



*Celebrating*

**YEARS**

**ANNUAL REPORT**  
2014-2015

CELEBRATING  
**60 YEARS**  
**icds**  
One person at a time.



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## LCDS Board of Directors 2014-2015

### Officers

|                         |                    |
|-------------------------|--------------------|
| <b>Adrian Vermeiren</b> | President          |
| <b>Tony Hogervorst</b>  | 1st Vice-President |
| <b>Kari Lupton</b>      | 2nd Vice-President |
| <b>Frank Backx</b>      | Treasurer          |
| <b>Greg Bond</b>        | Secretary          |

### Directors:

|                          |                                             |
|--------------------------|---------------------------------------------|
| <b>Gordon Bregman</b>    | Director                                    |
| <b>Kelly Butler</b>      | Director                                    |
| <b>John Douglas</b>      | Director                                    |
| <b>Orrin Farr</b>        | Director                                    |
| <b>Frank Huybers</b>     | Director                                    |
| <b>S. Jane Joris</b>     | Director                                    |
| <b>Helen Ollerenshaw</b> | Director                                    |
| <b>Jennifer Salaris</b>  | Staff Representative<br>(Non-Voting Member) |

## Contents

- 1 Our Vision, Our Mission, and Our Ethical Values
- 2 Message from the President and Executive Director
- 3 OASIS Report/Developmental Services Provincial Update
- 4 Dreams - One Person at a Time
- 7 People Who Have Made A Difference in Our Lives
- 8 Improving Organizational Performance through Learning and Development
- 9 Outcomes Management Report
- 11 Our Dedicated Employees
- 12 Property Health and Safety Report
- 13 LCDS Foundation
- 14 Fundraising Events
- 16 59th Annual General Meeting Minutes
- 18 LCDS Financials
- 19 Photo Gallery



## OUR VISION

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

## OUR 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.

## OUR 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 and Executive Director

*"We can't become what we need to be by remaining what we are."*

- Oprah

2014 – 2015 was a very interesting year within LCDS! It was definitely a year full of challenges and changes. However, it was also a year of many new opportunities and celebrations. This theme of change will be our ongoing future!

As we entered the New Year in 2015, we launched the celebration of the 60th anniversary of Lambton County Developmental Services. What an accomplishment! In 1955, a group of parents in Lambton County whose children had developmental disabilities became aware that they were all facing and struggling with the same reality – there was a gap in the education system and no structured learning environment for their children. These parents each dreamt of a meaningful life for their child and began meeting and collaborating in each other's homes. Eventually they created the first ever school for children with disabilities in Lambton County. This grassroots movement marked the establishment of Lambton County Developmental Services! This 60 year evolution has been driven by the people we serve and their families, who are at the heart of this agency. Their choices and dreams shape who we are and how we provide support in our communities.

We have had a lot to celebrate in this last year. LCDS was nominated for an Outstanding Business Achievement Award, in the Social Profit of the Year category, with the Sarnia Lambton Chamber of Commerce. The Community Skills Development Program received a Trillium Donation which financed a completely accessible kitchen renovation. Several new people chose LCDS to provide them with services. We had numerous very successful fundraising events. In November of 2014, thirty seven employees were acknowledged for 10, 15, 20, 25 and 30 years of dedication to LCDS. Two people in services moved in to a new LCDS home built in partnership with Habitat for Humanity Sarnia Lambton.

As always, when penning this report, we are inclined to reflect on the past year. Of course, it is the people who have had an impact on us who come to mind first. Two very special ladies whom were in our services for decades passed away. Our Administrative team has experienced several leaves, resignations and retirements. Our Executive Director, Candace Burchart-Etienne has been off on a medical leave of absence. It is not just change within LCDS but also the Transformation of the Ministry of Community and Social Services and the changes in how we do business that led LCDS to take this opportunity to re-evaluate the design within our agency. In October of 2014, LCDS purchased the services of a facilitator from the Queens IRC Organizational Design Program to assist us through a 4 – D process of organizational design: Define, Discover, Design and Do. So far we have completed the Define and Discover steps. We are now disseminating all of the input from many of our stakeholders and will soon have some design options to review. Change can be difficult but change also forces us to seek new options and opportunities. This can be very challenging but at the same time it is exciting as LCDS moves away from traditional models of support and agency systems into creative and flexible options.

LCDS is successful due to the efforts and dedication of so many people. The commitment of staff in all positions of LCDS is unparalleled. They are all to be thanked and commended for their hard work at keeping costs down throughout the year. LCDS ended the year with a balanced budget despite no cost of living increases in five years! Many family members of people supported are very involved in not only the ongoing support to their loved ones but also in various ways that benefits this agency. Volunteers and donors continue to give very generously of their time and money. The Foundation Board provides responsible planning and management over the Foundation funds. LCDS especially wants to thank Jane Joris for her representation of LCDS at the provincial table of OASIS over the last 10 years. Her participation in OASIS has been invaluable to LCDS. Jane has resigned from her position as Past President; however, LCDS will continue to participate strongly in this vital provincial voice by supporting Wilma Arthurs as a Board member of OASIS. And finally, a very big thank you to the LCDS Board of Directors. Every year, LCDS has been very fortunate to have such a dedicated group of volunteers lead this agency. This year, due to the many changes mentioned above, has required that these volunteers give that much more. Their guidance and support for all levels of staff has been invaluable. THANK YOU!

Sincerely,



**Adrian Vermeiren,**  
*President, LCDS*



**Maureen MacSorley**  
*Executive Director, LCDS*

# OASIS Ontario Agencies Supporting Individuals With Special Needs - Developmental Services Provincial Update 2015

OASIS (Ontario Agencies Supporting Individuals with Special Needs) has had an extremely busy year and it seems like this work will continue for years to come. It has been difficult times in developmental services but with a re-organization at the Ministry of Community and Social Services (MCSS) at the corporate level, labour and systems change, and the implementation of the recommendations from the select committee, there is a lot to be hopeful about.

OASIS continued its work at the provincial level with active participation in the Provincial Network, the Partnership Table, the Provincial Network Human Resources Committee and OAPDD (Ontario Partnership on Aging & Developmental Disabilities). Highlights at the provincial level are the release of the final report of the Select Committee on Developmental Services, Inclusion and Opportunities: A New Path for Developmental Services in Ontario in July 2014 and the Comprehensive Government Response to the Select Committee on Developmental Services in October 2014. In conjunction to these reports, OASIS released its 3rd Annual Operating Pressures Survey results on October 27, 2014. Finally, in April 2015, I accepted a nomination to the Developmental Services Advisory Group (DSAG). This committee has been designed to facilitate conversations and collaborative problem solving activities among representatives from employers, government ministries and bargaining agents.

OASIS' partnership with Queen's University continues to grow with Queen's providing a high quality leadership learning opportunity for our sector. OASIS has been working on expanding education opportunities of Executives of Developmental Services organizations. Their recent partnership with the Rotman School of Management which began in early 2015 is now accepting applications for the summer program which will start in July 2015 and run until June 2016. OASIS has also begun discussions with Queen's to offer an advanced leadership program which will further enhance our sector leadership.

In addition to working at provincial tables where much of the developmental service work with government occurs, many of the OASIS committees ensure that the business of OASIS gets completed as well as other initiatives that are being introduced or mandated by other areas of government or administrative bodies.

