

# Annual Report

2021



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OUR NEW  
WEBSITE!  
[lcdspetrolia.ca](http://lcdspetrolia.ca)

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# 2020-2021 LCDS Board of Directors

## OFFICERS



**Frank Huybers**  
President



**Barb Frayne**  
Treasurer



**John Douglas**  
Secretary



**Nick Salaris**  
Executive Director, LCDS



**Jill Cousins**  
Vice President

## BOARD OF DIRECTORS



**Kathy Alexander**



**Jim Burns**



**Elleke Belet**



**Rose Vandenburg**



**Gordon Bregman**



**Kelly Butler**



**Walt Farr**



**Annie Burns**  
Staff Representative  
(non-voting member)



**Helen Ollerenshaw**

## LCDS FOUNDATION BOARD OF DIRECTORS

**Bob Tanner, Chair**

**John Douglas**

**Mary van Delft**

**Andrew McClintock**

**Helen Ollerenshaw**

**Tim Brown**

**Kari Lupton**

**Barb Frayne**

**Jim Burns**

## SENIOR LEADERSHIP TEAM

**Nick Salaris**, Executive Director

**Elizabeth Forman**, Human Resources Director

**Tracie Bennett**, Finance Director

**Krista McCann**, Community Supports Director

**Jill Johnston**, Residential Supports Director

## OUR VISION

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Inclusive Communities ~  
Innovative Leaders

## OUR MISSION

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Empowering people with  
developmental disabilities

## OUR VALUES

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**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

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



## MESSAGE FROM THE

# President & Executive Director

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 Developmental Services 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-year 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 and is now the new home to Carly and Theresa.

"Alhambra Fun Day" hosted by the 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.

LCDS was the fortunate winner of the Mick Jackson – Assante Capital \$500 "Full Circle Program" Grant that will go to much needed items at the Alhambra Centre – Forest Community Connections.

LCDS - Petrolia Lion's Club 2nd Annual "Beer and Wing Night" was a great evening.

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.

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

"Life is a song—sing it.  
Life is a game—play it.  
Life is a challenge—meet it.  
Life is a dream—realize it.  
Life is a sacrifice—offer it.  
Life is love—enjoy it."

— Sai Baba



## NORMA JEAN DAVIS

Norma lived in the Southwest Regional Centre in Chatham prior to transitioning into the care of Lambton County Developmental Services, in 1978. Norma first moved into the Thedford residence at the age of 28. Norma lived in several different homes within the agency before moving into her Oil Springs home, on Aniline St, in 1991 where she remained for the duration of her life. Norma made Aniline Street, her home for nearly 30 years. Norma lived alongside her roommates, Jen and Terry, for many years and she cared for them as if they were her family.

Norma was a very sweet and spunky lady. She was always caring and so loving to both her roommates and staff but could also put you in your place with a quick come back when she wanted to. Norma was very fond of her sisters and had many dear childhood memories with them at the farm that she talked about frequently. The love Norma had for her "baby" Suzie the stuffed bear, the colour red and the animals at the Humane Society were admired by all that knew her.

Norma looked forward to her yearly visit to the Sarnia District Humane Society to make her annual donation as well as sneaking in a few snuggles from the shelter's office cat. Norma had a strong love for all animals, including her beloved Beta fish, who she referred to as her bird or "the red one". Norma enjoyed his company and would even at times share her pudding cups, yogurt, and coffee with him. He was also known to be involved in Norma's peg playing at times, as she would fill his bowl with as many pegs as she could fit!

Norma was an absolute pleasure to support. Norma beat the odds and surprised many medical experts. She lived an incredible life, and was able to accomplish many things over her years with LCDS. Norma touched many hearts and truly left a lasting impression on those that supported her. She is missed dearly and most definitely will never be forgotten.

