



ANNUAL REPORT 2017-2018

lcads
One person at a time.



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LCDS Board of Directors 2017-2018

OFFICERS

Kari Lupton	President
Frank Huybers	1st Vice-President
Tony Hogervorst	2nd Vice-President
Frank Backx	Treasurer
Greg Bond	Secretary

DIRECTORS

Gordon Bregman	Director
Kelly Butler	Director
John Douglas	Director
Barb Frayne	Director
Helen Ollerenshaw	Director
Ruth Gallant	Staff Representative (Non-Voting Member)

Vision

All people will have the freedom, support and advocacy to pursue their dreams and aspirations.

Mission

Lambton County Developmental Services (LCDS) is a network of people, working together to provide support for people with developmental disabilities in pursuit of their life dreams.

Ethical Values

LCDS is committed to providing services that:

- Ensure basic needs are met in a safe and secure environment.
- Promote opportunities to develop and maintain meaningful relationships.
- Promote opportunities and choices.
- Educate people regarding rights and responsibilities.
- Are self-determined.
- Empower people.
- Encourage and inspire community participation.
- Educate and support the community to share the Vision.
- Are innovative and flexible.
- Ensure resources are utilized in an accountable and responsible manner.

As a professional support service organization, we believe in:

- Service excellence.
- Quality of life for all people.
- Flexible and adaptable support services.
- Courtesy, respect, dignity and consideration for all people.
- Community inclusion for all people.
- Marketing and promotional activities that are consistent with the Mission, Vision and Ethical Values.

Message from the President & Executive Director

This past year can only be described as the year of continuous change. Since our last Annual General Meeting (June 2017) we have been in constant change both internally through our Organizational RE – Design Process but also through the numerous changes imposed by our Ministry (MCSS) and the recently imposed changes through the Employment Standards Act (ESA). Internally we are continuing to align our management structure with the MCSS's priorities over the next few years. The Ministry's priorities are based on the Ministry's new Vision – Thriving Communities where all people are respected, included and empowered to achieve their full potential driven by one desire: the social and economic inclusion of all people in Ontario's Communities. The Ministry's new Mission – “With our partners, the Ministry will design, deliver and connect Ontarians with a system of integrated supports that will improve their well-being and allow them to live independently”. To achieve their mission the Ministry has outlined three strategic goals: person directed services; enhanced capacity to deliver and improved opportunities for people. The Ministry's goals align nicely with LCDS's person directed and one person at a time philosophy. We have established a senior management structure which will strengthen LCDS's ability to respond to the Ministry's increased accountability / compliance requirements; allow us to respond to the Ministry's priorities; strengthen our ability to respond to the ever changing needs of new applicants and to ensure we maintain our high quality of service delivery.

Our Senior Team consist of Director of Support Services (Krista McCann); Director of Operational/Community Development (Karen McClintock); Director of Employee Relations (Elizabeth Forman); Director of Finance / IT (Tracie Bennett); General Manager of Properties (Nick Salaris) and Manager of Quality Assurance (Carla Alway) lead by your Executive Director. We have also divided our Managers into two distinct groups based on their responsibilities – Manager of Support Services (Dennis Lynch; Randy Paget; Karen Pehlke; Lori Wilcox; Jerry Knight; Rita Paget and Kim Lynch) and Manager of Employee Relationships (Sherry Banks; Ineke McKenzie; Jennifer Salaris; Marnie Cumming). Further changes which have also occurred during the past year include the division of duties in our fund development department between Event Coordination (Elaina Burr) and a Marketing / Communication Coordinator (to be named).

During 2017 LCDS was subject to two separate MCSS Compliance Reviews – one in February followed by our second one in October. In both reviews LCDS was successful in meeting MCSS Compliance. As a note of clarification The Ministry, within the past three years, have establish a Compliance Department; have hired additional Compliance Officers and have committed to annual Compliance reviews of all agencies funded under MCSS. MCSS sees this process as a partnership with the agencies in quality improvement of developmental services. LCDS welcome these reviews.

The other major change imposed on the developmental services sector in 2017 was Bill 148 – the Fair Workplace, Better Jobs Act 2017. This Act under the ESA Legislation introduced changes to Minimum Wages as well as changes to a number of areas within the ESA including Equal work for Equal Pay; Personal



leave and vacation pay. The changes are to be phased in over a two year period and our Ministry has committed to fiscally assisting with the financial impact on agencies. An annual financial commitment from our Ministry is dependent upon the proposed budget being passed by the Liberal government which could be in jeopardy with the pending election on June 07/18.

On a positive note our Ministry announced a 15% increase to the Special Services at Home (SSAH) and the Passport Program beginning April 2018. They have also expanded the Passport Program by providing the 40,000 eligible people

currently on the waitlist a minimum of \$5000.00 annual funding. Going forward people deemed eligible will receive this funding upon their 18th birthday. It is the hope of the Ministry that this will start the move away from a crisis driven model towards a proactive system approach. This funding was to flow by May 07/18.

