

# 2014 President's Report



“Inclusion is recognizing our universal ‘oneness’ and interdependence. Inclusion is recognizing that we are ‘one’ even though we are not the same.”

- Shafik Asante





# Kenora Association for Community Living

A Meaningful and Satisfying Life

## PRESIDENT'S ANNUAL REPORT

**2013 - 2014**

This past year has been a year of change and renewal for KACL. The year began with the retirement of our long standing Executive Director, Jim Retson, who led KACL through many challenging years of growth over a period of 30 years. On August 1, 2013, Debbie Everley formally took over from Jim as our Executive Director.

Debbie has moved quickly and decisively to fill the void left by Jim's retirement. She has introduced several new initiatives which have created a spirit of renewal for KACL. She has completed organizational and structural changes to our financial and administrative departments; improved our technical and electronic capabilities and redesigned our website.

Debbie has completed physical changes to the central office - redesigning workspace, creating an exciting work environment for our employees. She has brought the administrative resources of our different services under one roof, making our association more efficient and cohesive.

Debbie has found new sources of funding that have generated the creation of new positions and the hiring of new support staff. We have continued to grow and are better poised to provide services to our changing clientele. We continue to provide services to the intellectually and developmentally disabled as we have in the past. However, we are also expanding our services to people with a dual diagnosis - those with mental illness or FASD along with a co-occurring developmental disability.

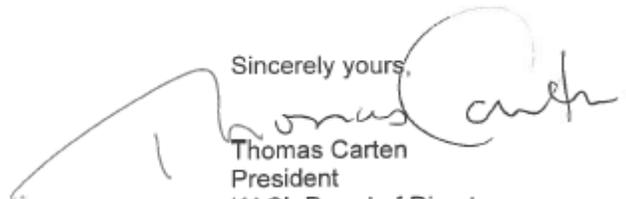
Our wellness and fitness friends programs, the Arts Hub and adult learning center have all continued to thrive under Debbie's leadership. Our options for adults, children's services and community mental health programs continue their strong work in the community. Our Endowment Fund continues to grow with contributions from many donors and charitable endeavors such as the Sasquatch Bush Crawl.

The progress and achievements of our association this past year would not have been possible without the dedication and support of our Board of Directors who played a central role in this year of transition by providing strong and supportive leadership. I extend my thanks to the Board of Directors for their time and effort this past year.

On behalf of the Board of Directions, I would like to thank our Executive Director, Debbie Everley, and all the staff of KACL for their hard work and dedication this past year.

KACL is about to embark on a new era under new leadership and I am confident the future will be a bright and exciting time for KACL. It has been an honour and privilege to serve as President of the Board of Directors for these past two years. I wish KACL the very best in the coming years.

Sincerely yours,



Thomas Carten  
President  
KACL Board of Directors



# 2014

## Executive Director's Report



“But still our hearts yearn deeply for the personal relationship, for somebody who will understand us, love and cherish us, accept us as we are, and see in us, deeper than our limits, the meaning of our lives.”

- Jean Vanier





## A Message from our Executive Director

Deb Everley

At the Kenora Association for Community Living, we believe in people, and in their ability to participate as citizens, to grow, to heal, to recover and rise above the challenges they face as a consequence of living with an intellectual disability or a serious mental health concern. The Mission of KACL is to provide opportunities for people to live a meaningful and satisfying lifestyle and to interact as equals in their community, through education, training, support, advocacy and an informed public.

As an organization committed to having a rigorous approach to deepening our understanding and creating new knowledge, we have come to know the significance of examining the assumptions that inform our way of engaging with the work. As we search for models and practices to better serve the people who rely on us, we have learned to consistently ask ourselves the question, “Does this activity increase our capacity to assist people with intellectual disabilities, or a serious mental illness, and their families, to expand their opportunities to participate in community life as they choose?” This approach has provided us with new understandings about our work, those we serve, and our community.

We have learned that it is through relationships and conversations with each other, those we serve and our community, that KACL can keep our identity, our purpose and our history, honoured and alive.

We respect that our staff, the people we serve, and our community members, are rich in gifts and talents that they are willing to offer in the service of a common interest; namely, to create a community where everyone is welcome, secure and able to live their lives with dignity.

