

65 Years



of LCDS

Annual Report 2019-2020



CONTENTS

- | | | | | | |
|----------|---|-----------|--|-----------|-------------------------------------|
| 1 | Mission Vision Values | 8 | Employee Celebrations | 17 | LCDS Foundation Report |
| 2 | A Message from the Executive Director & President | 10 | 65th Celebration | 18 | 64th Annual General Meeting Minutes |
| 3 | A Celebration of Life | 12 | Department Highlights | 20 | LCDS Financial Report |
| 5 | Continuous Improvement & Quality Enhancement | 14 | Celebrations | 21 | Photo Gallery |
| | | 15 | Enhancing Community Engagement and Fundraising | | |

2019-2020

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President



Barb Frayne
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Greg Bond
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Nick Salaris
Executive Director, LCDS

BOARD OF DIRECTORS



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Gordon Bregman



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Annie Burns



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Karen McClintock, *Director of Organizational/Community Development*

Elizabeth Forman, *Director of Human Resources, CHRL*

Tracie Bennett, *Director of Finance*

Krista McCann, *Director of Support Services*

LCDS FOUNDATION BOARD OF DIRECTORS

Bob Tanner, *Chair*

John Douglas

Mary van Delft

Andrew McClintock

Helen Ollerenshaw

Tim Brown

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Barb Frayne

Greg Bond

OUR VISION

Inclusive Communities ~
Innovative Leaders

OUR MISSION

Empowering people with
developmental disabilities

VALUES

CARE - We express our care by honouring the dignity and uniqueness of each person. We engage others with courtesy, respect, and kindness as we champion equity, empowerment and self-determination.

CONNECTION - We intentionally cultivate relationships, demonstrating inclusion, equality, and citizenship.

EXCELLENCE - We provide exceptional professional services and supports. We are accountable and transparent, and continually learn and adapt.

LCDS SERVICES

-  Residential Support
-  Supported Employment
-  Respite
-  Community Participation
-  Learning & Development
-  Passport Services
-  Social Enterprise



MESSAGE FROM THE PRESIDENT & EXECUTIVE DIRECTOR



*“Only in the darkness can you
see the stars.”*

Martin Luther King Jr.

What a year it has been! Our 65th Anniversary as an agency will be one we certainly will not forget any time soon. So many great things happened this year, many of them highlighted throughout the Annual Report. Together, we have all celebrated 65 years of learning, dreaming, connecting, success and adversity. What a great ride it has been.

We know the ride continues. We continue to work through the COVID-19 pandemic together. The resilience and patience shown by our employees coupled with the dignity and grace of the people we support and their families has served us well. Despite everything, we continue to live our vision of **Inclusive Communities ~ Innovative Leaders** even through the most trying times, **One Person at a Time**.

Although delayed, we continue with our journey with the team at *Platinum Leadership* to finalize our Strategic Plan and to enhance our culture and vitality.

The Provincial government has been presented with their own hurdles and challenges as they work through the pandemic. There remains to be a lack of clarity of what this government will mean for the DS sector into the future. We have been planning and continue to plan for the here and now, but always with an eye on the future.

Our funder, the Ministry of Children, Community & Social Services (MCCSS) and Program Supervisor Mary Harper continue to be a dependable partner and crucial resource to the agency.

We are excited and look forward to the challenges and opportunities that the upcoming year will hold for all our departments and resources. The LCDS Wellness Committee and Employee Advisory and Resource Support Committee (EARS) continue to grow and provide excellent opportunities and resources for our employees.

We are truly fortunate and excited about the partnerships we have formed in community. To name a few:

- We have entered into the second year of our three agreement with the United Way to enhance our Weekend Recreation Program to provide County outreach in the Forest and surrounding areas.
- LCDS staff and Board Members teamed up with Pembina to form a build team for the Habitat for Humanity Build at 411

Murray St. in Corunna. The home is located at 411 Murray St. in Corunna and is now the new home to Carly and Theresa.

- **“Alhambra Fun Day”** hosted International Order of Alhambra, Grand Bend Algarva 168 Caravan along with the great teams at CSD and FCC was a great day! What a great collaboration this event truly is.
- **“Ride into Summer”** hosted by our Host Family program in Brigden was a smash hit once again. Thanks to Janet Smith and the McCormick family for all their assistance in providing an excellent day.
- LCDS was the fortunate winner of the Mick Jackson – Assante Capital \$500 **“Full Circle Program”** Grant that will go to much needed items The Alhambra Centre – Forest Community Connections.
- LCDS - Petrolia Lion’s Club 2nd Annual **“Beer and Wing Night”** was a great evening.
- LCDS was selected by **“100 Women Who Care” Sarnia-Lambton Chapter** to as the fortunate February 2019 recipient of their group donation.

From the fundraising perspective, we hosted very successful events. Looking into the future, COVID-19 will have a tremendous impact on how fundraising and foundation events will look for the agency. We will need to be agile and creative in our event planning as we move beyond the pandemic.

To all our employees, Leadership Team and Senior Leadership Team, thank you! Your resilience, flexibility and dedication inspires all of us “to be our best with LCDS.”

To our dedicated volunteers, thank you! We will need you now more than ever.

To the LCDS Board, Foundation Board and Right’s Committee, thank you! You give your time so selflessly to promote and safeguard our vision.