The Communications and Government Relations Committee has been busy throughout the year. They continually work on press releases and responses that are required. They also ensure that members have the information they need on various issues.

On a personal note, this is the last article that I will be writing as Past President of OASIS as my term is finished this year. I want to thank the LCDS Board of Directors for having the confidence in me and my abilities to recommend me for this position and I am proud and humbled to have been able to represent LCDS in this important role in the Developmental Services Sector. I pass this very important role over to Wilma Arthurs.

Respectfully submitted,



**Jane Joris,**  
*Past President*



**Wilma Arthurs,**  
*OASIS Board Member*

# Dreams - One Person at a Time

## Community Partners



LCDS partners with the International Order of Alhambra #168, to bring fun, friendship and food to people with intellectual disabilities. People supported by LCDS took part in three events over the past year, which were sponsored by the Catholic men and women's fraternal organization of North Lambton.

Alhambra fun day, a day of games, laughter, karaoke and great food provided and served by Alhambra volunteers, is a fun event that has been anticipated eagerly every June for the past twelve years. Preparations for the games, food, music and colourful T-shirts - just one of the highlights - begin months ahead by both Alhambra volunteers and members of the LCDS organizing

committee. Jerry Knight, along with the rest of the CSD team, should be commended for all their hard work and many hours of preparation over the past few years in collusion with Alhambra volunteers to organize this successful event held at the Thedford Arena and attended by about 400 people from as far away as Windsor and London.

Santa Claus visited the Christmas party hosted by the Alhambra group also held in Thedford. Other highlights included: games, lunch, music, dancing and presents.



In March, Alhambra members held another popular event on the Klondyke Road location in Grand Bend. The Alhambra hay ride is an inclusive ride on hay bundles arranged on the back of a wagon pulled by horses and tractors. Volunteers for Alhambra assist people to get on the wagons. People who require assistive devices for mobility are able to participate thanks to a ramp built to allow access to the wagons. People supported love to ride on the wagons



time and again before coming back to the comfort of a warm building, hot chocolate, fruit and pizza provided for them by the men and women of Alhambra.



In April 2015 Alhambra again were very generous with the donation of a dishwasher to add to the newly renovated, fully accessible kitchen at CSD. The dishwasher was lovingly donated by members of Alhambra in the memory of Harper Ella Miller. In the accompanying picture, Carmel, sporting her favourite Alhambra tee-shirt, is holding a plaque to commemorate the new dishwasher in Harper's memory.

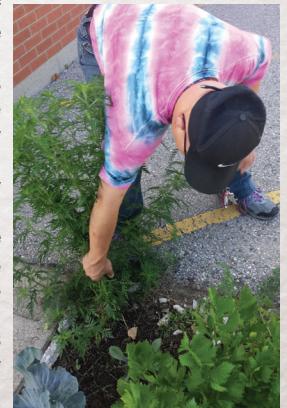
## Meaningful Days: Gardening at Forest Community Connections

During the winter months of 2014 we began planting various seeds at Forest Community Connections (FCC) to see if we could do some planting once the warmer weather arrived. By spring we had various flowers and vegetables ready to plant and quickly saw how nice the outside of our building



began to look. Communities in Bloom brought red and white flowers to fill the big pots. Everyone who helped with this seemed to take pride in their efforts at tidying

the outside of FCC and seeing things look nicer each day. We received many compliments from people coming to or from FCC. We decided to start with a small area for a few vegetables and will soon be reaping the rewards, maybe next year we can plan bigger!! We were asked if anyone who comes to FCC would have an interest in watering the flowers daily at the North Lambton Lodge. These gardens are composed of 6 sections that require watering daily, unless of course it rains. In an effort to stress to those interested that this required commitment and responsibility we conducted job interviews for everyone who was interested. We are now very familiar faces at the Lodge and they certainly appreciate our help in maintaining their beautiful gardens. We have a weekly schedule to keep track of who has committed to each day. On days that Bobby goes we encourage him to take pictures while he is there. He would really like to see some of his pictures published in the Forest Standard. Vivian from the North Lambton Lodge has suggested that if we want we can possibly start watering the indoor plants in the fall.



# Dreams - One Person at a Time ...cont'd

## Camping at the Fowler Centre



The sun was shining bright and our bags were packed! We jumped on the bus, set the GPS and set out for Mayville, Michigan! We drove for about an hour and half before we reached our destination.... The Fowler Center Campground! Thomas, the camp coordinator and his friends welcomed us and unloaded all our bags and took them to our cabins. There were so many activities to choose from, it was hard to decide which one we wanted to do first! Everyone agreed that horseback riding was on the top of our list. We walked to the stables and met Pat the horse. He was going to be our ride for the day. Camp Fowler provides traditional camp activities that are completely accessible.

With the use of a ramp everyone was able to get on the horse. Next we got to groom the horses and feed them carrots and apples. We met some other small farm animals along the way and fed them some treats also. Another favourite activity was fishing on the pontoon boat. We went around the lake and got some nibbles but according to some of the stories, the fish were HUGE..... but they got away! We are currently planning this year's trip for September and are really looking forward to going back!

## Congratulations Jennifer!



Jennifer Herbert from Corunna recently retired from Wawanosh Enterprises Confederation Street in Sarnia.

Jennifer started work at Wawanosh in 1991 where she was a member of the sewing department. In 2011 Jennifer was honoured for her 20 years of service at Wawanosh. She received a lovely watch and case and a stained glass jewelry box.

In March of 2015, Jennifer decided that she was ready to retire after her 24 years in the workforce. The staff from Wawanosh had a small retirement party so all her friends and staff could say good-bye. They celebrated with a delicious cake and Jennifer received a tote bag with her name on the front and a card that everyone signed. Happy retirement Jennifer!



## Art from the Heart

Brigden resident, Twila Wilson, has always loved to paint and since March 2015 she has been selling her beautiful original paintings. Twila's gallery is on display at the LCDS Administration Office, 339 Centre Street, Petrolia. Please

stop in and take a look at Twila's creations!

Twila also offers custom work so if you are interested in a custom-made artwork, please contact Amy Burrows at [aburrows@lcds.on.ca](mailto:aburrows@lcds.on.ca).

## Ausable Bayfield Conservation Authority



### Tall Grass and Wetland Planting

Bobby and Emma were very excited to volunteer for the wetland planting on August 6, 2014. The Ausable Bayfield Conservation Authority has been helping to convert a farmer's field to a tall grass

prairie and wetland. Emma helped by getting the plants ready to put in the ground. Bobby spent most of the time assisting another volunteer. His job was to remove the plants from the tray and give them to her as she prepared the soil. She also took time to explain the importance of the project to the environment. The volunteer was very thankful for all Bobby's help. Angela, the Wetland Specialist, talked to Emma and Bobby about the plans for the site and thanked them for helping out. Angela offered them some seeds to grow in next year's garden at Forest Community Connections. Bobby, who loves to take photographs, got permission from Angela to take pictures for the local newspaper. Bobby took pictures and later emailed them to Angela so that she could submit them to the Forest Standard and also to show investors as proof of their efforts. Bobby and Emma were thanked by Bill, the land owner, for helping out. By the end of the day many of the other volunteers knew Emma and Bobby by name. The two helpers did such a great job; they were invited to volunteer again for future projects!