We have seen that the work we do today makes a difference in the lives of people, and in our community.

We have learned that our creativity and commitment to do the work is nourished in our relationships with each other, and with the people we serve.

We know that KACL is a mature organization, with both successes and failures in the pursuit of our mission, and that our shared stories of past experiences have created

the resiliency we need to meet the challenges of the emerging future with our highest intentions.

We know our mission is belonging. So we continue to learn the skills of bringing people together in socially innovative ways, just as we have done with the Hub, Fitness Friends, and Community Wellness. We will become social architects in pursuit of ways to bring people together in spaces that are focused on welcome and possibility.

We know our mission is social justice. So we continue to have an historic duty to make sure the ever changing face of inequality does not confine the dreams of the people we serve. Funding the absence of a strong social network is becoming unaffordable. But we know, and we have known for some time, that the felt sense of wellbeing and the creation of a good life do not lie in service. We know that equality is the way to create a sustainable future for all of us in community.

KACL will continue to meet the challenges of our times with grace, with flexibility, with adaptability and with compassion. We know we will stumble at times, but we trust that we have each other to rely on. We have a leadership role to play in enlivening the community instinct, and working collaboratively with a vital community that understands its unique role in creating health for all citizens. All of us at KACL know that our work contributes to something beyond ourselves, and we know that our work contributes to helping others – the people we serve, the community, our colleagues, and each other.

I look forward to our continuing conversation.

# 2014 Departmental Reports



“If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.”

- Lilla Watson





## Finance & Administration Annual Report

2013/2014

The Kenora Association for Community Living Finance and Administration team are the stewards of the funding for all the services KACL provides. Unlike any other program, our overall purpose serves and affects the organization as a whole. Ultimately, we are accountable for ensuring that KACL is in compliance with all applicable legal requirements, which, in turn, accords programs the latitude they need to support people to the best of their abilities.

We are committed to the ongoing and exponential success of the organization, which we achieve through strict adherence to the KACL's ethical commitments that are laid out in the Letters Patent, Mission Statement, and Service Delivery Principles. Because the finances of the agency are entrusted to us, we are committed to upholding practices that contribute to and ensure that KACL's trustworthiness, professionalism, respectfulness, and transparency are widespread. We are proud of the work that we do and we take pride in working for an organization that strives to make a positive difference in our community.

Fiscal responsibility is one of our team's primary roles. In addition to consistently maintaining regular pay periods and paydays for staff, we satisfy fiduciary duties to various principals, like the KACL board of directors, the Ontario Ministry of Community and Social Services, which is the government body that provides the bulk of our funding, and, ultimately, our primary stakeholder, Ontario taxpayers. We have a substantial responsibility to ensure that the tax dollars we receive to support our programs are spent wisely and efficiently.

Most importantly, the Finance and Administration team have a responsibility to the people KACL supports. Applying our knowledge to do our jobs well, and providing as-required support and structure, ensures maximum efficiency in KACL'S overall service delivery. We participate with the KACL management team, and contribute to the identification of organizational objectives and the creation of appropriate strategies, to achieve organizational goals. Our staff team consists of Lisa Thomassen, Carey Heron, David Dutka, Lee-Anne Moore, Angela Breed and Jaime Peters.

Respectfully Submitted on behalf of the staff of Finance and Administration

## Children's Services Annual Report

2013/14

### Kids' Zone

This was indeed a year of change for Kids' Zone. Barb Philepsen, who had been the supervisor of Sunshine Nursery School and then Kid's Zone for over 20 years, retired in January. Tammy Zurkan has moved to Kids' Zone Lakeside and Aimee Foucher is now supervising Kids' Zone SMB.

The Kids' Zone staff continues to implement emergent Curriculum. They have attended workshops, visited other centres, and worked together to learn and develop ways to implement and document daily curriculum.

Kids' Zone staff have been arranging the physical environment to enhance learning in a more natural homelike setting.

This summer, Kids' Zone will be expanding our summer care by adding a program for children 4 and 5 years of age, expanding to provide care for 50 children in our school-age program.