Finally, to all our community partners and supporters, thank you! We cannot and will not be able to succeed without you. You allow us to live our vision of **Inclusive Communities ~ Innovative Leaders**. “We got this!”

Respectfully,



Frank Huybers

Frank Huybers
Board President



Nick Salaris

Nick Salaris
Executive Director

A CELEBRATION OF LIFE

DIANE SKINNER



In 1992, LCDS was blessed to welcome Diane Skinner into the agency. Diane seemed to flourish in her own desired way. Her sense of fashion was like no other. Her days as a “Red Hatter” fit into her style and personality seamlessly. Diane loved sitting in the backyard on the warm summer days soaking up the sun. There was no question she had the best tan around. Diane was sure to be heard, even though she did not use words to communicate. She knew what she wanted and was determined to make sure you understood her!

Diane will be greatly missed by her friends, roommates and her LCDS family, but her legacy will live on, fabulously.

JAMES FADER



Our time with James was filled with many great memories, stories and laughs. We had the exceptional privilege of supporting James for many years. He was full of personality, and being in his presence was something you just had to experience. James had his own way of welcoming new people into his world, which often resulted in the best belly laugh that you ever heard. James knew what he liked and wasn't afraid to voice his opinion – he was his best advocate and knew how to take control in his life! James was generous with his compassionate and loving side, whether it was towards his family, friends or community. Over the years, he gave back and made many contributions to various community groups and organizations. James had a love for fast cars, loud music, Cheezies, M&M's and the water – when he was knee deep, the look on his face was pure pleasure! James loved life and was willing to fight for it – he showed us all that strength comes from within and he taught us all that it takes patience to win a battle. James fought for his health with bravery and courage. Whatever challenge was thrown at him, it brought something new and different to his life. James taught us that it did not matter what obstacles he had to go around, that in the end it was worth it. He experienced his life his way and we were honoured to ride by his side!

AMONGST THE ANGELS

VICTORIA MADDEN



Victoria was known to everyone as a kind, gentle soul that could light up a room with her wonderful singing voice. She would spend hours outdoors, all year round. Whether it was a hot summer day or chilly cold winter afternoon, Victoria would be loving the fresh air. She had a great sense of humour and a generous caring spirit. LCDS, friends and family were heartbroken with Vic's passing but found comfort knowing her desired wish has been heardto be with her cherished Mother once again.

KEN ANDERSON



Ken had a heart of gold and was always willing to lend a helping hand. He had a close relationship with his Dad and enjoyed visiting him and sharing meals together. He was also close with his cousin Dianne and Aunt Edna. He was known around Oil Springs for his unique personality and his witty sense of humor.

He could usually be found with his friends Dave, Chris, Al or Elmer. Ken worked on the Byers Farm for years. He enjoyed every second of it. From feeding and processing cattle, to working in the fields. He especially loved taking a tour and checking out the crops with a nice cold beverage. Ken worked side by side with Elmer and often said he was the farm supervisor. He enjoyed preparing for meals, serving and cleaning up. You could count on Ken to be there until the last dish was clean.

Sundays were often spent at Al's helping with yard work or organizing the garage, the fact that the reward at the end of it was a couple of those previously mentioned cold beverages was a definite bonus.

Ken was a valued member of the Oil Springs Legion and Oil Springs Fire Hall. He is greatly missed in his community and will be forever missed by his friends here at LCDS.

JEN HADLEY

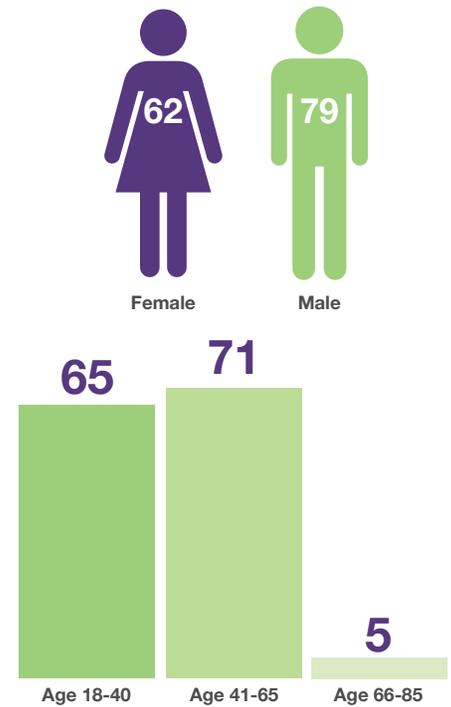
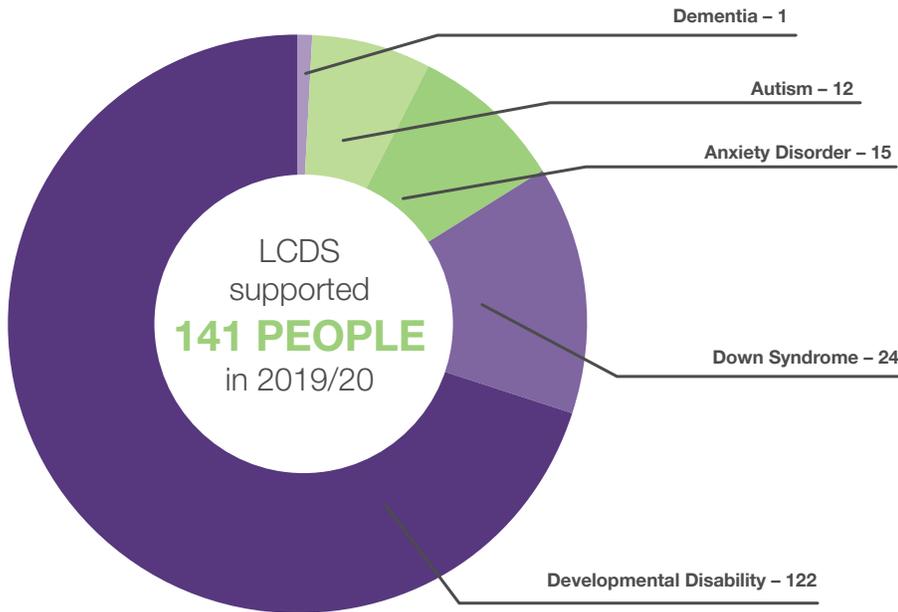