# Dreams - One Person at a Time ...cont'd



## The Ramsay Story... And His Legacy Lives On.

In the early days, Burt Ramsay, father of Karen Ramsay, was among many family advocates who fought tirelessly to find services and support for their children, in Lambton County. Their unified voice and power, as well as their dream for their children to live “normal” lives with their families and attend school with their other children, became a personal mission. This was at a time when the government of Canada suggested that families institutionalize their children and continue their lives without

them. Burt Ramsay is proudly remembered as being one of the “iconic forefathers” of LCDS holding the position of President, Vice President and Board Member from the early 1960’s until 1982.

Karen Ramsay benefitted greatly from her father’s advocacy and belief in her ability to live independently as a contributing member of her community. Karen attended Sunbeam School in Wyoming with many of her friends. This is where she learned to read, write, acquire math skills and life skills that would assist her to live on her own one day. Karen lived at home with her family for several years after graduation and held a job at Petrolia Enterprises where she worked in the janitorial department, CSD kitchen and catering and the woodworking department, where she would paint stakes and work on handcrafted projects. In Karen’s spare time and during breaks, she would be found in front of a typewriter, writing

her version of the “Harlequin Romance Series”. Karen loved to write stories and they were always an enjoyable and entertaining read! Karen loved her job and loved coming to Petrolia every day to spend time with her friends.

As the years went by Karen, with the advocacy and support of her mother, sisters and brothers, would pursue another lifelong dream. That dream was to move out of her family home and in with friends. That accomplishment happened when Karen moved into a residence on Brooktree Drive in Corunna. Karen shared the responsibilities of her household with three other roommates and a live in support worker. She enjoyed cooking, decorating her room in a leopard skin motif, entertaining guests at her home, joining clubs and travelling to exotic places with friends. She loved her life in Corunna but this was not quite fulfilling her personal dream to live independently in an apartment of her very own. Again, with the advocacy and support of her family and LCDS, Karen found a beautiful one bedroom apartment in downtown Petrolia. It was perfect! She could walk to work, the banks, restaurants and stores on her own. She would grocery shop and prepare meals for “one”. She would decorate her entire apartment exactly the way she wanted... in leopard skin motif! Independent living was a dream supported, realized and fulfilled by all who believed in Karen! This dream was then followed by two other significant moves shared with her best friend and roommate Sharon.

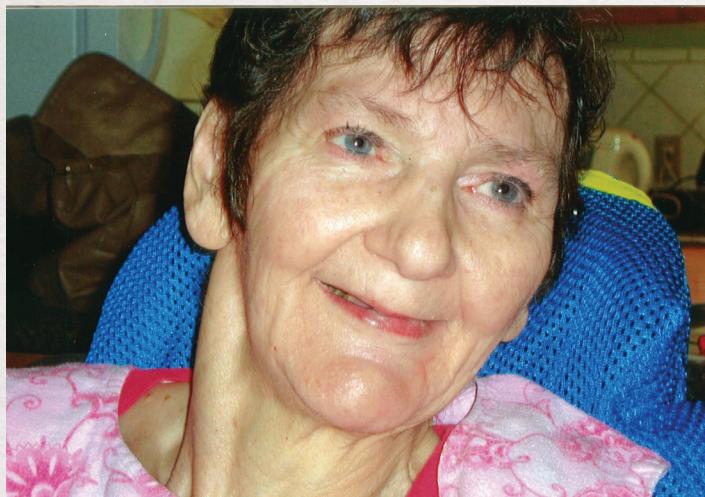
Karen’s life has since taken an unpredictable turn where she can no longer live independently and safely on her own. She is now residing in a long-term care home and purchases additional services from LCDS so that she can remain active, involved and share time with her lifelong friends. This arrangement was made possible through the ongoing care, advocacy and support of her family. We commend Kari Lupton, Karen’s niece and family for making this possible.

Burt Ramsay... you are to be commended. Your legacy lives on through your granddaughter Kari, who is now a valuable member of the LCDS Board of Directors and who dedicates her time, talents and beliefs to LCDS to ensure that people with developmental disabilities are respected, treated with dignity and are included as contributing members of their communities.

*“Carve your name on hearts, not tombstones.  
A legacy is etched into the minds of others and the stories they share about you.”*

*~ Shannon L. Alder*

# People Who Have Made a Difference in Our Lives



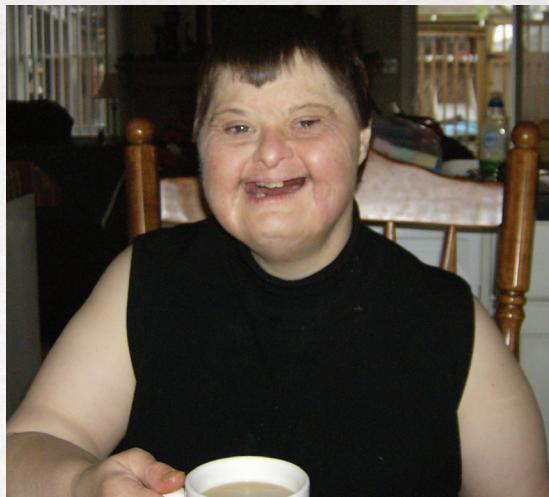
## *Nancy Pearce*

If you ever had the pleasure of meeting Nancy, it is certain you have a fond memory of her. For some, that memory is her role as the Queen Bee, or Ruler of the Roost. Matters with Nancy were her way or the highway. She was quick to let you know when you were out of line-Nancy would express herself with a disapproving look, or shake of her index finger.

Some might remember Nancy for her loving heart, contagious smile, or that “twinkle” in her eye. Nancy loved her dog “Jessie” fiercely, and he loved her. Nancy would pick something special up to bring home to her pup nearly every week, whether it be a chew toy, dog bed, or doggie treats. Jessie hasn’t been the same since Nancy passed.

Nancy also had a wild side-she had a love for horror movies and motorcycles. It is due to Nancy and her brother (who was an avid motorcyclist) that there is a “biker BBQ” each year, with families, and nearly 20 ‘bikers’ in attendance.

Nancy loved to get dolled up, and dress to the nines. Whatever the occasion, Nancy wanted to be there, and leave an impression on those around her. She certainly accomplished this! Whenever we think of Nancy we smile! Nancy left this world on May 14, 2014, but she will never be forgotten.



## *Janet White*

Janet was born on November 11, 1954 in Detroit, Michigan. She was the youngest daughter of Thomas and Henrietta White.

Janet lived at Southwest Regional Center during her formative years until the age 25 when she joined LCDS and moved into the Thedford Residence. She later moved to Corunna, then Oil Springs and then finally her forever home in Oil City. Janet was a valued member of LCDS and developed meaningful connections and friendships with so many people, especially those that had the opportunity to support her and live with her.

Janet very proudly became a Canadian Citizen in 2004, were she pledged her allegiance to the country that had been her home all her life.

Janet was a very fun loving lady who enjoyed dancing, beading and having a good time. When she moved to Oil City in 2009 she decided it was time to retire from CSD and enjoy the finer things in life. Janet loved attending the day programs at Meadowview and Marshal Gowland Manor and made friends where ever she went.

It is with great sadness that we had to say goodbye to our dear and close friend. Janet passed away at her home on February 2, 2015 in her 61st year. Janet has without a doubt left her mark in the hearts of many and is greatly missed, but her memories will forever remain with all those who had the opportunity to have such a wonderful person in their life.