In the fall, Kids' Zone SMB will be changing. In an effort to facilitate this change, construction to retrofit and expand our physical space will begin this summer. The goal of this created space will be to provide room for 10 toddlers and 16 preschoolers as our Junior/Senior Kindergarten children move into a Full-Day Early Learning Program within the schools.

### Infant Development

Infant Development continues to provide an important and supportive first introduction to KACL for families. This year, 93 children were involved with Infant Development.

Infant Development is completing its 5<sup>th</sup> year providing a Roots of Empathy Program within elementary schools. "The Roots of Empathy classroom is creating citizens of the world – children who will build a more caring, peaceful and civil society, child by child" (Mary Gordon).

This year Carol Loepky was trained as a Circle of Security Facilitator. This is an amazing attachment program that provides families with an opportunity to look at parenting through the intergenerational lens of attachment. Carol has hosted one group and will be hosting weekly sessions for children's services staff using the Circle of Security framework.

Infant Development has seen a shift in their work with 4 and 5 year olds, given the expansion of the Full Day Early Learning Programs in Ontario schools. Children are attending school full-time at an earlier age, causing a shift from our previously home-based involvement with this young age. The Infant Development staff are spending more time transitioning children to school and, as a result, have had less opportunities to get to know the children in their preschool years to support them in preparing for school. Staff are also spending more time within the school, supporting staff in the transition of some of the children.

## Child and Youth

Child and Youth Staff have provided services to 91 children and youth this year, as well as providing training and support to the community and education system.

In 2012, KACL received a Healthy Communities grant to develop an Among Friends Program, funded by the Ontario Ministry of Citizenship and Immigration and the Ontario Ministry of Tourism, Culture and Sport. In our 2<sup>nd</sup> year, the Among Friends Program continues to promote community inclusion by providing an opportunity for youth and community leaders to enhance their awareness of barriers and to think more inclusively for all participants. This winter, Children's Services staff presented the modules of Mindfulness, Temperament and Kindness, Diversity and Respect, and Resiliency to seven grade 7 and 9 classrooms at Beaver Brae Secondary School. Research states that youth who feel connected have more positive outcomes for good mental health and well-being. Our goal was to have a positive impact on the 200 students and staff who participated.

## Augmentative Education Program

The staff are increasingly focusing their work in the community to support children and youth in natural settings. Children from 2 ½ to 17 years are referred for skill development, enhanced early learning, self-regulation and vocational skills.

KACL Children's Services continues to work with Kenora employers to provide opportunities for youth to participate in our Job Development Program. Students work in supported placements ranging from two to four hours per week, working on social competencies and other learning goals to enhance their participation in the community.

Since beginning our Job Development Program, we have assisted over ten students to meaningful and paid student employment.

Thank you to Canadian Tire, A&W, Debbie's Greenhouse, Kenora Tourism, Matiowski's Farmers Market, the Kenora Public Library, Minto Early Years Centre, Reddens Store, Walmart, and Perch Bay Resort for participating in the Job Placement and Job Exploration Programs.

### Applied Behavioural Analysis Program

The Kenora Association for Community Living Children's Services are continuing to partner with Child and Community Resources and Firefly to provide additional supports for children on the Autism Spectrum. This partnership has not only provided increased services, but has built capacity within all of our Children's Services staff. Our staff has provided supports and education to several childcare facilities and schools, including several in First Nations Communities.

### Community Collaboration

The Children's Services Team are exemplary collaborators in the community, sitting on numerous committees that work to enhance the supports and services for children in our area. One such committee is the Best Start Network, which is rolling out supports for physicians to perform 18-month well-baby check-ups, and supporting a revised Transition to School document in order to help schools prepare for incoming children with exceptionalities.

KACL Children's Services staff have been part of the current FASD (Fetal Alcohol Spectrum Disorder) Diagnostic Clinic through the secondment of Ashley Orr, our Occupational Therapist. The Director has been part of the team of community partners who were responsible for developing the clinic and obtaining annualized funding for this important service.