Finally, there was a commitment in the budget to simplify the social assistance program, reduce punitive rules and remove barriers. ODSP and OW (Ontario Works) recipients will receive a 3% increase per year for the next three years. In addition, other benefits and allowances, including personal needs and comfortable allowances will increase by 2% annually for the next three years beginning in the fall of 2018. Finally, the amount of employment income that can be earned without impacting social assistance benefits increased by \$400.00 per month from the current \$200.00 starting in the fall of 2018. This will further increase in 2019-20 to \$6000.00 per year



For LCDS we had another successful Golf Tournament in July; very successful Fusion event in November; a very successful and fantastic Valentine Auction in February 2018. Plans are currently underway for both our Golf Tournament and our next Fusion event in November 2018. None these events would be possible without the dedication and commitment of our many volunteers and staff members.

When I joined LCDS 2 ½ years ago one of the primary roles assigned to me by your Board of Directors was to assist with the recruitment of your next Executive Director. Ideally, the Board wanted your next Executive Director to be an internal candidate and as I write this report they are currently interviewing internal candidates.

LCDS is very fortunate to have many long term and dedicated employees who have over the years provided consistently high quality supports. To all our employees we, Kari Lupton, your Board President and I wish to acknowledge the exceptional care and support you provide each and every day to the individuals and their families. We thank you for sharing your skills, knowledge and expertise with LCDS.

To our many volunteers who freely give their time and energy to our many events: Fusion, the Golf Tournament; the Valentine Auction, the Meat Raffles, the Big Bike Ride; Trivia Nights we thank you – words cannot express our sincere appreciation for everything you do for LCDS

To our Board of Directors for LCDS and LCDS Foundation and for our Right Review Committee who provide their time and expertise to guide and support LCDS we truly thank you.

And finally to our community partners and to the Ministry of Community and Social Services we thank you for continued support this past year – without your ongoing support we would not have been able to achieved the many successes we have had this past year – we thank you.



Sincerely,

Kari Lupton
President



Sincerely,

Tom McCallum
Executive Director

People Who Have Made a Difference in Our Lives

Angela Barnes

December 22, 1982 - April 26, 2017



Angela was a fun loving, easy going person. Angela loved to travel, to bake, listen to music and loved watching scary or adult humored movies. Ang as many people called her, had a slap stick humor, and a contagious laugh.

Angela moved to Maple Street at the age of 12 she lived there until the age of 29 when she moved to Brigden. Angela's smile would light up the room; she loved being the centre of attention and in all the action. Angela loved

spending time with her support staff so much she would stay up late so she could be the last one up and watch horror shows then she could be heard giggling throughout the house.

Angela loved dressing up and showing off all of her accessories that she purchased on her many shopping trips. Angela loved when her dad came to visit and having movie nights in her bedroom with her mom. Angela was her daddy's "little girl" and her mother's 'diva'.

Angela will be forever missed, but her memories will remain forever with anyone who had the pleasure of spending time with her.

Mary "Carmel" Levecque

July 9, 1955 - September 5, 2017



Carmel was a caring, compassionate and vibrant lady who's love for her family and friends was always shining through. For everyone who had the opportunity to know Carmel you could always hear her excitedly saying "I did it, you be so proud of me" when accomplishing just about anything. Carmel was a great joy to be around would help out anyone who asked, always putting others needs first before her own. Carmel took great pride in her job at Petrolia Enterprises over the years, eagerly attending work

each day. Carmel lived in Forest for many years before moving to Petrolia. Once in Petrolia Carmel lived on First Ave for a few years before her final move into Maple St. Carmel has always lived with her best friend Nancy over the years and is now once again with her. Carmel's bright and cheerful personality will always be remembered and cherished by her family, friends and support staff.

Randi Leigh Mc Lachlan

June 29, 1992 - September 21, 2017



I would like to share my memories of our friend "Randi Girl". Randi and I would get together regularly on weekends to engage in activities where it was my job to teach her skills, help develop maturity, independence, good decision making and new friendships. Little did I know, at the time, that Randi would be my teacher, personal friend, greatest supporter and strongest advocate. Randi taught all of us patience, understanding, advocacy, resilience and how to problem solve.

Randi loved to shop!!! Like every young adult, she needed to have brand name clothing, preferably in "hot pink", and a shopping trip was never complete without walking down the perfume and personal care aisle where she would insist that we sniff and sample every fragrance before settling on the perfect body wash and shampoo. Our evening wasn't complete until we had happily spent all of our money and reflected on finding some great bargains!

Randi loved her family, her sister Alicia and brother's Sean and Ryan. She proudly shared pictures of her beautiful nieces and nephews and stories of family gatherings.