# Improving Organizational Performance through Learning and Development



## Course Development and Delivery

In 2014-15 the LCDS Learning and Development department continued to modify some training courses and offer them online. We now have nine online courses and nine in-person courses. With this new method of online delivery employees have easier access and flexibility to complete their mandatory training requirements. Our new training delivery has also resulted in an improved percentage of employees who are current with their online training. As well, it has reduced the overall costs associated with travel and compensation for training. The LCDS Learning and Development department continues to strive for intelligence, innovation and integrity that will improve the organization's overall performance and ultimately the services we provide to people.

## Developmental Services Human Resource Strategy- Workplace Learning Project

LCDS was 1 of 16 agencies across the province selected to participate in a pilot project initiated by the Developmental Services Human Resource Strategy and the Ministry of Community and Social Services. This project is a continuation of the previous work that was completed by the Agency Based Training Sub-Committee in 2012. The goals of Workplace Learning Project are:

- To pilot six course outlines with a diverse group of agencies.
- To develop the ability to embed core competencies in agency-based training.
- To pilot a "Course Design and Instructional Training" course that provides training to agency representatives on how to embed core competencies in agency-based training.

- To develop skills, knowledge, experience, tools and resources that will support the successful implementation of a consistent agency-based training approach in Ontario's DS sector.

As a participant in this pilot project, LCDS has had the opportunity to collaborate with a network of other agencies, share resources and discuss training. We are extremely proud of our contributions to the success of this initiative and we are looking forward to the final training materials that will be the product of this partnership.

## Resource Room: Learning More than just the Three R's

Every day the Resource Room at GSD is buzzing with excitement as people prepare for the classes to begin. Of course, everyone has their favourite subjects. Some enjoy the experimentations of science class, others adore book club, and there's no doubt, everyone appreciates computer time!

This is only the second full year that LCDS has been offering formalized learning in the Resource Room. The Learning and Development Resource Workers have been the creative energy behind the success of this program. They continue to offer exciting, interesting and engaging topics for people to learn. This year the team has also been planning field trips that coincide with the subject matter and augment the impact of the lessons. Field trip destinations have included: London Children's Museum to study Dinosaurs, Ripley's Aquarium to study subaquatic life, Sloan's Christmas Village to study traditions, customs and heritage, and Marcin Bowl for a segment on healthy living.

Submitted by,

**Karen McClintock**

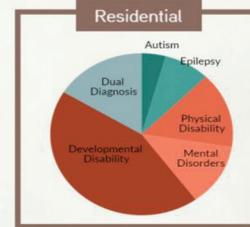
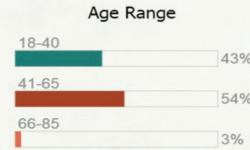
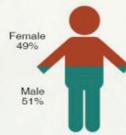
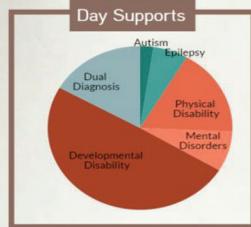
*Manager of Learning and Development*

# The Numbers Behind the Quality at LCDS

April 1, 2014 - March 31, 2015

Submitted by: Carla Alway  
Quality Assurance Manager

## Demographics - LCDS Supported 136 People in 2014/15



## Satisfaction of Services



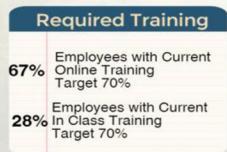
## Summary of Results & Trends

The overall responses and results regarding satisfaction from all LCDS stakeholders were high. Surveys were completed by people supported after LIFE Interviews and employees completed an online Satisfaction Survey in Nov. 2014. In April 2014, LCDS began soliciting ongoing feedback regarding satisfaction from family members by handing out short questionnaires after Life Plan Gatherings. This process was a relatively successful way to collect data from families regarding our services (rate of return being 44%)

**Action Plan:** ▶ Continue providing open forums for families, friends and advocates to create a culture of trust, increase participation in the planning process and nurture relationships.

## Effectiveness of Services

Effectiveness measures address the quality of services/supports through measuring change over time. If services are being delivered effectively, LCDS will move closer toward our vision. Positive changes will happen in people's lives as they move closer to achieving their dreams & aspirations.



## Summary of Results & Trends

LCDS requires that all employees maintain and re-certify in specific training. While most employees have completed all training, the challenge seems to be in keeping all this training current. LCDS offers online and in class methods of training. Data collected has identified that the percentage of staff current in all mandatory training is higher for the online training as compared to in class training.

Part of LCDS' Strategic Plan has been to support people to find meaningful and valued work according to their wishes. Being paid a competitive and fair wage shows there is value in the work. There was an increase in the total number of competitive employment placements in 2014/15 (from 128 to 152).

Information from a LIFE Interview is primarily used to plan and support the person according to their wishes and their perspective of what each standard means (personal standard); the Interviewer then determines if the person receives the services/supports to attain that standard of quality in their life (support standard). 52 interviews were completed this fiscal year. The average scores for this indicator has been consistent for the last 3 years.



**Action Plan:** ▶ In view of the LIFE Indicator scores remaining fairly consistent for the last few years, another measure of effectiveness of services in regards to the Life Planning process has been taken into account. The concept of measuring goals achieved for people receiving services has been considered and will be measured in the 2015/16 fiscal year.  
▶ Increase accessibility to online training for all employees as well as adapting in class training curriculum as an online option where possible.  
▶ Increase resources for employment services in all parts of Lambton County

## Efficiency of Services

Efficiency measures examine the responsiveness of LCDS services as well as the relationship between resources used and the results that are obtained. Resources include finances, time and people.



### Summary of Results & Trends

Life Planning has shown a steady improvement over the last few years. This perhaps can be attributed to changes in the Life Planning Procedures, forms and availability of Life Plan Resource Workers to facilitate and review Life Plan gatherings and forms. 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 remained relatively the same since last year despite several years of no funding increases. Regarding medication errors, our target was once again met this fiscal year.

#### Action Plan:

- ▶ LCDS will be implementing AIMS (Alliance Information Management System) as a client database over the next year. Information will be more streamlined and available to everyone involved in supporting a person in order to complete and update Life Plans in a timely manner.
- ▶ Continue lobbying government on fairer wages for employees and for budget increases creating more resources for employees to access in regards to external training opportunities.
- ▶ Ongoing retention and recruitment of qualified staff.
- ▶ LCDS has now committed to ensuring all Life Plans are facilitated and reports written by a Life Plan Resource Worker in conjunction with the front line staff and person supported.

## Access to Support Services

Service access is an important performance measurement to determine how often our services are being utilized. Measures in this area focus on how often internal services are accessed.



### Summary of Results & Trends

In addition to keeping mandatory certifications up to date, employees in all positions are encouraged to participate in other opportunities that will assist them to remain current in their profession and expand their repertoire of skills. There was a decrease in this performance measurement this fiscal year in part due to LCDS being cognizant of the cost of external workshops, conferences and seminars as a means to save fiscal dollars to help offset a deficit budget.

Many people have had the opportunity to participate in different educational and skill building sessions (i.e.: literacy, sign language, math, science, basic First Aid) and it is hoped that these opportunities continue to increase over time with the development of more resources.