## LAURA VANWYK

Laura moved from Whitby to Corunna back in 2003 and was welcomed into the Lambton County Developmental Services community. She worked at Petrolia Enterprises, making and producing wooden stakes. When she was not working at Petrolia Enterprises, she would be working over at Dust Stop, The Top of the Hill Shop and The Old Post Office! In 2011, when the bus no longer came to Petrolia, she put her working career behind her and she became part of the Corunna Satellite Program. She loved bowling, either at the bowling alley or on the Wii. Laura loved spending her free time baking, crafting and playing all sorts of games. She had a very competitive side! Laura loved to win! She loved music (especially country music). She loved playing the piano and loved ballet dancing. Her family, friends and her dog Raye were very important to her. The one thing Laura was most proud of was a movie both she and her mom were in. It was called 'Jewel' starring Farah Fawcett. Laura played a student, and her mom played a teacher. Laura also loved to dance. Laura will always be remembered for the hugs she shared with everyone. She was very proud of all she had accomplished! She will be missed.



## TWILA WILSON

Twila was known to everyone as a strong-willed, independent lady who had an infectious smile and laugh. Twila's favorite spot to observe her house, staff and roommates was in the dining room where she could oversee everything that was happening in her home.

Twila would spend her leisure day's coloring, working on her peg board and drinking her coffee. Twila loved to shop till she dropped; often telling staff what they should buy, as well.

Supply order day was like Christmas. This would give Twila endless boxes to rip apart and sort.

Twila loved her black coffee in her take out cup, morning, afternoon or evening Twila was always up for a cup of Java.

Twila's love for men, animals, music, dancing, coloring and most of all her family are precious memories we get to have and share.

Life was just better with Twila in it - she is missed beyond words.

# Continuous Improvement Data

## The Numbers behind the Quality at LCDS

### SOCIAL ENTERPRISES

**NET PROFIT: \$170,342**

#### 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 2020/21 our social enterprise opportunities included the Olde Post Office Shoppe, and Petrolia Enterprises. Through the Pandemic, Social Enterprises stayed strong and achieved good results.

### EMPLOYEE INJURIES/ACCIDENTS

**LOST TIME INCIDENTS: 3**

#### Summary of Results:

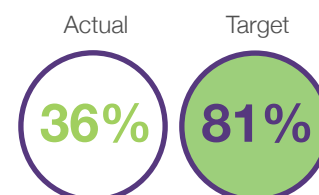
Everyone has the right to a safe work environment. If employees feel safe at work, with minimal risk to their health and safety, this in turns leads to them being more effective on the job.

### COMPETITIVE EMPLOYMENT

#### Summary of Results:

Over half, 15-20 employees, are still currently laid off due to the Covid-19 Pandemic. Empowering Employment has not been providing service at full capacity due to restrictions and orders in place under the Ministry of Children, Community and Social Services, and the Province of Ontario. We are hopeful that the 2021/2022 year brings some normalcy, change and valued roles back into the lives of the people who yearn to work and earn a competitive wage while contributing to local businesses within our communities.

### PERFORMANCE DEVELOPMENT PLANS



#### Summary of Results:

Due to COVID we had a change in our Leadership structure shifting back to Managers overseeing all aspects of the locations and the employees. Health and safety has also been a big focus for this year. These two elements could have contributed to the reduction of performance reviews compared to our previous year. Our Organizational and Cultural Vitality plan has identified the importance of developing our employees for their own growth and succession planning.

# Continuous Improvement Data

The Numbers behind the Quality at LCDS cont'd...

## LIFE PLAN GOALS

Summary of Results:

There are several contributing factors to the very low percentage of life plan goals that have been achieved over the past year. Services outside of direct care were halted at the beginning of the Covid-19 Pandemic and have slowly been re-incorporated throughout the year. For most people, their goals and aspirations involve inclusion, connection, community participation, relationship building, attending exciting events, and taking trips to places they love or have never been.

We have worked with people to set realistic goals that are achievable from home, based on restrictions and framework at the time the planning occurred, in order to keep people connected to those that are important to them and still create meaningful days and experiences at home but this is certainly not an easy feat. Support teams, people and their families have been creative and have done some wonderful and fun things throughout the year, that are not reflected in this data but are certainly worth celebrating!