## Options for Adults Annual Report 2013/2014

Service in the developmental services sector is changing. Increasingly bureaucratic structures have resulted in less ability to be responsive to the needs of new consumers and their families, which has been alluded to in the past 3 AGM reports. Compounding this issue, KACL is exploring new and unconventional ways to support young people who have different life histories than people who previously looked to associations for care.

The vast majority of young people transitioning into adult service are crown wards, who have complex needs accompanied by multiple and challenging diagnoses. They present new challenges to our system and to our thinking, especially in regard to implementing the best strategies for meeting their unique needs. For the most part, these youth face extremely negative outcomes if they do not receive extensive support when they leave the relative security of children's group homes, treatment centre and/or broken down foster placement and begin to receive services as an adult. In this context, exploring adult lifestyle options, rights, and responsibilities often translates into incompatible support structures, whether support is in the form of conventional family arrangements or in traditional residential services, established support models have thus far been unsuitable to support their emergence into citizenship and participation in the community.

### 24 Hour Intensive Support Residences

This program continues to support individuals with complex care needs, as a result of physical, intellectual or mental health concerns. The ISR program is currently leading OFA's modernization drive, in terms of utilizing technology, with a web-based application called Share Vision, which creates online workspaces for intensive case management, for individual support planning, and for achieving goals.

### Community Access

At present, two staff members have been offering community access supports to consumers living in Intensive Support Residences. One staff focuses on activities that are therapeutic in nature, with opportunities for recreational participation. Another

staff has been involved in supporting existing family bonds, and in expanding social networks into the broader extended family and the community. Composting and gardening initiatives are continued practices that have enhanced the social value of all the consumers who live in the homes supported by the ISR program.

The community access team headed the creation of an amazing “Polar Express” float, which appeared in Kenora’s Annual Santa Clause parade, and was an opportunity to promote KACL’s message of inclusion and belonging as part of the community celebration.

## Alternative Accommodations and Community Participation

### Enriched Supported Independent Living

This residential program has been able to develop partnerships within the community, in an effort to collaboratively provide a circle of support for individuals with more complex needs. Working in partnership with police, probation and parole services, the courthouse, mental health supports, Canadian Mental Health Association Kenora branch, Kenora Housing, Kenora District Services Board, and Community Counseling, KACL is better able to access extensive service networks for the consumers we support. Due to the influx of young adults requiring support for daily living, the OFA and CMHSS teams are currently exploring innovative support models and developing plans for a new pilot project.

### Host Family

The Host Family team has grown this year to meet the requirements of five new transitional age youth, who receive services in this adult support model. The nature of host family supports create stability in the lives of these youth, as they are often able to remain with host families or individuals that have been supporting them through children’s services agencies. The primary goal is consistency, through familiar supports during the transition into adult service, when youth are often moving out of the school system at the same time. This will reduce additional stressors and lead to a positive future for these young adults.

### Community Participation Services and Supports

Community Participation Services and Supports (CPSS) initiatives find or create means for people to engage with community through opportunities that are social, learning-based, arts-based, cultural, recreational, work-related, and volunteer-based. CPSS has four main initiatives: the Adult Literacy Program, Employment Services, the Arts Hub, and Fitness Friends.

### Adult Literacy Program

The staff of the literacy program provide an individualized learning environment for approximately 30 learners. The learners, all of whom are adults with an intellectual disability, are empowered through participating in practical and personally motivating

social learning experiences. Learners continue to employ the latest ICT (Information and Communications Technology), particularly iPads, for meaningful connection through social networking and communication applications. The portability of these devices allow learning activities take place throughout the community.

In the past several years, literacy staff have been utilizing various gardening spaces and natural environments, where horticulture activities lend themselves so well to experiential learning and authentic and meaningful communication. To assist with this expansion, the Adult Literacy Program received a grant of \$2,618 from the Kenora and Lake of the Woods Regional Community Foundation for the renewal of the gardening space next to the Central Office, making it an accessible community garden. Also, in March, the literacy staff were invited to make a presentation to the Rotary Club of Kenora, which resulted in a generous \$500 donation to the Adult Literacy Centre.