Randi was fortunate in having two families. She was a member of our huge LCDS family, in particular SIL. Randi received care and support from an outstanding team of professionals who recognized Randi for her personality, attributes, skills and talents. They provided countless hours of counselling, intervention, support, friendship and inclusion in their personal lives, always celebrating her and her successes.

Randi had a great sense of humour, loved to laugh, playfully tease, throwing in her witty sarcasm and comments from time to time. She was strong willed, determined and a take action kind of girl. "No" was not a part of her vocabulary. But she had a soft heart for those less fortunate than herself, always showing care and concern for their well-being and nurturing them when they needed understanding. This she did with compassion!!

Randi will be missed but never forgotten. We are all stronger and more patient people providing exceptional supports thanks to Randi.

A motto Randi felt that we should all try to live by:

"DOG LESSONS FOR PEOPLE"

- Enjoy the simple pleasure of a walk
- Run and play daily
- Be loyal, faithful and quick to forgive
- Always drink plenty of water
- Sometimes it is best to sit close and listen
- Follow your instincts
- Keep digging until you find what you want
- Avoid biting when a growl will do
- Accept all of life's treats with gratitude
- Love unconditionally

Organizational and Community Development

In August 2017, through the organizational re-design process, a new division was created at LCDS called “Organizational and Community Development”. You may be wondering what exactly this means; it is in fact, two terms often used in the corporate world but seldom seen linked together. However, when you consider our new vision statement “*Inclusive Communities-Innovative Leaders*” the combination of organization and community makes perfect sense.



Organizational Development

Organizational Development is a planned, systematic approach to improving organizational effectiveness – one that aligns strategy, people and processes.



Community Development

Community Development focuses on engaging the community in the collaborative efforts to enhance the supports offered by the agency and assist in realizing the mission, vision and values. Community development helps to build community capacity in order to address issues and take advantage of opportunities.

As you can well imagine there are a number of programs and incentives happening in this new division, which include new roles, new people and new programs. It has been both exciting and challenging! Here are some of the highlights:

Host Family Program (formerly Homeshare)



In 2016 MCSS released new requirements to increase safety and security of adults with developmental disabilities who choose to live with a host family. The new directives strengthen the way LCDS screens, selects

and evaluates host family providers as well as the consistency of service delivery across the province. The LCDS Host Family Team has been working on updating our policies, procedures and forms to ensure they match the new directives.

This year four people supported in Host Family have transitioned to Supported Independent Living Program and the team is now in the planning stages for three new Host Family Placements.

The Host Family Team also oversees the LCDS Respite Programs. Currently there are 18 participants and their families accessing the Family Respite program and 25 participants accessing the Weekend Recreations Program.

Passport Program

Just as a “Passport” can open the world to people, the Passports Program, funded by MCSS, opens doors of opportunity for people with developmental disabilities to get involved in their communities in ways that would not be possible without this funding which is dedicated for community engagement. This year the number of people approved for Passport funding doubled, making it obvious that a department dedicated would be a great asset to the agency. In December, Ruth Gallant, a 35 year employee, took on the role of Passport Coordinator for LCDS, overseeing the program two days per week. Policies, procedures and guidelines have been drafted and will be tested over the next few months. Although we are still a work in progress, the Passport Department of LCDS is looking to the future with the expectation of growth and more great opportunities to come. MCSS has recently announced more funding to support the Passport initiative so it is expected to see more rapid growth in the Passport Program.



Ruth Gallant
Passport Coordinator



Vicky Bygrove hanging out with her passport worker Morgan Drury.



Stefanie Clairmont takes up horseback riding thanks to Passport funding.

Learning and Development

As a learning organization, LCDS is committed to personal and professional development for all people. In 2017-18 employees and people supported alike, have been encouraged and supported to engage in learning. It has been one year now since LCDS introduced the 70-20-10 model for learning and development; a framework that emphasises on learning through experience more so than formal types of training. It takes time and continuous effort to change an organizations culture and traditions so it is expected that this is just the beginning of an exciting new transformation journey.



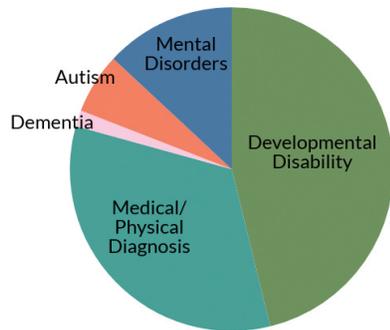
Katie Joy joined the Learning and Development team as the coordinator this year. Katie did a short contract in this role and then in April she moved into the position on a regular basis. Katie is the instructor for many of the LCDS internal training courses and the chair person of the medication policy committee.