The Quality Assurance Department employs 2 Life Plan Resource Workers who have been trained in facilitation. The service they offer is facilitation of people's Life Plan gatherings/meetings and assistance in writing up the plan. Since measuring this access to service, there has been a positive correlation to the number of people with a current Life Plan.

## Business Performance Indicators

In addition to the service indicators, LCDS must ensure that it operates responsibly. LCDS needs to operate within its defined budget. In addition, as a response to funding freezes, alternate sources of revenue need to be found. These efforts are measured.



Total Fundraised:  
\$284,610.00



### Summary of Results & Trends

With Fusion Food & Wine Show bringing in record proceeds, a successful request from the Ontario Trillium Foundation, another successful Golf Tournament and the increase in receipt of major donations, the total funds raised increased by over \$54,000.00 this fiscal year.

To have a true picture of what each business makes, the net operating expense is scored which is the revenue less the expenses. LCDS is still investing in these endeavors so a sign of success will be fewer subsidies required for these businesses.

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.

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; money that would be better utilized in services. In 2014/15 there was only 1 work injury resulting in 2 days lost time; quite an achievement for a large workforce.

#### Action Plan:

- ▶ A new Performance Development process has been introduced to all management and front line staff. It is anticipated that with this new process in place, the score for this performance indicator will improve for the next fiscal year.
- ▶ Enhance Health & Safety awareness by increasing the role of the Joint Health & Safety Committee within the agency.



Performance Development Plans

Actual: 26%  
Target: 81%



# Our Dedicated Employees

*"Pleasure in the job puts perfection in the work." - Aristotle*

Our Annual Service Recognition Night was held on November 18, 2014. It was a wonderful night full of celebrations. The room was filled with over 80 staff and their family members who shared much laughter and a few emotional tears. We showcased pictures spanning thirty years, demonstrating the outstanding commitment of our employees!



## Habitat Women's Build

386 Northridge Place in Petrolia was a "sea of pink" over the summer, as construction of the Habitat for Humanity home took place in Sarnia Lambton's Inaugural "Women's Build"! LCDS' second partnership with Habitat for Humanity Sarnia-Lambton created a new home for friends Sharon and Karen, both supported by LCDS.

This being a "Women's Build", the project was completed by 13 volunteer teams of women; each team was scheduled a day of building and would

come out ready to work. Another responsibility of these teams was to fundraise for the build; the women (approximately 150 in total) were the lead sponsor in the build, raising over \$40,000!

LCDS was offered a women's team spot and LCDS ladies were up for the challenge! We chose a hot and sticky evening in July to paint the house in the colours Sharon and Karen had chosen. Pictured is the team of dedicated LCDS employees who volunteered their time to help build this home and fundraised over \$3500 towards the project!

# Property - Health and Safety Report

*"Just when I think I have learned the way to live, life changes." - Hugh Prather*

LCDS continues to own a total of 27 properties located throughout Lambton County (Petrolia, Corunna, Brigden, Oil Springs, Alvinston, Oil City, Wyoming, Forest and Watford) including residential homes and apartments, drop-in centres, employment facilities, a laundromat and offices. In addition to the 27 properties owned, LCDS also is responsible for a fleet of 16 vehicles ranging from wheelchair accessible buses with lifts, mini-vans and a pick-up truck. The goal of the Property and Health and Safety Department is to ensure that all of 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.

Once again, we were extremely fortunate to be able to take advantage of available MCSS infrastructure and dedicated supportive housing funds (to have some much needed work completed and equipment purchased) this past year. Some of the highlights include: the installation of storm windows at the Olde Post Office building, siding installed at the laundromat, exterior door replacements in Forest, eave and gutter replacements at many properties, furnace and air conditioning upgrades at many properties and sump pit and sump back-up system upgrades at many properties as well.



The LCDS Foundation has been pivotal in providing much needed funds for a vehicle replacement, tub lift chair in Oil City, wheelchair lift replacement and kitchen counter/cupboard replacements in Wyoming and also partnered with a group of dedicated families and residents at Maple Street in Petrolia to have the first back-up generator system installed in one of our homes!

Despite all the great work that was done, there is still much left to do. The announced changes to the Health and Safety Regulations and Ontario Fire and Building Codes will impact the agency with increased fire safety and training requirements. The agency has also been participating in a proactive initiative through the Ministry of Labour (MOL) and the Public Services Health and Safety Association (PSHSA) for just over a year now. Again,

I would like to extend a very special thank you to Greg With for spearheading the initiative.

Last March, Adelle had been working diligently on the Trillium application for a new kitchen for CSD and we are not only excited to report the application was approved, but the kitchen is complete and fully functional. We are extremely proud of the new, accessible and beautiful kitchen. Please feel free to visit anytime.

We are truly blessed to have such a dedicated base of volunteers and staff that contribute to our success in so many ways – thank you to all our volunteers and support staff that often go above and beyond for LCDS and the people that we support.

## Habitat for Humanity



Once again, we were truly honored to participate in our second home build with Habitat for Humanity Sarnia-Lambton for people supported by LCDS. We are excited to report the home is complete and located at 386 Northridge Place in Petrolia. Thank you again to Habitat for Humanity – Sarnia Lambton, we are looking forward to working with you again soon!



Respectfully submitted,

**Nick Salaris**  
GM – Property  
LCDS

# LCDS Foundation

The LCDS Foundation Board of Directors continues to develop Fundraising policies, plans and guidelines. The LCDS Foundation is a separate entity from LCDS and carries out fundraising activities to raise financial gifts 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:

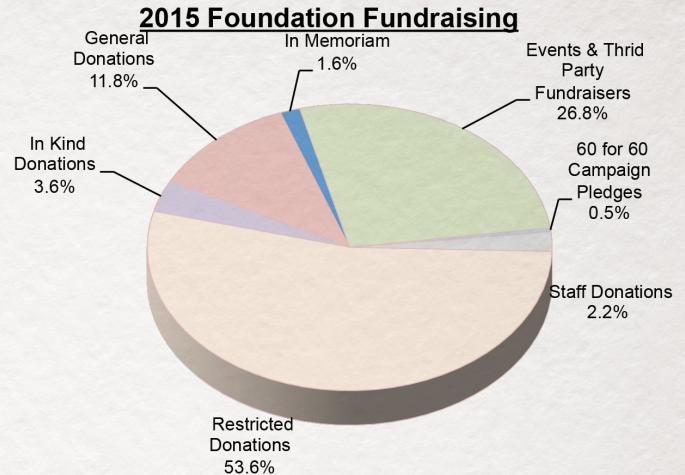
Steve Hull, Chair  
Debbie McNeil  
Ernie Cocozzoli  
Helen Ollershaw  
Adrian Vermeiren

John Douglas  
Bob Tanner  
Tony Hogervost  
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:

- Tub Chair
- Ceiling Lift
- Kitchen Cupboards/Counters
- Generator
- Fire Code Signage
- Basement Flooring
- Minivan
- Mortgage reduction
- Instruments for the music program
- Christmas gifts for people supported
- Funding for Weekend Recreation program
- Tablets



## **FUNDRAISING (April 1, 2014 to March 31, 2015)**

|                                 |           |                |
|---------------------------------|-----------|----------------|
| General Donations               | \$        | 36,783         |
| In Memoriam                     | \$        | 4,895          |
| Staff Donations                 | \$        | 6,850          |
| Events & Third Party Fundraiser | \$        | 83,638         |
| Restricted Donations            | \$        | 167,177        |
| 60 for 60 Campaign Pledges      | \$        | 1,460          |
| In Kind Donations               | \$        | 11,298         |
| <b>TOTAL REVENUE</b>            | <b>\$</b> | <b>312,101</b> |

*" The best way to find yourself is to lose yourself in the service of others "*

*- Gandhi*

# Fundraising Events in 2014-2015



## Pedal to the Pines

This year's Pedal to the Pines on June 14th, 2014 was a huge success with 130 riders and over \$4000 raised for LCDS! Thank you to all the volunteers, riders and the Pedal to the Pines team for their hard work! The 2015 Pedal to the Pines will take place on June 13th. Visit [www.pedaltothelines.com](http://www.pedaltothelines.com) for more information and to register.