Jen had a larger than life personality and an infectious laugh. She believed life was supposed to be a good time. Supporting Jen and/or getting to be her friend was the greatest honor. Diane Skinner, Bill Smith and Mike Farr were amongst the many she cherished. She loved being a Red Hat member, shopping and everything Disney. She made the world a better place; just by being her and each of us better people for having known her. She will forever be missed and will always hold a special place in our hearts!

CONTINUOUS IMPROVEMENT DATA

THE NUMBERS BEHIND THE QUALITY AT LCDS

DEMOGRAPHICS



SATISFACTION OF SERVICES

LCDS Satisfaction

LCDS Satisfaction Survey for people supported are completed at the annual Life Plan Gathering. 31% of people completed a survey indicating 88% satisfaction with services.

Satisfaction: 88%

Family Satisfaction

There were no Serious Occurrence's reported for complaints regarding services.

Employee Satisfaction

There were no Serious Occurrence's reported for complaints regarding services.

EFFECTIVENESS OF SERVICES

Mandatory Training

Employees' current in both First Aid and NVCi

Actual: 97% TARGET: 100%

Summary of Results:

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 and Nonviolent Crisis Intervention (NVCi) training. While LCDS' percentage has increased from last years 94%, it is still falling short of the compliance-imposed target of 100%.

CONTINUOUS IMPROVEMENT DATA

THE NUMBERS BEHIND THE QUALITY AT LCDS

COMPETITIVE EMPLOYMENT

The average number of people competitively employed each quarter: **35**

Summary of Results:

A focus for LCDS is supporting people to find meaningful days and valued work according to their wishes. Being paid a competitive and fair wage shows there is value in the work.

CURRENT LIFE PLAN

The percentage of people with a current life plan is

98%

Summary of Results:

The percentage of people with current life plans continues to remain high. The 2019/20 percentage exceeded the targeted goal of 92%.

LIFE PLAN GOALS

Met: 37%

TARGET: 80%

Summary of Results:

Although still significantly lower than our target of 80%, Life Plan Goals completed this year did increase from 2018/2019. A contributing factor to not meeting our target still appears to be the transition to accurately record goal accomplishments in the AIMS database system. LCDS has developed a Support Planning Committee to help employees learn how to accurately document goals on AIMS and brainstorm ways to ensure goals get met. We have already seen improvement in the data since implementing this committee.

EMPLOYEE TURNOVER RATES

**FULL-TIME
Actual 5%**

TARGET: <2%

**PART-TIME
Actual 33%**

TARGET: <15%

Summary of Results:

Data collection on employee turnover reflects continuity and consistency in service delivery. The scores in this performance indicator have decreased slightly from the 2018/2019 year. There continues to be a considerably higher turnover rate for part time employees compared to full time.



CONTINUOUS IMPROVEMENT DATA

THE NUMBERS BEHIND THE QUALITY AT LCDS

ACCESS TO TRAINING OPPORTUNITIES

External Training

Number of times employees accessed external training

158

Number of times people supported participated in learning opportunities

5,722

Summary of Results:

At LCDS training and development continues to be an area of importance. This investment results in many benefits for the organization, employees and community in general.

The score for people supported to participate in learning opportunities sits at 5,722 for the year.

BUSINESS PERFORMANCE INDICATORS

Performance Development Plans

Actual: 46%

TARGET: 81%

Summary of Results:

Performance development with employees contributes to the success of any organization. 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 remains the same as last year and is still an important area that LCDS is focusing on.

Fundraising

TOTAL AMOUNT FUNDRAISED:

\$224,875



Summary of Results:

Fusion 2019, LCDS Golf Tournament and 2020 Valentines Auction together raised a total of over \$184,500! Generous donations through the Wing & Beer night, staff donations, in memorial and general donations brought the total to over \$224,000!

Social Enterprises

Net Profit: \$209,118

TARGET: \$194,000



Summary of Results:

Social Enterprise has been a part of LCDS for many years. These businesses have evolved and changed to meet customer's preferences and address economic realities. In 2019/20 our social enterprise opportunities included the Olde Post Office Shoppe, Petrolia Enterprises and The Wicket.

Employee Injuries/Accidents

Lost time accidents: 24 days

Summary of Results:

Everyone has the right to a safe work environment. If employees are going to work feeling safe, with risk to their health and safety minimized, they can be more effective at work. Lost time accidents can be a huge cost the agency. LCDS saw a significant increase in lost time accidents from 2 in 2018/19 to 24 in 2019/20.