MET 15%

TARGET 80%

## CURRENT LIFE PLAN

Summary of Results:

The percentage of people with a current life plan is 82%. The percentage of people with current life plans is the lowest we have seen in a number of years and falls below the target of 92%. In person Life Plans have been restricted and virtual Life Plans have been facilitated over the past 9 months; however, not everyone participating in life plan had access to the internet or devices. They may have also potentially not been interested in hosting a meeting virtually. It's fair to say that many people would prefer to gather together, celebrate, share laughs, aspirations and ideas while planning and setting goals for the year to come, as they have traditionally done in the past.

## EMPLOYEE TURNOVER RATES

Summary of Results:

It has been a unique and unusual year. As a result it is difficult to determine this year's turnover rate to previous years. We continue to have COVID-19 related leaves with programs and services reduced and/or not running. Our part time turnover has reduced from previous years but still is not where we want it to be. Our full time turnover increased compared to last year. We had employees looking for a change in their career direction. It is important to note that we see a trend of full time employees staying on as call-in employees.

PART TIME 2% FULL TIME 15%



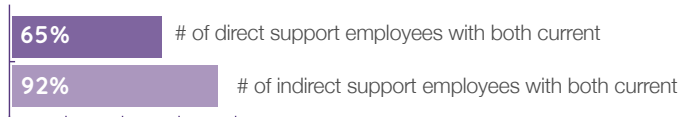
# Continuous Improvement Data

## The Numbers behind the Quality at LCDS cont'd...

### MANDATORY TRAINING

#### Summary of Results:

The Services & Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008 along with Ontario Regulations 200/10 mandates all employees to be current in First Aid and Nonviolent Crisis Intervention (NVCI) training. The expiry dates for certification of First Aid and NVCI were extended as the COVID-19 restrictions did not allow us to do in-person training. When able, we converted what we could to an online format and continued with small training sessions concentrating on new hires and employees returning to work after an extended absence. Considering all of the challenges we are on target to getting everyone back to where they need to be, with full certification. In collaboration with St. John's Ambulance and NVPI, LCDS has been able to provide in person training with proper restrictions and precautions in place, at a reduced class size.



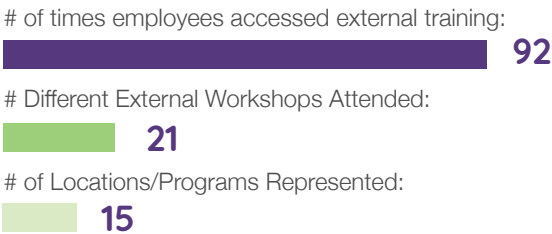
Due to COVID training has mostly gone virtual with workshops and webinars. Covering staffing has been challenging since we have more employees off than usual due to various leaves. Webinars were typically low to no cost, with no travel costs that resulted in savings to learning and development. With many free opportunities, many employees did not need to make requests to attend sessions, which could have affected data.

Formal learning programs are provided by Community Skills Development and Forest Community Connections day supports locations. Some of the classes people participate include: book club, cooking, life skills, safety, history, health, trivia, sign language, current events, music, computers library classes, health-yoga, etc.

### INTERNAL & EXTERNAL TRAINING

#### Summary of Results:

The way we learn together and provide opportunity for the people we support has changed and evolved significantly over this past year. The data is not reflective of all of the virtual opportunities, and webinars attended by employees, as well as people supported. Many free resources were accessed and not tracked through Learning & Development.



### VIRTUAL CLASSES

Only virtual classes are being offered at this time through the CSD program. Sessions have increased over the last quarter.

QUARTER	NUMBER OF CLASSES	NUMBER OF ATTENDEES
APR-JUNE	19	197
JULY-SEPT	54	543
OCT-DEC	112	1034

# A Celebration of Our Employees

This is a year that tested all of our resiliency! We have experienced things that have never happened before. Overnight our residential schedules changed to core teams, we shifted from eight hour shifts to twelve hour shifts to ten hour shifts, employees were transferred from community participation supports to residential supports, and our employee base was reduced due to COVID leaves or employees working for another Developmental Service Agency or a Long-Term Care Facility. Aspects of our work changed in which we were looking through a health and safety lens for how we support people, hire employees, train employees and interact with each other. The employees and people supported world became their home with limited interaction with the outside world. Amongst all this change we had dedicated employees that have continued to adjust and be there for the people we serve. We are honoured to call them LCDS employees!