Outcomes Management

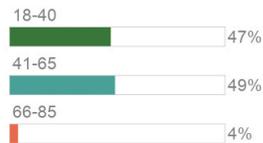
The Numbers Behind the Quality at LCDS April 1, 2017-March 31, 2018

Submitted by: Carla Alway
Quality Assurance Manager

Demographics - LCDS Supported 145 people in 2017/18



Age Range



Satisfaction of Services

People Supported

Family

Employees



Summary of Results & Trends

The overall responses and results regarding satisfaction from all LCDS stakeholders were high. Surveys were completed by people supported and families after Life Plan gatherings and employees completed an online survey. Areas to improve upon include: communication to employees and families in regards to organizational changes, employment opportunities for people supported and transportation.

Action Plan:



- ▶ Continue providing open forums for families (Family Information Nights 3x/yr); Employees (Open Mic Sessions 5x/yr) and people supported through the Life Planning Process.
- ▶ Develop more partnerships with community businesses & employment services to increase employment options for the people we support.

Outcomes Management ...cont'd

Effectiveness of Services



Life Plan Goals dropped slightly this year (6%). A contributing factor could be the inputting of goals onto the new AIMS database system. This module on the AIMS system was introduced in 2017 and while employees continue to learn the new database system, there could still be inaccuracy in the documentation.

Summary of Results & Trends

The Services & Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008 along with Ontario Regulations 299/10 mandates all employees to be current in First Aid training and Nonviolent Crisis Intervention (NVCI) training. This is our first year collecting data on just those two mandatory training components and were quite successful; although still falling short of our compliance imposed target of 100%.

A focus for LCDS has been supporting people to find meaningful days and valued work. Being paid a competitive and fair wage shows there is value in the work. The total number of competitive employment placements remained basically the same in 2017/18 (from 141 to 142).

The average number of people competitively employed each quarter

36

Action Plan:



- ▶ LCDS will be monitoring First Aid and NVCI expiry dates more closely to ensure employees are made well aware of when they will need to sign up for a refresher class.
- ▶ Increase partnerships with community members and increase resources for employment opportunities and services in all parts of Lambton County.
- ▶ The AIMS Implementation Team has created learning videos for all employees to view for all components of Life Planning and goal tracking. It is hoped that once this is embedded in our documentation protocols, goal tracking and updating should be streamlined.

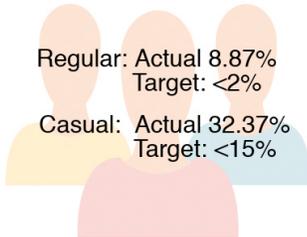
Outcomes Management ...cont'd

Efficiency of Services

Employee Turnover Rates

Regular: Actual 8.87%
Target: <2%

Casual: Actual 32.37%
Target: <15%



Current Life Plan



Target: 92%

Access to Support Services

of times
Employees
accessed
external
training
134 x

of times people
supported
participated in
learning
opportunities
8,050 x



Summary of Results & Trends

Data collection on employee turnover reflects continuity and consistency in service delivery. High turnover rates are costly to the agency and possibly indicate dissatisfaction. The scores in this performance indicator reflect the highest turnover rates experienced within the last few years.

Life Planning has shown a steady improvement over the last few years. This year's measurement is a near perfect score surpassing our target for the first time! A contributing factor to this is the availability of Life Plan Resource Workers facilitating Life Plans and the implementation of the AIMS database system.

Summary of Results & Trends

In addition to keeping mandatory certifications up to date, employees are encouraged to participate in other opportunities that will expand their repertoire of skills. There was a significant decrease in this performance measurement this fiscal year in part due to LCDS being cognizant of the cost of external training as a means to save fiscal dollars to help offset a deficit budget; as well as the 70-20-10 theory of learning.

Many people supported have had the opportunity to participate in educational and skill building sessions (i.e.: literacy, sign language, math, science). This number has increased significantly this year and it is hoped that these opportunities continue to increase over time with the development of more resources.

Action Plan:



- ▶ Partnering with other services and attending job fairs to market LCDS to future applicants is a recruitment strategy currently being worked on.
- ▶ 70-20-10 model of learning being incorporated into LCDS development culture (more focus on learning through experience rather than classroom based)
- ▶ LCDS continues to implement more modules on the AIMS system. Over the next few years it is our goal to have information more streamlined and available to everyone involved in supporting a person in order to complete and update Life Plans in a timely manner.

Outcomes Management ...cont'd

Business Performance Indicators

Summary of Results & Trends

LCDS had another successful year with our planned major events. The Fusion Food & Wine Show, Golf Tournament and Valentine Auction brought in proceeds of over \$160,000.00! Generous donations through the Pork BBQ, Yuk Yuks, staff donations, and contributions made through major gifts catapulted the total funds raised this fiscal year to over \$202,000.00!

