safe, balanced social media use.
- 5.Clarify and engage Power of Attorney in care decisions.

## Community Supports Insights (Aug–Sep 2025)

- Programs Reviewed: Job Quest, Life Share, Connex, Building Bridges, Foundations, Family Support, Supported Independent Living.
- Focus Areas: Collaboration in ISPs, responsiveness to families, goal achievement, educational support, inclusion, and rights.

## Recommendations:

- 1.Increase staff understanding and engagement with QUEST and quality improvement.
- 2.Consistently utilize AIMS database for accurate, comprehensive data.
- 3.Strengthen ISPs with SMART, meaningful goals reflecting real growth.
- 4.Clearly communicate available services to individuals and families.

The QUEST process provides a comprehensive understanding of individuals supported experiences across residential and community programs. Findings emphasize collaboration, person-centered planning, and inclusivity.

Recommendations offer a roadmap for continuous improvement, ensuring CLTH upholds the rights, dignity, and priorities of all individuals supported served.

These recommendations have been integrated into the 2025-2026 organizational operational plan.

May is our QUEST Review month! The Quest Resource Team will conduct a Quality Review during the weeks of May 4, through to May 15. A review of findings will take place June 9 & 10 with a full review to be developed that highlights areas of growth and development, while identifying areas requiring improvement.

# SHARED DREAMS AT THE MOUNT ~ BETTER TOGETHER

Shared Dreams is entering their 5th year of living together. Each man has their own interests and how they like to spend their weekdays. In the evening and weekends you will often see them hanging out together and planning a fun day out of town, like Nebs in Oshawa.



## A Model of Collaboration: Reflections from Shared Dreams

As a family co-founder of Shared Dreams, I've had the privilege of witnessing firsthand what can happen when individuals, families and direct support organizations come together with a genuine commitment to collaboration. Our partnership with Community Living has not only strengthened the way we support individuals—it has defined what collaborated support can look like.

From the beginning, we shared a common belief: that every individual deserves support tailored to their unique goals, preferences, and aspirations. At Shared Dreams, we focus on flexibility and creativity, designing supports that reflect each person's vision for their life.



# SHARED DREAMS AT THE MOUNT ~ BETTER TOGETHER

Community Living brings a depth of experience, established systems, and strong ties to the broader community. Together, we have created something neither organization could achieve alone—a model that is both innovative and dependable.

An important and often overlooked strength of this partnership is our ability to find efficiencies without compromising quality. By coordinating resources, streamlining processes, and reducing duplication, we are able to direct more time and energy where it matters most—supporting individuals. This thoughtful use of resources not only strengthens sustainability but also ensures that services remain responsive and adaptable as needs evolve.

A message from our Personal Pathway Facilitator (PPF)- Stacey Ridge

I feel incredibly grateful to serve as a Personal Pathway Facilitator. In this role, I have the privilege of representing individuals and families, supporting dreams of independent living, building meaningful circles of support, and helping strengthen our community.

This work is deeply meaningful to me. It brings a strong sense of purpose and fulfillment, and inspires me every day to give my very best to the men who live at The Mount and to their families. Working alongside the CLTH team has been such a rewarding experience, and I continue to learn and grow through our shared efforts.

We are a truly dedicated team, united by one goal: to support the five men living in their own home at The Mount to live their best lives—each and every day.

# SHARED DREAMS AT THE MOUNT ~ BETTER TOGETHER





The women of Casa De Angelae are celebrating 15 years living in their own home, an accomplishment that the parents were hoping for when they started their journey of establishing this innovative housing model. The women have gained independence and have expanded their sense of family in that they consider each other not only a friend, but one of "The Girls". Their commitment to each other and the Mentor is a true example of what a family is and it shows what can be accomplished with a strong mission and vision. The success of our home has given other groups a glimpse of what can happen when a group of committed individuals get together to create independent living for their loved ones who cannot live on their own. We were honoured to be featured in an article in the magazine "Peterborough Currents" where they discussed the lack of housing for individuals with intellectual disabilities. There are many parents/groups desperately trying to accomplish what we have and our mandate has always been that we would help in any way by providing our experience, our successes and our missteps. While we are celebrating, we are also realizing that the women and parents are aging and time is starting to take its toll on everyone. We are currently trying to secure more funding and we are also in the process of getting more support to help our Mentor. We currently have several "irons in the fire" and our fundraising efforts are still the major source of our funding.

The women may be aging and require more support for daily chores, but that hasn't taken away from the joy of living in their own home. It's all they can talk about and that's what makes all the hard work worth while!