### Employment Services

The employment team works with consumers in a process of discovery, introducing them to a variety of experiences and choices that move them in the direction of determining what work brings meaning and satisfaction to their lives. Currently, staff are working with 34 consumers, in over 40 different work placements. These placements are all competitive employment situations, meaning that each consumer earns at least minimum wage for the hours worked. This year, the employment opportunities have expanded to include an Interior Car Detailing service. The team is currently piloting a “Temporary Workers” program, offering flexible solutions to businesses, home owners and individuals, with a variety of tasks, such as office assistance, spring cleaning, and dog walking. The employment team is also exploring a community partnership opportunity to develop a social enterprise.

### Fitness Friends

During Fitness Friends’ eight years of activity, more than 40 consumers and over 80 community members have participated. Fitness Friends operates on the assumption that the mind and the body are connected; what occurs with the body directly impacts our mind and our spirit. With minimal staff involvement, over 60 times each month, consumers push their bodies, either alongside a fitness partner, in a fitness class or group, or alone, and in doing so they give themselves opportunities to feel better, to learn more effectively, and to reduce stress, anxiety and depression. There are a variety of activities: weight and cardio training at various gyms; group fitness classes, like Zumba and Crossfit Bootcamp; nature walks along Kenora’s urban trails, such as the Rabbit Lake and Tunnel Island trails; training with Kenora’s Mixed Martial Arts Group. Participants in Fitness Friends are encouraged to live healthy lives and to promote the value of health in themselves and to those around them. Fitness Friends is a composition of stories of wellness, both physical and emotional, of individual triumph and social connection, and plays an important role in creating values that support a vision of a healthy community.

### Arts Hub

Since the open house celebration in July of 2010, the Arts Hub has not only been a place for people to explore the visual arts, music, gardening and culinary activities, but it has also been a place where people connect and gain a deeper understanding and

appreciation for each other. The Hub staff have hosted over 290 sessions in the past year, many of which involved community members sharing their expertise. The staff of the Hub share a belief in the inherent creativity of all people in their community and they host and participate in community events. Participation in the Farmers' Market, the Week of Action Against Poverty and the LOWAC Studio Tour, have provided space for our community to bear witness to the creativity of all its members.

### Visual Arts, Music and Horticulture

In Visual Arts, the Hub has expanded to creating with textiles, including moccasin making, beading, and making felted mittens. In addition to the Hub's regular Music-based gatherings, they have hosted house concerts, of which the most notable was the benefit concert in August by Justine Hines, as part of his Vehicle of Change Tour.

The Accessible Community Garden has continued to be a tremendous asset to the Arts Hub and has led to working relationships with university researchers interested in gardening as a means of building community. In 2012, when the Hub received the Ontario Trillium grant and the Common Ground Research Forum grant for its gardening program, we were able to incorporate conventional and First Nations teachings into our garden construction and workshops. We felt that cultural sharing was an important step in building community. As relationships have progressed, the Hub has since been gifted with sage and an eagle feather; currently, staff and community members are in the process of bringing to life a Grandmother Staff.

Along with regular gardening activities, Hub gardeners have participated in a Photo Voice project, the "Birds, Bees, Bats and Butterflies" workshop series, and culinary workshops, such as biscotti and sushi making.

### Conclusion

The staff of the Options for Adults Program has recognized that building our collective capacity for managing complex change is critical. The challenges in our field demand much of us, individually and collectively. We must continuously highlight the commitment of our very experienced staff, both front line and managerial, who, on average, have worked for KACL for over 20 years. This continuity of care, and the desire to make a positive difference in the quality and meaningfulness of the lives of the people we support, cannot be underestimated.

Respectfully Submitted on behalf of the Options for Adults Program

Diane Pelletier



## Community Mental Health Support Services

### Annual Report

2013/2014

Community Mental Health Support Services (CMHSS) strives to support individuals and their families who are living with mental illness.

Our mission is to assist individuals to achieve their goals, to feel as well as possible, and to live in a community setting of their choice. Our dedicated team offers highly individualized support through person-centred planning and through direct assistance.