Employees that continually develop and identify performance goals means the organization will have a healthier workforce with employees who have a multitude of skills. The employees themselves will be more fulfilled as they are able to grow and develop in areas that are both important to them and to the supports they provide. This performance target continues to be a struggle for LCDS.

Social Enterprise is not new to LCDS; we have been practicing it informally for many years. These businesses have evolved and changed to meet customer's preferences and address economic realities. Currently our social enterprise opportunities include a catering business, woodworking facility, gift shop and ice cream parlour, Tea Room and some rental properties.

Everyone has the right to work in a safe environment. Employees who feel safe and free of risk to their health and safety can be more effective at work. Lost time accidents can cost the agency thousands of dollars in claims. In 2017/18 there were 6 work injuries resulting in 21 days lost time; 14 days less lost time than last year!



Lost time accidents



Performance Development Plans



Social Enterprises



Net Profit:
\$179,232.00

Target: \$234,900.00

Action Plan:



- ▶ The organizational design process established Employee Relations Manager positions that focus on developing and supporting our employees, therefore enhancing the opportunities to have discussions around performance and development. These positions came into effect Nov. 2017 and will be evaluated in Sept. 2018 with the Leadership team.
- ▶ The Health & Safety Coordinator is simplifying the reporting process by automating the current paper forms. This will ensure the people requiring notification are made aware immediately ensuring information is complete.

Our Dedicated Employees

We have had a year of change! As we continue to implement our redesign we are thankful to our employees who have invested their time and energy into LCDS! Even though there have been challenges, our employees continue to be dedicated to ensure a high standard of service. It is through their dedication and commitment we will be able to adapt to the service needs of our community and continue to thrive as an organization.

We appreciate our employee's everyday day but have set aside one evening a year to recognize our long serving employees. On November 29, 2017 over 60

LCDS employees, families and friends gathered at the Lion's Club in Petrolia to reflect and celebrate 26 of our dedicated and committed employees. It was an evening of celebration, full of stories and pictures reflecting on the 460 years of combined service. LCDS has been honoured to have 2 Managers celebrating 30 years of service and 2 employees celebrating 35 years! Can you imagine the changes they have seen in LCDS over those years! We would not be able to offer the services we do without the continued commitment of all of our employees. Thank you all for your service!



35 YEARS

PRESENT: Duane Chapman & Ruth Gallant



30 YEARS

PRESENT: Kim Lynch, Karen McClintock



25 YEARS

PRESENT: Jennifer Salaris, Shona Lockhart,
Christine Poupard



20 YEARS

PRESENT: Sharon Silk,
Jennifer Stephenson
ABSENT: Karen Pehlke, Susan Armstrong,
and Susan Steingiga



15 YEARS

PRESENT: Morgan Loosemore,
Susan Joosten, Brian Gilmore



10 YEARS

PRESENT: Elizabeth Shea, Kerrie Jacklin,
Ashley Jeffery, Cassandra Amyotte, Colette McNairney
ABSENT: Ashleigh Miller, Kristi Jacklin, Tina Dalgety,
Melissa Ingram, Megan Donald, Rebecca Shea

Property - Health and Safety Report

It has been a busy year for the agency and the Property and Safety departments have been no exception. Increased MCSS Compliance regulations and inspections, coupled with MCSS funding announcements and recent Affordable Housing opportunities have kept both departments busy and on their toes.



We continue provide support and resources a total of 29 different properties located throughout Lambton County (Petrolia, Corunna, Brigden, Oil Springs, Alvinston, Oil City, Wyoming, Forest,

Watford and Sarnia) including residential homes and apartments, drop-in centres, employment facilities, social enterprise entities and office buildings.

We are also the main support for and manage the LCDS fleet of vehicles which currently sits at 15 total vehicles (ranging from wheelchair accessible buses with lifts and mini-vans). The LCDS Vehicle Committee has become even more active in maintaining the fleet, making recommendations for training and exploring alternative options for types of vehicles used and different ownership options. The Vehicle Committee will take an even more aggressive stance and approach in obtaining grants and funding to replace the existing fleet. The fleet of vehicles is currently at a critical point for required replacements.

The goal of the Property and Health and Safety Department continues to be to ensure that all the LCDS owned properties, vehicles and policies and procedures meet (and/or exceed) the CARF, federal, provincial, municipal and our own high standards for property/equipment maintenance and safety. All this while providing valuable resources to support staff and people supported so that safety in everything they do remains the priority.

The MCSS has ramped up the Compliance Review process. The MCSS has become more focused and dedicated to ensuring all MCSS funded agencies are held to and held accountable to the highest of standards. The extra focus has also created extra work to ensure policies and procedures are current, effective and enforced. We are excited to be rolling out "Formstack". Formstack is a data management solution that will assist the agency with consistent documentation tracking and accountability processes. We are committed to being a provincial leader in our sector and Formstack will be a vital addition in displaying compliance in a consistent and accurate format.