CELEBRATION OF OUR EMPLOYEES



Every day, twenty-four hours of the day, we have employees that come to work to make a difference in the lives of the people we support. Every day we are thankful to have them do this but once a year we take an evening to celebrate our employees who have made it their life's mission to help us achieve our vision of Inclusive Communities - Innovative Leaders.

This year, we gathered with friends, family and co-workers at the Sarnia Riding Club and celebrated 30 of our long-term employees of LCDS. We also took some time to recognize members of 10 different LCDS committees that work hard throughout the year to make us a stronger organization. It was a wonderful evening of great food and companionship. We are thankful to all of our employees for their dedication to ensure a high standard of service! We are all in this together!



Emily George (left), Kelly Willick (right) joined by Jill Cousins and Nick Salaris
Not pictured: Julie Cole, Dawn Logan, Scott Case, Cindy George



Danielle Ireland, Carrie Balfe, Corey Damchuk, Luke Conn, Daniel Zavitz
joined by Krista McCann, Jill Cousins and Nick Salaris

20 YEARS



Gregory With, Nina Vandenberghe, Heidi Storey, Linda Dubuque
joined by Jim Burns
Not pictured: Jennifer Bell, Cynthia Linker

25 YEARS



Lisa Freer, Melanie Hahn, Elaine Marcoux, Brandon Maniuk joined by
Jim Burns and Nick Salaris
Not pictured: Darcy Stonehouse

30 YEARS



Michele Flynn, Sandra Huckle, Ineke MacKenzie, Robert Snopko joined by
Greg Bond and Nick Salaris
Not Pictured: Lynda McLeish Lynda McLeish

35 YEARS



Dennis Lynch, joined by Nick Salaris, Greg Bond and Krista McCann
Not pictured: Randy Paget

65TH ANNIVERSARY TIMELINE



1955-1980

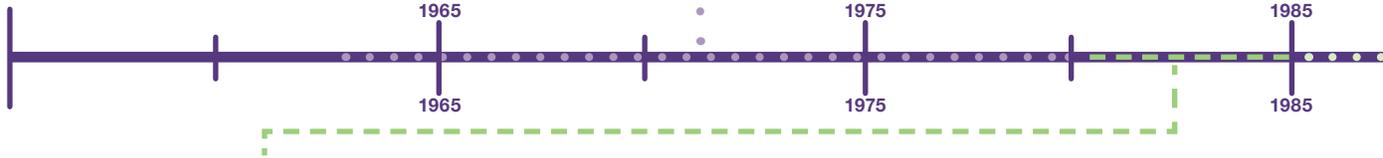
- In 1955, a group of parents whose children had developmental disabilities dreamed of a life for their child beyond institutions. They began meeting in their homes to develop creative solutions that would provide the support they needed to help their children lead a life with choices and opportunities within their community. And so began the journey of our agency!
- Fred McCormick purchases a one room school house on the town line of Petrolia-Enniskillen
- The Association opens a new nursery school for children ages three to five – The High Hopes Nursery School and opens its first residential support location, in Thedford. This location could support 20 people!
- The Association celebrates 25 years of service and opens up a retail gift store “Unique Gifts” in Petrolia. Later the name of the gift store changes to “Top of the Hill Gift Shoppe”

1986-1995

- Community Skills and Development Program (CSD) opens and begins operating, providing supports to 20 people, on Albany Street in Petrolia.
- Ten new homes are built throughout the County. All homes are barrier free.
- Supported Employment Services begins operating.
- Two semi-detached homes in Petrolia and Watford are opened.



1955

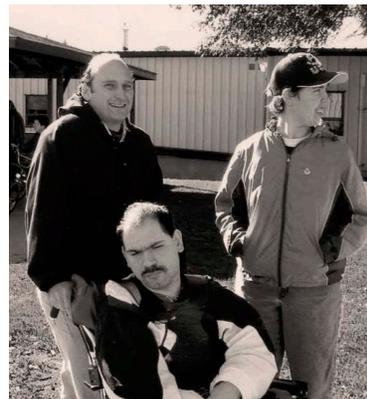


1981-1985

- Nainstay Non-Profit Building Inc. purchases and renovates the King Street Home, in Forest
- Petrolia Enterprises on Centre Street (Petrolia) is officially open!
- The Association begins the operation of a Supported Independent Living Program. Two private homes are rented to accommodate program participants.
- In the next ten years, Nainstay would build 17 homes and the Maple Street Children's Home is opened.

1996-2000

- A building is purchased in Petrolia and allows the agency to open a drop-in centre. This gives people in our supports the opportunity to spend time in a safe-haven.