## LCDS - Petrolia Lions Charity Pork BBQ

Again this year, the Petrolia Lions partnered with LCDS to hold a Pork BBQ on August 13th, 2014 at the Greenwood Recreation Centre in Petrolia. Over 300 attendees enjoyed local barbequed pork, potatoes, summer salads and desserts while enjoying the musical stylings of Chris Molyneaux and Mike Blackmore. This event raised nearly \$3000 for LCDS. A huge thank you to our Petrolia Lions Club for all of their hard work to make this BBQ possible and to the Lambton County Pork Producers for providing the pork for the BBQ! The 2015 BBQ will take place on August 12th at the Greenwood Recreation Centre. More information and tickets will be available through LCDS in early summer.

## Golf Tournament



The 18th Annual Woods Pearson and Associates/LCDS Charity Golf Tournament took place at Widder Station Golf Club on Thursday July 17th, 2014. It was a full tournament organized by a dedicated volunteer committee who raised over \$20,000 to support the Weekend Recreation Program which provides a fun, community based respite opportunity for people who live with their families. The 2014

tournament's success is largely thanks to our generous sponsors. Again this year, Woods Pearson and Associates were the Title Sponsors of the tournament. The 2015 Woods Pearson and Associates/LCDS Charity Golf Tournament will take place on July 23, 2015. For more information go to our website at [www.lcds.on.ca](http://www.lcds.on.ca)



## Fusion: a Discovery of Local Food and Wine

The 5th Annual Fusion: a discovery of local food, wine and craft beer was held November 7th & 8th, 2014 in the Atrium at

Degroots Sarnia. This tradeshow style event attracted over 3000 guests, an attendance increase of 500% since 2010, and raised over \$54,000! Fusion featured 40 local award-winning food, wine and craft beer vendors who offered samples of their most popular products. Guests enjoyed live local musicians, stage demonstrations by David Adje of Food Network Canada and samplings from breweries, wineries, restaurants, caterers and food producers from all over Ontario. The new venue of Degroots was received with rave reviews from attendees, vendors and the greater community. Fusion 2015 will take place November 13th and 14th again at Degroots. For more information visit [www.discoverfusion.ca](http://www.discoverfusion.ca) Pictured are Adelle Stewardson, Karen McClintock, Carla Alway, Elaina Burr and Ineke MacKenzie of the Fusion Planning Committee

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.

## Fundraising Dollars at Work

Fundraised dollars were used for various items to enhance people's homes, such as new appliances, televisions, furniture, kitchen wares, landscaping, deck improvements, and redecorating. Renovations were completed to increase accessibility in homes and install equipment such as lift systems. Funds were also utilized to assist people with achieving life dreams by covering travel costs for vacations and purchasing exercise equipment and recreation supplies.

Also benefitting 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.

# Fundraising Events in 2014-2015 ...cont'd

## Corporate Appreciation

LCDS hosted our 2015 Corporate Appreciation on Wednesday, February 17th, 2015 at Victoria Playhouse. Among many businesses in attendance, LCDS honoured three in particular for their generous support in 2014.



*Pictured from left are: Adelle Stewardson, Manager of Fund Development, LCDS, Patsy Garside, LCDS, Dave Ferguson, Lambton Federation of Agriculture, Dave Peters, LCDS, Ron Bourque, Kel-Gor Limited, Doug Smith, LCDS, Pam Smith, Integra Technologies and Kari Lupton, LCDS Board of Directors.*

Following the presentation of the Corporate Appreciation awards, LCDS launched the celebration of their 60th Anniversary year, with the revealing of the 60th Anniversary merchandise and the announcement of the 60 for 60 Fundraising Campaign. We are currently at the 40% mark of our \$10,000 goal for this campaign!



*Pictured with the Anniversary cake from the left are Kari Lupton, LCDS Board of Directors, Patsy Garside, LCDS, Dave Peters, LCDS, Adelle Stewardson, Manager of Fund Development, LCDS, Doug Smith, LCDS, Carmel Levesque, LCDS and Ineke MacKenzie, Chair of the Anniversary Committee, LCDS.*



## Huron Cove serves up proceeds for LCDS!

Every year, Huron Cove owners Bill and Angela Salaris choose a special

day to graciously donate the entire daily proceeds from their restaurant to LCDS. On Tuesday, July 8th, Huron Cove restaurant in Forest raised \$2,200! The success of this day is not made possible without the help of the Huron Cove staff, restaurant patrons, and volunteers from LCDS. Thank you Bill and Angela and the staff at Huron Cove for your generosity and commitment to LCDS!



## Trivia Night

LCDS held our 3rd and 4th Trivia Nights in 2014, one in May and one in November! Both had over 20 teams registered and raised \$2000 each for IT resources at LCDS. Participants received bonus points for bringing in cans for the Petrolia Foodbank and 450 cans were collected in total. Pictured are Davey's Scholars, who came in first place in May and Les Quizerables who claimed victory in November.



Submitted by,

**Adelle Stewardson**

*Manager of Fund Development*

*"Coming together is a beginning,  
keeping together is progress,  
working together is success"*

*- Henry Ford*

# 59th Annual General Meeting Minutes

**Monday, June 23rd, 2014 at 5:00 pm**  
**Community Skills Development Building**  
**339 Centre Street, Petrolia, Ontario**

1. **Call to Order**

The 59th Annual General Meeting of Lambton County Developmental Services, held on June 23rd, 2014, was called to order by the President, Adrian Vermeiren, at 5:00 p.m.

2a. **Welcome and Reading of the Prayer**

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

2b. **Greetings from MCSS Program Supervisor, Mary Harper:**

MCSS Program Supervisor, Mary Harper, brought greetings on behalf of herself and the Ministry. She said she was pleased to be the new Program Supervisor for LCDS, taking over from Rob McKellar. She said it had been a difficult year for government and acknowledged there has been and will continue to be lots of change for individuals receiving support. She encouraged agencies to listen to people in service in order to provide the best supports possible.

Mary said she appreciated the support she has received from LCDS since accepting her new responsibilities. She welcomes the sharing of thoughts and feelings around improving supports for people in service. She encouraged LCDS to continue to be a leader. She congratulated LCDS on a great year and told everyone present to "be proud of what you do for the agency".