We discovered new ways to interact and celebrate. One of these celebrations was our first ever Virtual Service Awards on October 28, 2020. We celebrated 34 employees with years of service from 10 to 40 years, totaling over 700 years of experience. Gift packages were delivered to recipients the day of the event, we collected celebratory videos congratulating each employee that we showcased at the event. Rita Paget is our longest serving employee with 40 years of service! We had a few special videos from people supported congratulating her, which even virtually brought on a few tears. Our keynote speaker was Dan Edwards. He shared his inspiring personal story of resiliency, challenges and celebrations which was very timely.

Throughout the year the Emergency Management Team offered tokens of our appreciation through notes and small gifts. Together with our Wellness Committee we had a virtual appreciation event on Dec. 9, 2020 with Susan Stewart – You Gotta Laugh... a pandemic pick me up! We certainly need to remember to laugh and appreciate all the little things in life. We look forward to the challenges, opportunities and celebrations ahead for us in the coming year and every day we are thankful for our precious resource, our employees!

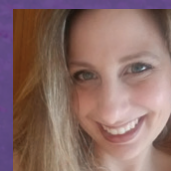
## CELEBRATING 10 YEARS



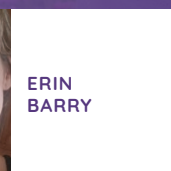
ALICIA  
MORSE



BETH  
COWLING



ERIN  
BARRY



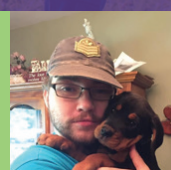
KRISTIN  
BARNES



MARTINA  
SAYERS



PHILLIP  
LAKER





# Celebration of Our Employees cont'd...

## CELEBRATING 15 YEARS

	AMANDA BALTZER		ANGELA PETTIT		BARB LIGHTFOOT		MICHAEL PAGET
SARAH DUPLISEA		PATRICIA POPELIER		KEVIN IRELAND		KAREN BARRY	

## CELEBRATING 20 YEARS

	LORI RICHARDSON		KELLY LETOURNEAU		KATHERINE JOY		JANE KAZUK
	ELIZABETH CAMPBELL		DONALDA KETTLE		APRIL FREER		
TINA SMIT							

## CELEBRATING 25 YEARS

	STEPHANIE ALLAN
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# Celebration of Our Employees cont'd...

## CELEBRATING 30 YEARS



KIM  
CLARK

TAMMY  
RANKIN



VALERIE  
VAILLANCOURT

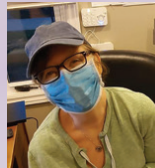
BENIAMINO IANNOZZI

## CELEBRATING 35 YEARS



CLARE  
HYATT

LORRAINE  
NORTH



MARY  
QUESNEL

PAUL  
GORDON



BEVERLY CARTIER

## CELEBRATING 40 YEARS



RITA  
PAGET



# Department Highlights

## HEALTH AND SAFETY

**H**ealth and safety have always been an important aspect of the services we provide. This past year has taken that to another level with COVID-19.

The Emergency Management Team continue to address operations specific to the global pandemic. Meeting a minimum of four times a week, they ensure a quick response to changing requirements from the Ministry and the province.

We have worked closely with our community partners from Lambton Public Health and the Central Lambton Family Health Team to assist with infection prevention and control measures, COVID testing and, most recently, COVID vaccinations as well as the Local Health Integration Network and Bluewater Health's Infection Prevention and Control (IPAC) Hub. The Joint Health and Safety Committee has weighed in on how requirements can be better integrated at locations.

Not only at work of course, but most employees have personally felt the struggle over the last year. Workers have been tested like never before. In the face of it all they have shown incredible adaptability, resilience and compassion. They continue to advocate for the health, safety and wellness of those we support. We can't say "thank you!" enough.