The agency was extremely fortunate to be recipients of two sources of MCSS funding allotments (MCSS Partner Facility Funding and MCSS Dedicated Supportive Housing – Social Housing Improvement Program) this past year to assist with the completion of critical and required renovations, repairs, safety and accessibility projects. The projects include: accessible washroom renovations, roof replacements, generator installations, entrance door replacements and renovations to existing homes to provide for suitable and person-centred supports in the homes.

Again, as in years past, the LCDS Foundation Board continued to be a major support and partner in projects required by providing the funds for requested projects. This year the LCDS Foundations supported the following projects: washroom renovation, roof replacements, door replacements and a deck replacement. We thank the LCDS Foundation for their continued support and also thank our generous donors at our various fundraising events for making all this work possible.

Habitat for Humanity

I am excited to report that LCDS has partnered with Pembina to enter a corporate team in the Habitat for Humanity Sarnia-Lambton build in 2018 on Guthrie Street in Sarnia. This build is unique in that it is a multi-unit affordable housing build dedicated to providing residential homes to seniors in Sarnia-Lambton. This is a great example of how LCDS can partner with other stakeholders to enhance our sense of community – way to go team! LCDS is also excited and looking forward to the 2019 build with Habitat Sarnia-Lambton in Corunna.

We would be at a loss without the dedicated and caring support staff we are fortunate to employ. Where would we be without many volunteers and families that have a profound and meaningful bearing on the agency and on our achievements in their own special way? We will be calling on you more and more into the future. A heartfelt thank you to you all.

"I alone cannot change the world, but I can cast a stone across the waters to create many ripples."

- Mother Teresa

Finally, thank you to Greg With (H&S Coordinator) for his caring approach and selfless and insightful dedication to the health and safety of the entire agency.

Respectfully Submitted,

Nick Salaris
GM – Property
LCDS

LCDS Foundation Report

The LCDS Foundation Board of Directors continues to develop Fundraising and Fund Development policies, plans and guidelines. The LCDS Foundation is a separate entity from LCDS and carries out fundraising and fund development activities to raise funds exclusively to support the ongoing mission of LCDS.

- The long term goals of the Foundation are:
- To raise funds to maintain Capital Investments and ensure quality standard of living for people supported
- Develop and grow an Endowment Fund
- Raise funds to facilitate the achievement of personal goals and dreams
- Creation of a Respite Fund to be used to develop new respite opportunities

LCDS Foundation Board of Directors:

Bob Tanner, Chair
John Douglas
Andrew McClintock
Helen Ollerenshaw
Tim Brown
Mary van Delft
Tony Hogervorst
Kari Lupton

The fundraising Department wishes to thank this network of dedicated community members for their willingness to work with us and engage in strengthening our financial sustainability through Fundraising!

Foundation requests approved this year include:

- Washroom Renovations
- Funding for Weekend Recreation
- Door Replacements
- Roof Replacements
- Barrier Free Sundeck
- Christmas Gifts for People Supported
- Employee Educational Bursary
- Fundraising Software

Submitted by

Elaina Burr,
Events Coordinator

FUNDRAISING (April 1, 2017- March 31, 2018)

General Donations	\$14,261
In Memoriam	\$10,556
Staff Monthly Gifts	\$5,430
Fusion	\$80,166
Valentine Auction	\$58,072
Pork BBQ	\$1,311
Golf Tournament	\$18,758
Yuk Yuk's	\$4,500
In Kind Donations	\$17,813
TOTAL REVENUE	\$136,016



*Giving is not just making a donation,
 it's about making a difference.*

- Kathy Calvin

Fundraising Events in 2017-2018

Golf Tournament



The 21st Annual MPW-LCDS Charity Golf Tournament took place at Widder Station Golf Club on Thursday, July 20th, 2017. We had another full tournament raising over \$20,000 to support the Saturday Recreation Program. This program provides a fun, community based respite opportunity for people who live with

their families. The 2017 tournament's success is largely thanks to our generous sponsors as well as the continued support from the community. The 2018 Tournament will take place on July 19, 2018.

Fundraising Dollars at Work

Fundraised dollars were used for various items to enhance people's homes, such as washroom renovations, door and roof replacements, barrier free sundeck, furniture and redecorating.

Also benefiting from Fundraising dollars is the LCDS Weekend Recreation Program. This program provides respite for over 40 families in Lambton County who may not otherwise receive any support. It is designed to provide a much needed break for caregivers while offering recreational and social opportunities for people in the community. The Weekend Recreation Program is funded 100% by proceeds from our Annual Charity Golf Tournament.