2c. **Greetings from OASIS (Ontario Agencies Supporting Individuals with Special Needs)**

Jane Joris, Past President of OASIS thanked LCDS and Board of Directors for the support she has received over the past two years while she was President of OASIS. Some of the information presented in the Liberal budget is a reflection of the hard work of OASIS on behalf of member agencies. She/OASIS hopes that funding will be coming to the developmental services sector when the new government gets up and running. OASIS has offered to help target the areas most in need of services. On behalf of OASIS, Jane offered congratulations to LCDS on 59 years of service to people with developmental disabilities.

2d. **Greetings from Bob Bailey, MPP Sarnia-Lambton:**

MPP Bob Bailey brought greetings on behalf of the government of Ontario. He congratulated and thanked Adrian Vermeiren and the Board, Jane Joris and OASIS and Mary Harper and the Ministry for their work over the past year and offered best wishes to LCDS for the coming year.

3. **Minutes of 2013 Annual Meeting:**

Greg Bond, Secretary, asked members to refer to the Annual Report for the minutes of the 2013 Annual Meeting, held on June 24, 2013.

**Moved by:** Greg Bond

**Seconded by:** Orrin Farr

*"that the minutes of the June 24, 2013 Annual Meeting of Lambton County Developmental Services, be accepted as presented".*

**Carried**

4. **Annual Written Report:**

Copies of the LCDS Annual Report 2013-2014 were made available to members and guests upon arrival.

**Moved by:** Nick Wells

**Seconded by:** Kari Lupton

*"that the 2013-2014 Annual Report be accepted for information".*

**Carried**

5. **Financial Statements:**

5a. **Audited Statement:**

President, Adrian Vermeiren, stated that the financial statements for the year ending March 31st, 2014 were audited by Woods Pearson & Associates, Chartered Accountants of Forest, Ontario, and that copies of the audited statements were available for anyone that wished one.

5b. **Treasurer's Report:**

Treasurer, Frank Backx, presented the Treasurer's Report. LCDS ended the year with a deficit of \$7,583. Total revenue for LCDS is now in excess of \$11 Million annually. The year presented many financial challenges as costs continued to increase with no funding increases. LCDS dealt with increasing utility costs, aging homes and an aging vehicle fleet but worked hard to ensure that services to people supported were maintained. Employees have not received a wage increase in the past four years but remain loyal and dedicated to the agency and the people supported. Capital funding was received from the Ministry for a sprinkler system at the Hill Street home and a new roof on the Olde Post Office building. LCDS also received \$100,000 from the Ministry to purchase specialized equipment such as a bath tub, lifts and chairs. Frank thanked the LCDS Foundation for their fundraising efforts over the past year, noting the success of the Valentine Auction, Fusion Food and Wine event, the golf tournament, and many smaller fundraising activities.

**Moved by:** Frank Backx

**Seconded by:** Kari Lupton

*"that the Treasurer's Report and the audited financial statements for the year ending March 31st, 2014 be accepted".*

**Carried**

5c. **Appointment of Auditors:**

**Moved by:** Frank Backx

**Seconded by:** Greg Bond

*"that the firm of Woods Pearson & Associates, Chartered Accountants be appointed as the auditors for the 2014-2015 year".*

**Carried**

# 59th Annual General Meeting Minutes ...cont'd

## 6. **Approval of Actions of the Board for 2013-2014:**

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

**Moved by:** Jane Joris

**Seconded by:** Nick Wells

*"that the actions of the Board of Directors of Lambton County Developmental Services, for the period April 1, 2013 to March 31, 2014, be approved".*

**Carried**

## 7. **Nominating Committee Report:**

Adrian Vermeiren, Chair of the Nominating Committee, read the Nominating Committee Report.

Board Members who will continue to serve are:

**One Year:** John Douglas  
Kari Lupton  
Tony Hogervorst  
Helen Ollershaw

**Two Years:** Frank Backx  
Greg Bond  
Orrin Farr  
Adrian Vermeiren

**Eligible for Re-Election for a 3-Year Term:** Kelly Butler

**Kelly Butler** has agreed to stand for re-election for a new three year term.

**Tom Saul** and **Terry Taylor** have served the maximum nine consecutive years on the Board and are stepping down. **Nick Wells** has completed one three-year term and is not standing for re-election.

In accordance with the Agency Bylaws,

Gordon Bregman, Frank Huybers and Jane Joris have been nominated to the Board for three year terms and all have accepted the nomination.

Michelle Vansickle, staff representative, has completed one year of a three year term.

## 8. **Election of Directors:**

President, Adrian Vermeiren, stated that "according to the Agency By-Laws, there were no more nominations to the Agency Board and therefore, nominations are closed at this time".

**Moved by:** Kari Lupton

**Seconded by:** Greg Bond

*"that the slate of officers for the Lambton County Developmental Services Board of Directors for 2014-2015 be approved as presented".*

**Carried**

## 9. **Installation of Directors:**

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

Candace Burchart-Etienne, Executive Director, 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.

## 10. **Message from the President:**

President, Adrian Vermeiren, delivered his message on behalf of the Board. He expressed appreciation to all the staff and volunteers of LCDS for their hard work and dedication over the past year.

## 11. **Update from the Executive Director:**

Executive Director, Candace Burchart-Etienne, reflected on the past year. She encouraged everyone to read the Annual Report, especially the stories about people supported because they are the reason behind the work that is done all year. The new Strategic Plan is in place after consultation with stakeholders. The Ministry recently completed a compliance review; LCDS had one of the best results in the province.

LCDS will celebrate 60 years of service to people with developmental disabilities in 2015. Special events are being planned.

Candie thanked everyone for all they do every day.

## 12. **Other Business:**

There was no other business to come forward at this meeting.

## 13. **Presentations:**

President, Adrian Vermeiren, thanked Board members Tom Saul, Terry Taylor and Nick Wells for their contributions to the Board of Directors and presented them with a gift in appreciation for their dedicated service.

## 14. **Adjournment:**

The President called for a "Motion of Adjournment of the 59th Annual Meeting of Lambton County Developmental Services".

**Moved by:** Orrin Farr

**Seconded by:** Kari Lupton

*"that the 59th Annual Meeting of Lambton County Developmental Services be adjourned."*

**Carried**

## 15. **Thank You for Attending:**

Board President, Adrian Vermeiren, 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.

The meeting closed at 5:35 p.m.

# 59th Annual General Meeting Minutes ...cont'd

16. **The Officers of Lambton County Developmental Services for the 2014-2015 year are as follows:**

|                          |                    |
|--------------------------|--------------------|
| Adrian Vermeiren         | President          |
| Tony Hogervorst          | 1st Vice President |
| Kari Lupton              | 2nd Vice-President |
| Frank Backx              | Treasurer          |
| Greg Bond                | Secretary          |
| Candace Burchart-Etienne | Executive Director |