Funded by the local Health Integration Network (LHIN), and by the Ministry of Health and Long Term Care, CMHSS offers four programs: Intensive Case Management offers support for individuals with a mental illness; Dual Diagnosis Services offers support for individuals with an intellectual disability and a mental illness; Housing Subsidy Program facilitates subsidies for individuals who are assisted through Ontario Works or who are assisted through Ontario Disability Support Program; and the Wellness Project, which provides opportunities for individuals to participate in community activities.

#### Intensive Case Management

Intensive Case Management Services offers flexible, individualized, ongoing support that varies in intensity, which is based on consumer choice, and focuses on an individual's strengths, talents, and abilities. We encourage people to become involved in activities that develop supportive relationships, which establish valued roles through participation in our community.

The priority population for intensive case management services is people aged 18 and over, who have a serious mental illness. Participation is voluntary. Support services are flexible, based in the community, and tailored to the expressed needs of the individuals we serve.

We assist people in finding and maintaining affordable housing. We assist people to manage their finances, which includes budgeting and personal banking strategies, in addition to accessing available funding. We offer assistance in time management skills to support people with making and keeping appointments, being on time for work or for social obligations, and with providing reminders for maintaining a medication schedule, as prescribed by a physician. We assist people in managing their illnesses,



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learning about their medications, eating nutritiously, and using public transportation to explore available opportunities within the community. We assist people in finding and securing competitive and/or meaningful employment, which may include skill building, resumé development, and interview strategies. We encourage people to pursue their interests and to engage in recreational activities. And we strongly advocate on behalf of the people we support.

### Dual Diagnosis

Community Mental Health Support Services (CMHSS) provides dual diagnosis services to adults and their families in the community of Kenora and in the Kenora/Rainy River District. A dual diagnosis refers to the co-existence of an intellectual disability and a mental illness.

Services are provided based on the following principles: Person-centred planning that is the least restrictive and the least intrusive for an individual; access to services as close to home as possible, with coordinated and effective linkages to community partners.

Dual Diagnosis Services include: access to specialists via videoconferencing and in-person consultation; support for families and front line staff; advocacy for individuals and their families to receive needed services; psychological education for individuals, families, caregivers, and service providers; development of strategies to effectively support individuals in the community; and support for accessing resources to improve quality of life.

### Housing Subsidies

The Housing Subsidies program typifies the philosophy that all people have the right to choose the community and the residence in which they live. We understand that having a home is a key aspect of recovery for persons living with mental health issues and we strive to assist people in exercising their rights and their options.

Unfortunately, the cost of rent and utilities too often exceeds the shelter allowance provided by Ontario Works or the Ontario Disability Support Program. Rent subsidies offer some financial assistance to bridge the gap between market rent and what an individual can afford to pay. These subsidies have provided and will continue to provide many people with opportunities to live in a residence within the community of their choice.



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## Community Wellness

The Community Wellness Project began in response to some of the barriers facing people who would like to take part in recreational activities. It provides opportunities for persons with a physical or intellectual disability, seniors in a low income bracket, and adults with mental health issues to become more active, healthy, and involved in their community, through participation in organized recreational activities. Activities include walking and hiking in small groups, bowling, weight training and cardiovascular exercise at the local recreation centre, gentle water fit classes, yoga, baseball, skating, self-defence classes, in addition to social gatherings, like barbecues and dances. Barriers have been reduced by covering the cost of activity fees, providing bus passes to assist with transportation, and purchasing necessary clothing, like running shoes or swim suits. Group leaders manage their networks of support through ongoing communication with team members to encourage participation. To further promote healthy lifestyles, the Community Wellness Project introduced the Healthy Living Food Box in 2010.



## Report of the Human Resource Network 2013/2014

This has been a year of discovery, incredible growth, and productivity, considering that the Human Resource Network is still in its first year of operation.

The biggest and most exciting project has been redesigning and launching KACL's new website. It was a long and strenuous task, but it was well worth the effort. While the site is beautiful, accessible and informative, its potential is only beginning to be explored. There are plans to expand the applicable usefulness and functionality of the site, which will encompass recruitment, staff training, and record-keeping, to name a few avenues that will be pursued in the near future. The possibilities are endless, and we have a dynamic and creative team that will continue to explore those possibilities, finding innovative ways to use technology to augment the quality of support we provide to people with developmental disabilities and their families.