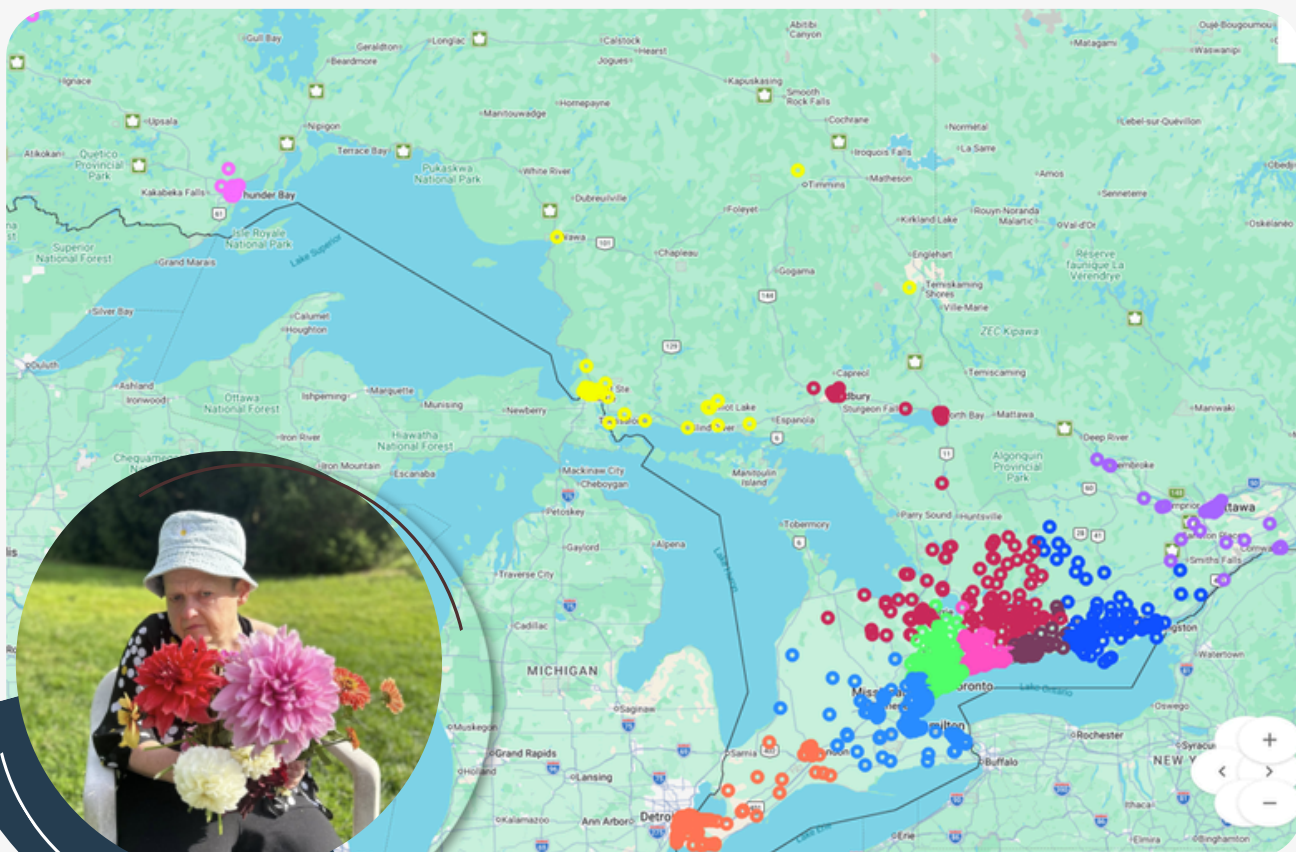




# RESPITE NOW



Respite Now has now expanded to over 5000 users and continues to grow across the province making connections for respite, one match at a time.





# HUMAN RESOURCES

## Employee Count April 1, 2025, to March 31, 2026

| CLASSIFICATION  | Active | Inactive | Terminated | TOTALS |
|-----------------|--------|----------|------------|--------|
| Union Full-time | 163    | 15       | 10         | 188    |
| Union Part-time | 154    | 14       | 52         | 220    |
| Full-Time NBU   | 40     | 2        | 3          | 45     |
| Part-time NBU   | 2      | 0        | 0          | 2      |
| Grand Total     | 359    | 31       | 65         | 455    |

| EXTERNAL OR INTERNAL | FTBU | PTBU | PT & FT NBU | TOTAL HIRES |
|----------------------|------|------|-------------|-------------|
| External             | 1    | 74   | 1           | 76          |
| Internal             | 9    | 0    | 0           | 9           |
| Grand total          | 10   | 74   | 1           | 85          |

Internal- Promotion to FT- Union

## EMPLOYEE TERMINATION April 1, 2025 – March 2026

| PAY CLASS   | QUIT/RESIGN | DISMISSALS | TOTALS |
|-------------|-------------|------------|--------|
| Union FT    | 9           | 0          | 9      |
| Union PT    | 62          | 3          | 65     |
| FT NBU      | 1           | 0          | 1      |
| PT NBU      | 0           | 0          | 0      |
| Grand total | 72          | 3          | 75     |



***"When you have exhausted all possibilities, remember this: you haven't." —Thomas A. Edison***



Together we can...

CLTH truly brings this motto to life in meaningful and inspiring ways. As part of the Positive Vibes Committee, the United Way Committee proudly launched the Workplace Campaign for 2025, setting the tone for a year filled with connection, generosity, and community spirit.

Throughout the year, the committee organized a variety of engaging events that brought staff and individuals together to celebrate, connect, and give back in support of the United Way of Peterborough and the United Way of Kawartha Lakes and Haliburton. Signature events like SOUP's On, the Silent Auction, and the Kernels Popcorn fundraiser were once again a huge success, creating opportunities for everyone to participate and contribute. In addition to our annual events were happy to host succulent DIY nights, Sweet Treats fundraiser and a jelly bean contest.

Beyond these events, staff demonstrated their ongoing commitment through payroll deductions, reinforcing a culture of giving that continues to grow year after year. CLTH staff consistently show the impact of collective generosity, making a difference each and every day.

We are incredibly grateful for these strong partnerships with both United Way agencies and were thrilled to present a total of \$9,300 in support of their vital work. The United Way Committee extends heartfelt thanks to all CLTH staff for embracing this year's campaign with such enthusiasm, kindness, and community spirit.





# BOARD OF DIRECTORS

**President:** Diane Pick

**Vice President:** Angela McDonald-Bazaz

**Secretary:** Kimmy Dunn

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Sue MacInnes

Nettie Cook

**Committee Members:**

Georgia Hewson

Evelyn Chambers

Jennifer Rieger



*"The greatest glory in living lies not in never  
falling, but in rising every time we fall." —  
Nelson Mandela*