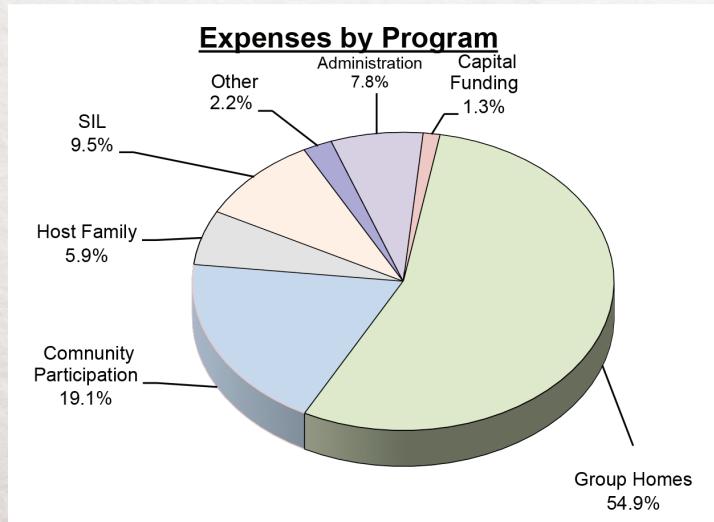
Minutes recorded by: **Mary van Delft, Recording Secretary**

## 2015 Financials

### LAMBTON COUNTY DEVELOPMENTAL SERVICES

Revenue & Expenditures Summary

March 31, 2015



#### REVENUE

|                              |           |                   |
|------------------------------|-----------|-------------------|
| MCSS Subsidy                 | \$        | 10,478,141        |
| Other Grants and Subsidies   | \$        | 406,522           |
| Sales - Petrolia Enterprises | \$        | 117,897           |
| Rental Income                | \$        | 216,589           |
| Other Income                 | \$        | 51,500            |
| <b>TOTAL REVENUE</b>         | <b>\$</b> | <b>11,270,649</b> |

#### EXPENDITURES

|                           |           |                   |
|---------------------------|-----------|-------------------|
| Wages                     | \$        | 7,999,272         |
| Benefits                  | \$        | 1,279,979         |
| Purchased Services        | \$        | 968,307           |
| Recovery                  | -\$       | 223,418           |
| Other                     | \$        | 1,247,756         |
| <b>TOTAL EXPENDITURES</b> | <b>\$</b> | <b>11,271,896</b> |

# Photo Gallery



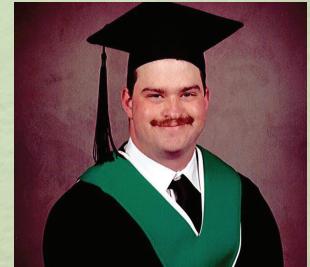
Models from FCC "strut their stuff" in the Forest Steam Threshers Fashion Show.



The Resource Room won the prize for Most Creative Design in the agency's First Annual Christmas Decorating Challenge.



Ride into Summer Fun Day was a huge success thanks to the many volunteers that organized the event.



**Congratulations to these college students:** Kaitlyn Armstrong, Graduate of the Esthetician program, Gordon Bergman, currently enrolled at Lambton College, Kyle Ogden, Dean List, Graduate of Renovation Techniques and Kristal Boyd, Graduate of the Developmental Services Worker Program.



# Photo Gallery ...cont'd



Sharon Brown of Forest was the winner of the 2014 Christmas Card Contest chosen by Maureen MacSorley, Interim Executive Director.

Aida Moreira of Petrolia is training for the Bluewater Health 5km run as part of My Team Triumph.



Norma Davis of Oil Springs took the prize for the "Best Decorated Home" in the Christmas Decorating Challenge. She got extra points for having a real-life elf!



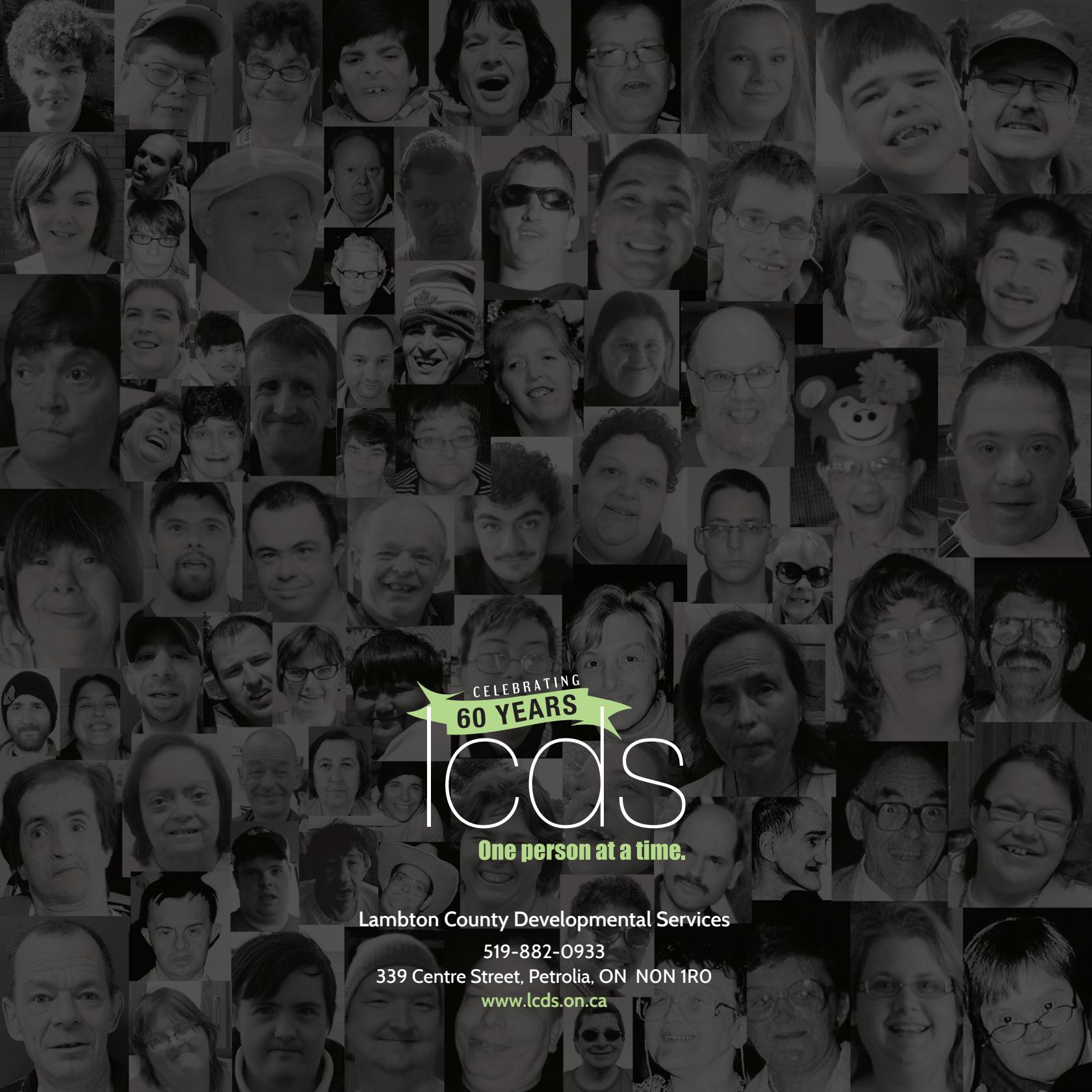
Karen Ramsay and Sharon Silk become radio stars during the Habitat Women's Build.



Theresa Welch received a trophy for High Game at the Marcin bowl banquet. FCC's fabulous Hat and Tea Party.







CELEBRATING  
60 YEARS

lcds

One person at a time.

Lambton County Developmental Services

519-882-0933

339 Centre Street, Petrolia, ON N0N 1R0

[www.lcds.on.ca](http://www.lcds.on.ca)