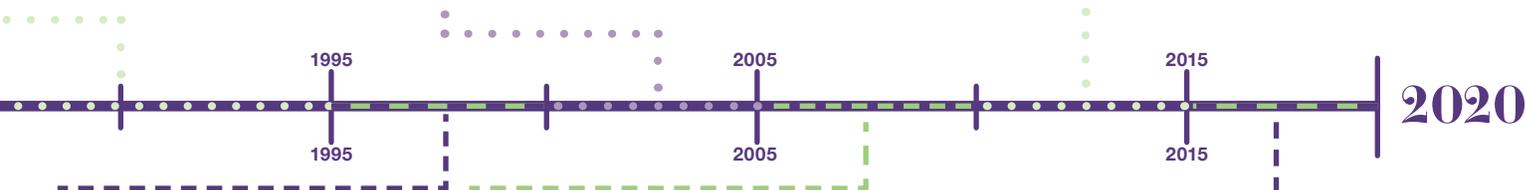


2001-2005

- People supported by LCDS lobby the Board of Directors to change the name of the agency. A petition organized by Brian Butler (a person receiving supports from Supported Independent Living) is presented to the Board. The membership votes in favour of changing the name to Lambton County Developmental Services (LCDS).
- LCDS opens three Live-In Manager Homes throughout the County.
- King Street Residence is converted into a day support location and Forest Community Connections Drop-In Centre is created.
- CSD opens a Snoezelen Room. This is a multi-sensory stimulation environment was made possible thanks to the generosity of local service clubs.
- LCDS opens a Community Resource Room and begins to offer Weekend Recreation Respite programs.
- The first annual Zonefest concert is held at the homes in Wyoming.
- 2003 marked the beginning of Alhambra Fun Day!

2011-2015

- The new Developmental Services Ontario (DSO) opens and becomes the regional contact point for people with developmental disabilities to apply for services.
- LCDS partners with Habitat for Humanity on our first two builds together!
- Petrolia Enterprises transitions to model of employment that provides meaningful work at fair compensation.
- Executive Director Pat O'Malley retires and LCDS hires long-time LCDS employee Candace Burchart-Etienne as the new Executive Director
- LCDS is the lucky recipient of Ontario Trillium Foundation grant funding for the development of an accessible kitchen at the CSD building
- LCDS celebrates 60 years of providing services to people with developmental services and their families
- Long-time LCDS employee, Maureen MacSorley fill the role of Interim Executive Director



2006-2010

- LCDS became the first developmental service agency in Ontario to become a CARF accredited organization earning the highest award of 3-Years.
- LCDS purchases the post office building in downtown Petrolia and opens The Olde Post Office Shoppe
- LCDS launches the "Power of One" Campaign.
- Community Skills Development Program expands into Corunna.
- First annual Fusion: A Discovery of Food and Wine event was held at the RBC Centre, in Sarnia.

2016-2020

- LCDS hires Tom McCallum as the new Executive Director.
- LCDS again partners with Habitat for Humanity Sarnia-Lambton for a new build in Sarnia & Corunna – our fourth & fifth builds together. The agency's first-ever home in Sarnia!
- 31 King St. in Petrolia becomes the new home for the Supported Independent Living, Host Family and Home Share programs.
- Long-time employee Nick Salaris is hired as the new Executive Director
- LCDS Partners with Petrolia Lion's Club for "Beer & Wing Night" in Petrolia.
- The agency embarks on new Strategic Plan journey facilitated by Platinum Leadership.
- LCDS becomes a new member of the United Way family as part of our application to enhance our Weekend Recreation Program!



DEPARTMENT HIGHLIGHTS

WELLNESS COMMITTEE

The Wellness Committee of Lambton County Developmental Services' role is to educate, communicate and motivate people to make healthy living choices. This year has brought great success!

The Committee has been able to provide and give back to the employees of LCDS, in unique ways. From cook-off challenges, holiday themed decorating contests, to hosting the second annual Employee Appreciation Night, they have really created some awesome ways to engage employees and create a fun work space while doing so. Along with contests, the Wellness Committee planned a float for the Petrolia Christmas Parade (where we placed second).

Wellness is about living a healthy life and our Wellness Committee puts our health first - mental health and physical health. To help employees and people supported cope with the loss of someone in our services, the Committee put together grieving packages for teams in the agency to help ensure everyone had a way to properly handle the loss. Yoga sessions were another way the Wellness Committee provided employees with a mental break and way to get our bodies moving.

We are excited to see what this next year and the Wellness Committee brings to LCDS!



PROPERTY REVIEW

We had 476 maintenance requests in 2019

411 Murray Street, Habitat Key Ceremony was held on November 29. Theresa and Carly were thrilled to move into their new home. 368 Brooktree was sold April 1, 2020.

United Way Day of Caring- September 10. We had teams paint and lawn & garden clean up at Brigden, Hill Street, 463/465 First Ave, and 162/170 John Street.

Whirlpool Canada has also generously donated over \$1000 worth of KitchenAid small kitchen items for our auction.

Bakery - Petrolia Street Bakery rented space at the Old Post Office from April – October.

JoeGo Video iGuide videos were completed for all LCDS/ Nainstay locations

We are very fortunate to have the opportunity to partner with Whirlpool Canada to receive amazing price discounts on Jennair, KitchenAid, Maytag, Whirlpool and Amana appliances. We have some shipping and installations details to work out but are very excited to benefit from this great partnership!

DEPARTMENT HIGHLIGHTS

HEALTH AND SAFETY

What had been a normal year for health and safety, with regular inspections from the Ministry of Children, Community and Social Services and Ministry of Transport, among others, became exceptionally different by February of 2020. Just before the end of the fiscal year the COVID-19 pandemic reached Ontario, which forced the provincial government to enact a State of Emergency. The agency's Pandemic Emergencies and Business Interruptions policy sprang to life and the Emergency Management Team became focused on leading LCDS into the unprecedented situation that we now find ourselves in.