Fusion: A Discovery of Local Food, Wine and Craft Beer



The 8th Annual Fusion: a discovery of local food, wine and craft beer was held on November 10th & 11th, 2017 in the Atrium at DeGroots Sarnia. This tradeshow style event was sold out with over 3000 guests in attendance, and raised over \$80,000. Fusion featured 43 local award winning food, wine and craft beer

vendors who offered samples their most popular products. Guests enjoyed local musicians, stage demonstrations by local chefs and samplings from breweries, wineries, restaurants, caterers and food producers from all over Southwestern Ontario. The event was largely a success with thanks to major sponsors, Kel-Gor, CMS., and Monteith and Sutherland. Fusion 2018 presented by Kel-Gor will take place on November 9th and 10th again at DeGroots. For more information visit www.discoverfusion.ca

In addition to our Signature and Third Party Events, LCDS employs other strategies to generate funds throughout the year. Funds raised through Meat Raffles, Bingos, Direct Mail campaigns and Grant Applications have improved the lives of the people we support as well as the agency as a whole

LCDS Pembina Valentine Charity Auction



Twenty years and counting...

What a celebration! The LCDS Valentine Charity Auction was held on February 10, 2018 and was a huge success raising over \$58,000!! Over 300 people attended despite the snowy weather. Hundreds of items were on display in both the live and silent auction. So many choices to bid on...from a gorgeous outdoor garden shed made by Lambton Home Hardware, to beautiful prints and home decor, pamper packages to homemade baked goods. We would like to thank the dedicated and hardworking Auction Committee, all our volunteers, our generous donors both individuals and businesses! You are appreciated! A special thank you to the community for all your support. Thank you to Kim Shelley and her catering crew for the delicious food, John Stephens, our Auctioneer and to our amazing committee chair, Janet Smith. We would like to celebrate four dedicated volunteers who have been with us since the beginning (20 years ago!); Nick Salaris, Steve Bruton, Brian Bruton and Dale Druett!

Truly without the help of these amazing people, the success of events like this would not be possible.

A special thank you to our major sponsors, Pembina, Shelley Machine & Marine, Integra Technologies, McCallum Build & Renovate, Hodges Home Renovations, Straitline Contracting Inc., McKellar Inspections, Armstrong Construction, Invenergy and Lambton Home Building Centre. We appreciate your support! If you get the chance, stop by and tell them thank you!

62nd Annual General Meeting Minutes

Monday, June 26, 2017 at 5:00 pm
Community Skills Development Building
339 Centre Street, Petrolia, Ontario

1. **Call to Order:**

The 62nd Annual General Meeting of Lambton County Developmental Services, held on June 26, 2017, was called to order by Kari Lupton at 5:00pm

2. **Welcome by President, Kari Lupton:**

Kari welcomed members and guests of LCDS and opened the meeting by reading of the Prayer.

3a. **Greetings from MCSS Program Supervisor, Mary Harper:**

MCSS Program Supervisor, Mary Harper, brought greetings on behalf of herself and the Ministry. She expressed thanks to Tom McCallum and the LCDS Staff for all their hard work in the past year. She also thanked the Board of Directors for their commitment to the agency.

3b. **Greetings from MPP Bob Bailey:**

MPP Bob Bailey brought greetings on behalf of the government of Ontario. He congratulated and thanked the Board, as well as Mary Harper and the Ministry, for their work over the past year.

3c. **Greetings from MP Marilyn Gladu:**

MP Marilyn Gladu brought greetings on behalf of the government of Canada. She congratulated the Board and LCDS on a successful year and thanked them for everything they do for the people supported.

4. **Minutes of 2016 Annual General Meeting, held June 27, 2016:**

Kari Lupton called on Greg Bond, Secretary of LCDS, who presented the minutes of the 2016 Annual General Meeting of Lambton County Developmental Services.

Moved by: Kari Lupton

Seconded by: Orrin Farr

Carried

5. **Annual Written Reports:**

Copies of the LCDS Annual Report were made available to members and guests upon arrival.

Moved by: John Douglas

Seconded by: Kari Lupton

“that the 2016-2017 Annual Report be accepted for information”.

Carried

6a. **Financial Reports:**

Kari Lupton stated that the financial statements for the year ending March 31, 2017 were audited by MPW Chartered Professional Accountants of Forest, Ontario and that copies of the audited statements were available for anyone that wished one.

6b. **Treasurer’s Report:**

Kari Lupton called upon Frank Backx to read the Treasurer’s Report.

Moved by: Frank Backx

Seconded by: Frank Huybers

“that the treasurer’s report and the audited financial statements for the year ending March 31, 2017 be accepted”.

Carried

7. **Appointment of Auditors:**

Moved by: Frank Backx

Seconded by: John Douglas

“that the firm of MPW Chartered Professional Accountants be appointed as the auditors for the 2017/2018 year”.

Carried

8. **Approval of Actions of the Board for 2016–2017:**

Moved by: Orrin Farr

Seconded by: Greg Bond

“that the actions of the Board of Directors of Lambton County Developmental Services, for the period April 1, 2016 to March 31, 2017, be approved”.