There have been new additions to the Finance and Administration team, which required the development of new job descriptions and guidelines. Policies and procedures have been developed in the areas of intake and the hiring process; the effort to improve efficiency in all areas is ongoing.

Our current projects include a branding initiative and Performance Management. The branding initiative involves a complete overhaul of KACL's letterhead, forms and documents with the new logo, in conjunction with efforts to update and revise outmoded material. Performance Management includes new approaches to training newly hired staff, annual reviews, and more accessible and transparent opportunities for employees to provide feedback to management.

Human resource management touches on all aspects of KACL's support systems. It is the intention of the Human Resource Network to be as productive and helpful as possible in assisting all facets of the association, as we develop the most effective strategies for managing our human capital. Our team strives to deliberately create an internal culture that is welcoming, respectful, and useful, so that we can fully contribute to maximizing efficiency in KACL's overall operation. Our intention is to work in the background to support all programs, which, in turn, assists them in providing excellent service to the people that we support.



# Kenora Association for Community Living

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April 1, 2013 to March 31, 2014 Annual Program Statistics				
<i>Program Name</i>	<i>Annual Expenditures</i>	<i>Staffing Full Time Equivalents</i>		<i>Consumers Supported</i>
Sunshine Nursery	70,478	1.1	Full-time	N/A
Kids' Zone Childcare Programs	1,193,072	3.5	Full-time	N/A
		9.2	Part-time	
Infant Development Program	379,600	3.8	Full-time	93
Autism	28,434	0.4	Full-time	8
Community Integration Program	231,108	2.2	Full-time	91
		0.8	Part-time	
Respite Care Program	53,900	0.7	Full-time	7
Applied behaviour Analysis	48,009	0.6	Full-time	N/A
Host Family	1,540,109	3.6	Full-time	36
		0.5	Part-time	
Enriched Supported Independent Living	518,172	4.5	Full-time	42
		3.7	Part-time	
Intensive Support Residences	3,083,406	27.6	Full-time	13
		12.5	Part-time	
Community Participation	1,072,928	6.8	Full-time	52
		6.1	Part-time	
Competitive Employment	253,596	3.6	Part-time	34
Out-of-Home Respite	5,364	0.1	Part-time	6
Intensive Case Management	799,906	8.1	Full-time	88
		2.6	Part-time	
Accord Dual Diagnosis	94,687	1.0	Full-time	33
Service Enhancement	137,223	1.0	Full-time	16
		0.4	Part-time	
Central Administration	724,431	5.7	Full-time	N/A



# In Recognition



“Each time a person moves from isolation to connection our neighbourhoods become safer, our communities more vibrant and our society more cohesive Building relationships, strengthening human bonds, expanding our capacity to care for one another are crucial acts. Our collective task is to end the poverty of loneliness. It is to learn to care for each other.”

- Vikki Cammack





## Recognition of Staff and Long-Serving Employees

*The Board of Directors of Kenora Association for Community Living would like to recognize all of its very dedicated staff for their services over the past year.*

Kristen Bailey – Community Consultant- 5 years

Jeffrey Rasmussen – Community Consultant - 5 years

Brandon Pichette – Community Support Worker - 5 years

Bradley Alcock – Community Support Worker - 5 years

Lisa Carlson – Childcare Aide - 5 years

Ashley Partridge – Community Support Worker - 5 years

Danielle Brouillard – Childcare Aide – 5 years

Deborah Marsh – Assistant Director – Organizational Learning - 10 years

Cheryl Leonard – Community Consultant - 10 years

Allison Cartwright – Community Support Worker - 15 years

Sherry Batiuk – Community Support Worker - 20 years

Doreen Livingston – Community Support Worker - 20 years

Diane Pelletier – Director – Adult Services - 30 years



Kenora Association for Community Living  
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## Recognition of Retiring Board Members

*The Board of Directors of the Kenora Association for Community Living would like to recognize the outstanding commitment of the following members and wish them all the best in their retirement.*

**Katelin Beal**

**Lynne Mychalyshyn**

**Shelley Pakarinen**