In efforts to 'flatten the curve', the agency has temporary closures on all day programs and drastic restrictions have been put in place for our residential locations and communities. The agency has been challenged, like never before. The people we support have been affected greatly, as resources and services have now been cancelled or reduced and everyone must remain at home. Our employees have risen to the remarkable challenges as they manage the changes for themselves and their families too. Everyone is to be celebrated for his or her resiliency and flexibility!

LCDS has strengthened its connections with Lambton Public Health and various provincial ministries, with respect to new operational requirements, as we rely on their guidance. Many members of the community have assisted with donations of time, skill and personal protective equipment like homemade masks and gowns. We have all become more tech-savvy out of necessity as meetings and social events are held online. The way we are used to doing many things has changed and we are adapting.

Wellness and resiliency will be a focus for the agency into the near future.

We truly are all in this together and we will get through this together.

VEHICLES

Over the course of the year we added two used minibuses to the LCDS fleet. Forest now has an accessible vehicle with a wheelchair lift available to use. Vehicle Committee continues to make recommendations to address the ever-changing needs of those we support and the agency as a whole.

LEARNING AND DEVELOPMENT

The Learning & Development department has spent another year growing and expanding to play a positive role in enhancing the organizational culture within LCDS. Our departments ongoing commitment to our employees growth and development is at the forefront of all we do, we were able to train more than half of our employees in Beyond Silence (workplace mental health training), improve Group Orientation training, and engage our workforce in Team Assessments to ensure training offered meets their needs and those of the people we support. This past year also included adding two new in house instructors to our team; Kevin Ireland, CPI Instructor and Colette McNairney, Myers Briggs (MBTI) Instructor, we are excited to be part of their facilitation journey and watch them grown in their new roles.



"Tell me and I forget, teach me and I may remember, involve me and I learn"

Benjamin Franklin

CELEBRATIONS

ONE PERSON AT A TIME



Carly and Theresa received the keys to their brand new home!

Huge thank you to everyone involved in making this dream come true, especially Habitat for Humanity Sarnia Lambton. We are beyond grateful for our partnership and what you do for the community! Welcome home, girls!



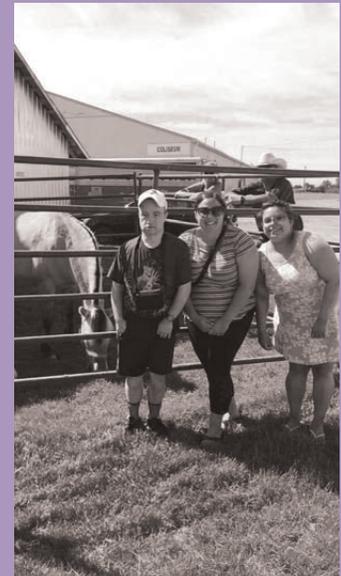
Alhambra Fun Day is always a great time with great friends.



Bill and Dan volunteer at the Mobile Market.



Mike is a member of the Canadian Motorcycle crusaders - Strathroy Chapter



Ride Into Summer is always a great time!



Kenya graduates high school!



Tyson starts a new job at Marshalls in Sarnia



Sylvia fulfills her dream of learning to play the piano. She is taking lessons at a studio in Petrolia

ENHANCING COMMUNITY ENGAGEMENT

2019-2020



23rd Annual MPW-LCDS Charity Golf Tournament

Widder Station, Thedford

July 18, 2019

The LCDS-MPW Charity Golf Tournament was held at Widder Station on July 18, 2019 with a full tournament of 144 golfers. The tournament raised \$20,000 for our Weekend Recreation Program. We are very thankful for our generous sponsors and continued support from the community.



10th Anniversary Fusion: A Discovery of Local Food, Wine and Craft Beer

Degroot's Nurseries, Sarnia

November 8th & 9th

Fusion celebrated its 10th Anniversary in November. This tradeshow style event sold out with over 3000 guests in attendance and raised a record breaking \$100,000 for LCDS. The show floor was packed with 43 local award-winning food, wine and craft beer vendors from all over Southwestern Ontario who offered samples of their most popular products. Stage demonstrations by local chefs were paired with wine or beer by Certified Sommelier, Nancy Michieli along with Eve Morgan as MC for both evenings.

Guests also enjoyed local musicians Michael VanHevel and Celtic Women. The success of this event is largely due to the generosity of the major sponsors; Kel-Gor, CMS., and Monteith and Sutherland and the many volunteers who help.

Fusion Committee: Karen McClintock, Eve Morgan, Dawn Krall, Carly Crul, Dan Tidball, Ineke MacKenzie, Ron Bourque, Elaina Burr, Andrew McClintock, Christina Fazio

ENHANCING COMMUNITY ENGAGEMENT

LCDS-Pembina Valentine Charity Auction

LCDS held its 21st Valentine Charity Auction on February 8th, 2020 at the Brigden Fairgrounds. Over 300 people were in attendance along with 50 volunteers on this cold winter day. John Stephens auctioned off over 150 live items while 70 items were bid on at the Silent Auction table. A Huge thank you to our title sponsor, Pembina and all other sponsors and generous donors who make this evening a huge success.



Beer and Wing Night

The Second Annual Beer and Wing Night was held at the Petrolia Lions Hall on September 12, 2019. A special thank you to all our sponsors and the Petrolia Lions for helping make this event a huge success!