Carried

9. **Nominating Committee Report:**

Kari Lupton, member of the Nominating Committee, read the Nominating Committee Report.

a) Directors completing one year of a three year term, who have agreed to continue for two more years are:

Frank Backx

Greg Bond

Kelly Butler

b) Directors completing two years of a three year term who have agreed to continue for one more year are:

John Douglas

Tony Hogervorst

Kari Lupton

Helen Ollerenshaw

c) Directors eligible for re-election for a new three year term who have agreed to stand for re-election are:

Gordon Bregman

Frank Huybers

New Member: Barbe Frayne

d) Staff Representative: Ruth Gallant

62nd Annual General Meeting Minutes ...cont'd

10. Election of Directors:

Kari Lupton stated that “according to the Agency By-Laws, there were no more nominations as of May 29, 2017 to the Agency Board and therefore, nominations are closed at this time.

Moved by: Kari Lupton

Seconded by: Frank Huybers

“that the slate of officers for the Lambton County Developmental Services Board of Directors for 2017-2018 be approved as presented”.

Carried

11. Installation of Directors:

The Installation of the Board of Directors of Lambton County Developmental Services was read by Tom McCallum.

Tom McCallum introduced the Board Members present and announced that following the adjournment of the Annual Meeting, the Board Members would meet briefly to discuss the Officer appointments to the Board. The list of Board members and Officers will be posted on the LCDS Website.

12. Message from President:

Kari Lupton read her report from the Annual Report.

13. Update from Executive Director:

Tom McCallum reflected on the past six months. Tom expressed his thanks to the Board of Directors, Foundation Board, volunteers and employees for all of their hard work and dedication to the people we support.

14. Other Business:

Tom McCallum expressed his sincere appreciation to Maureen MacSorley for her years of dedication to LCDS and wished her well on her retirement.

15. Presentations:

Tom McCallum called upon Jane Joris, who is retiring from the Board and presented her with a gift for her many years of dedicated service. Jane has served a total of 15 years on the LCDS Board of Directors.

16. Adjournment:

Kari Lupton called for a “Motion of Adjournment of the 62nd Annual Meeting of Lambton County Developmental Services”.

Moved by: Kari Lupton

Seconded by: John Douglas

“that the 62nd Annual Meeting of Lambton County Developmental Services be adjourned”.

Carried

17. Thank you for Attending:

Kari Lupton thanked everyone for attending and invited them to stay for the Volunteer and Donor Recognition Barbecue/LCDS Pig Pork BBQ following the meeting.

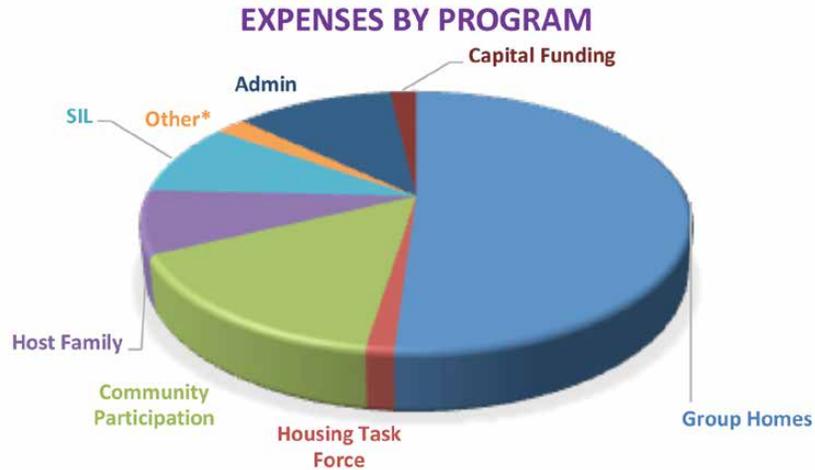
The Board Members were then asked to meet briefly in the Board Room to discuss the Officers’ appointments.

Minutes recorded by: Marcia Stinson, Recording Secretary



LCDS Financials

LAMBTON COUNTY DEVELOPMENTAL SERVICES
 Revenue & Expenditures Summary
 March 31, 2018



REVENUE

MCSS Subsidy	\$	11,753,869
Other Grants & Subsidies	\$	251,842
Sales - Petrolia Enterprises	\$	234,658
Rental Income	\$	376,912
Other Income	\$	203,620
TOTAL REVENUE	\$	12,820,901

EXPENDITURES

Wages	\$	8,784,916
Benefits	\$	1,352,152
Recovery	\$	460,107
Other	\$	2,223,869
TOTAL EXPENDITURES	\$	12,821,044

Photo Gallery



Photo Gallery ...cont'd





LAMBTON COUNTY DEVELOPMENTAL SERVICES

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