Tim Horton's Smile Cookie Campaign

LCDS was very fortunate to receive the proceeds from the Tim Horton's Smile Cookie Campaign from Wyoming and Corunna locations September 16-20, 2019. \$5,659 was raised for LCDS.

LCDS held its annual Trivia night at the Petrolia Legion on May 2, 2019. \$2,906 was raised.

In addition to our signature and third-party events, LCDS engages in additional strategies to generate funds throughout the year. Funds raised through meat raffles, bingos, direct mail campaigns and grant applications have greatly improved the lives of the people we support and as the agency as a whole.

On behalf of the LCDS Fund Development Department and the LCDS Foundation Board of Directors, we wish to express our utmost gratitude to all of our dedicated volunteers, sponsor and donors. Your generous contributions are vital in making our fundraising efforts successful! Thank you for helping us live our vision of **Inclusive Communities~ Innovative Leaders.**

"We make a living by what we get, but we make a life by what we give."
Winston Churchill



65 YEARS
lcds
One person at a time.

LCDS FOUNDATION REPORT

2019-2020

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.

FUNDRAISING

(APRIL 1, 2019- MARCH 31, 2020)

General Donations	\$15,445
In Memorial	\$4,797
Staff Donations	\$3,995
Trivia Night	\$2,906
Golf Tournament	\$20,000
Beer & Wing Night	\$1,743
Smile Cookie Campaign	\$5,659
Fusion	\$100,000
Valentine Charity Auction	\$50,000
In Kind Donations	\$29,683



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:

- Therapeutic Bath Tub
- Funding for Weekend Recreation
- Portable Weight Scale
- Heat Exchanger
- Ricksycle
- Wall Oven

64TH ANNUAL GENERAL MEETING MINUTES

Monday, June 17, 2019 at 5:00 pm

Petrolia Lions Hall

451 Huggard Street, Petrolia

1. Call to order:

The 64th Annual General Meeting of Lambton County Developmental Services, held on June 17, 2019, was called to order by Nick Salaris at 5:05 pm

2. Welcome by Executive Director, Nick Salaris:

Nick welcomed members and guests of LCDS and opened the meeting with Frank Backx reading the Prayer. Nick introduced our special guests.

Bob Bailey Sarnia-Lambton MPP who brought greetings from the Province. Lonny Napper, Mayor of Plympton-Wyoming, brought greetings from the County of Lambton Council.

3. Minutes of 2018 Annual General Meeting, held June 18, 2018

Nick Salaris on behalf of Greg Bond presented the minutes of the 2018 Annual General Meeting of Lambton County Developmental Services.

Moved by: Nick Salaris

Seconded by: Helen Ollerenshaw

"That the minutes of the June 18, 2018 Annual Meeting of Lambton County Developmental Services, be accepted as presented".

Carried

4. Annual Written Reports:

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

Moved by: Orrin Farr

Seconded by: Gordon Bregman

"that the 2018-2019 Annual Report be accepted for information".

Carried

5. Financial Reports

Nick Salaris stated that the financial statements for the year ending March 31, 2019 were audited by MPW Chartered Professional Accountants, and that copies of the audited statements were available for anyone that wished one.

6. Treasurer's Report presented by Frank Backx

Nick Salaris called upon Frank Backx to read the Treasurer's Report.

On behalf of the Board of Lambton County Developmental Services, I would like to report on the 2018-19 fiscal year.

The audited statements, was prepared by MPW Chartered Professional Accountants, and are available for your review.

Once again, this year presented many financial challenges as costs continue to increase without any changes to our base funding. LCDS dealt with the increasing costs of maintaining aging homes and vehicle fleet. LCDS staff worked hard to ensure that support services to our clientele were maintained despite these challenges.

We were fortunate to be able to take advantage of MCCSS Stabilization Funding to have some much needed work completed. Some of the highlights include renovations at Ann, Ontario, John, Lovell, First Ave duplex, and Zone St., lift installation and repairs at many of our locations, and numerous other unexpected expenses.

I would like to thank the Foundation for all their fundraising efforts. November 2019 Fusion generated a profit of \$84,307, Fusion continues to grow and tickets sell out within hours of becoming available to the public. In addition there were many other fundraisers, some of which are highlighted in the annual report. Thank you to everyone who supported these endeavors.

Through the generosity of the Foundation, we were able to make many purchases this year. Some of the purchases included: funding for the Weekend Recreation Respite Program, and Christmas gifts for the people we support, and a new agency vehicle being utilized at John St., in Watford

I would like to thank the Director of Finance, Tracie Bennett, the Finance staff and the Administration of LCDS for their commitment and dedication and I look forward to another good year.

Moved by: Frank Backx

Seconded by: Barb Frayne

"that the treasurer's report and the audited financial statements for the year ending March 31, 2019 be accepted".

Carried

7. Appointment of Auditors:

Moved by: Frank Backx

Seconded by: Helen Ollerenshaw

"that the firm of MPW Chartered Professional Accountants be appointed as the auditors for the 2019/2020 year".

Carried

8. Approval of Actions of the Board for 2018-2019:

In accordance with the Corporations Act, this motion is required to be kept on record.

Moved by: Barb Frayne

Seconded by: Kelly Butler

"that the actions of the Board of Directors of Lambton County Developmental Services, for the period April 1, 2018 to March 31, 2019, be approved".

Carried

9. Nominating Committee Report

Nick Salaris read the Nominating Committee Report on behalf of Frank Huybers.

The Nominating Committee of the LCDS Board of Directors is comprised of:

Chair – Frank Huybers

Board Member – Jim Burns

Executive Director – Nick Salaris

64TH ANNUAL GENERAL MEETING MINUTES

The Nominating Committee is pleased to bring forth the following names for consideration as new Board Members on the LCDS Board of Directors:

John Douglas
Rose Vandenberg

According to Agency By-laws, a composition of 12 Board Members constitutes a full slate.

Please see below for the updated LCDS Board list with years of service and time remaining on their term as a Director on the LCDS Board:

Kathy Alexander – 1 year (2 years remaining on her first three-year term)

*Frank Backx (Treasurer) – 9 years (final year of this third three-year term)

Greg Bond (Secretary) – 8 years (1 year remaining on his third three-year term)

Gordon Bregman – 5 years (1 year remaining on his second three-year term)

Jim Burns – 1 year (2 years remaining on his first three-year term)

Kelly Butler – 6 years (able to stand for nomination for another three-year term)

Jill Cousins - 1 year (2 years remaining on her first three-year term)

Walt Farr - 1 year (2 years remaining on his first three-year term)

Barb Frayne – 2 years (1 year remaining on her first three-year term)

Frank Huybers (President) – 5 years (1 year remaining on his second three-year term)

Helen Ollerenshaw – 7 years (2 years remaining on her third three-year term)

**Danielle Ireland (Employee Representative) – 1 year (2 years remaining on three-year term)

*denotes term expiring

Respectfully Submitted,



Frank Huybers
President
LCDS Board of Directors/Chair Nominating Committee

10. Election of Directors

Nick Salaris stated that “according to the Agency By-Laws, there were no more nominations as of May 17, 2019 to the Agency Board and therefore, nominations are closed at this time. At this time Nick asked all the Board Members to stand as he introduced each of them.

Moved by: Orrin Farr

Seconded by: Walt Farr

“that the slate of officers for the Lambton County Developmental Services Board of Directors for 2018-2019 be approved as presented”.

Carried

11. Installation of Directors

The Installation of the Board of Directors of Lambton County Developmental Services was read by Nick Salaris.

Nick Salaris introduced the new Board Members and all existing Board Members that were present. He 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

Frank Huybers was unable to attend the LCDS AGM. No message was delivered.

13. Update from Executive Director

Nick Salaris reflected on the past year. Nick 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. Nick also Thanked Tom McCallum for his patience and support while he was getting acclimated to his new role as Executive Director.

14. Other Business

No other business was brought forward.

15. Presentations:

Nick Salaris called upon retiring board member Frank Backx. Frank is retiring from the Board after serving 9 years with the LCDS Board of Governors. Nick thanked Frank for his dedication and service with LCDS and presented him with a gift of appreciation.

16. Adjournment:

Nick Salaris called for a “Motion of Adjournment of the 64th Annual Meeting of Lambton County Developmental Services”.

Moved by: Orrin Farr

Seconded by: Bob Tanner

“that the 64th Annual Meeting of Lambton County Developmental Services be adjourned”.

Carried

17. Thank you for Attending:

Nick Salaris thanked everyone for attending and invited them to stay for the Volunteer and Donor Recognition Barbecue following the meeting.

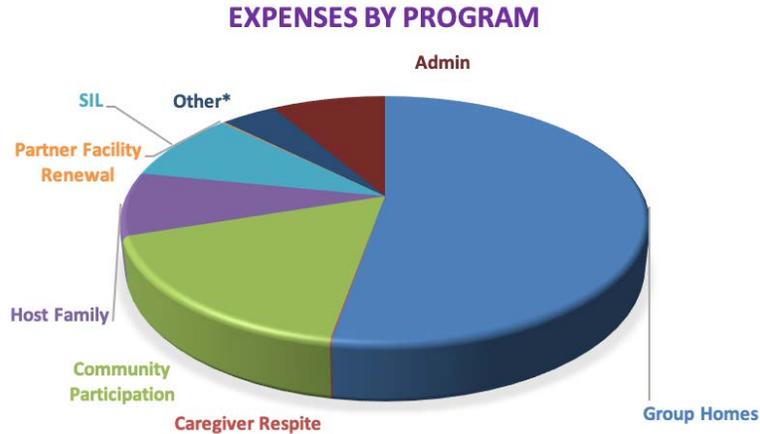
The Board Members were then asked to meet briefly in the Board Room to discuss the Officers’ appointments.

Minutes recorded by: Marcia Stinson, Recording Secretary

LCDS FINANCIALS

REVENUE & EXPENDITURES SUMMARY

MARCH 31, 2020



REVENUE

MCSS Subsidy	\$	12,007,272
Other Grants & Subsidies	\$	260,864
Sales - Petrolia Enterprises	\$	190,705
Rental Income	\$	382,283
Other Income	\$	302,563
TOTAL REVENUE	\$	13,143,687

EXPENDITURES

Wages	\$	9,683,050
Benefits	\$	1,027,445
Buildings	\$	948,407
Other	\$	1,474,954
TOTAL EXPENDITURES	\$	13,133,856

PHOTO GALLERY





LAMBTON COUNTY DEVELOPMENTAL SERVICES

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