We said that we would get through this together and so far, we have. We are ready for what the upcoming months will bring.



### THESE ARE SOME EXAMPLES OF HOW COVID HAS AFFECTED LCDS OVER THE YEAR:

- Day program closures
- Implementation of core teams
- Community lock downs
- Limited or restricted travel
- Added screening when entering locations
- Mandatory personal protective equipment use
- Requiring physical distancing between family members and residents
- Increased sanitizing of everything
- Added family information meetings
- Visitation tents for outdoor meetings
- Equipment supply chain delays
- Immediate isolation protocols for residents with one symptom
- Two COVID testing clinics, one COVID vaccination clinic, and many updates to our COVID Guidance Document



# Department Highlights cont'd...

## VEHICLES

The Vehicle Committee has worked to provide guidance on vehicle issues and placement.

Through a very generous donation we added our first car to the fleet, helping with flexibility for Community Participation.

An accessible minivan was added to the fleet in March 2021 and even more recently we were the successful recipient of an Ontario Trillium Foundation grant for another accessible minivan to be added soon! These will replace a couple of aging vehicles.

"If you can dream it,  
you can do it"

- Enzo Ferrari,  
Founder of Ferrari  
automobiles

CHECK OUT  
OUR NEW  
WEBSITE!  
[lcdspetrolia.ca](http://lcdspetrolia.ca)



# Department Highlights cont'd...

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## LEARNING AND DEVELOPMENT

This past year has certainly posed a challenge to the way we deliver learning courses to our valuable and essential employees, alas, we pressed on and discovered new and innovative ways to deliver our training. We have been using Microsoft Teams and Blue Jeans platforms to deliver trainings that are conducive to virtual learning. We continue to take direction from the MCCSS and deliver training in person when it is safe to do so.

During the onset and for the duration of the COVID pandemic LCDS has been committed to providing virtual activities for people who were missing their routine of attending our day support locations for learning and social interaction with their peers. Ruth Gallant develops creative and innovative lesson plans based on the interests of the people who attend her classes. Ruth delivers all of these activities virtually via Zoom. She shares information on a wide variety of topics ranging from Social Skills, to her newly developed lesson plan "O Canada".

LCDS is committed to finding ways to provide training to our employees and people supported using various platforms, one of our newest endeavors is with Open Future Learning. This web based learning platform provides numerous videos and modules to watch, learn and reflect on but the best part of all is that all of content is based around the Developmental Services Sector.



Last but not least the Learning and Development Department is pleased to announce that we have a new Learning and Development Coordinator, Carrie Balfe as well as two new internal trainers, Wendy Wever as a FIT Test Trainer as well as Mackenzie Densham as a First Aid Instructor. This is in addition to our already impressive group of 15 internal trainers. Our internal trainers are dedicated to delivering the best possible learning experience.

LCDS is dedicated to providing a culture of learning and growth, we look forward to what 2021 will bring.

# Department Highlights cont'd...

## PROPERTY REPORT

**W**e had 470 maintenance requests in 2020. Due to the pandemic even the smallest home repair was very difficult to schedule.

We are very fortunate to have amazing contractors who were happy to abide by our covid regulations and ensure repairs were made safely and efficiently.

The Government passed legislation to freeze rent at the 2020 levels and all rents will remain the same for 2021. Sitara Indian Cuisine moved into a vacant space at the Olde Post Office building in Petrolia.



## SOME RENOVATIONS INCLUDE:

- 162/170 John St, Watford- 2 basement apartments renovated
- 170 John St, Watford- renovation to include 2 new washrooms and a laundry room
- 4752/4754 Aniline St, Oil Springs- new sidewalks to eliminate tripping hazards
- 448 1st Ave, Petrolia- Renovation to office to include med cabinets and desk
- 448 1st Ave, Petrolia- replace damaged cement patio
- 411 Murray St, Corunna- new sidewalks to access side and back entrances
- 170 John St, Watford- new sidewalks and gate to access back apartment
- New furnaces in Forest, CSD, Admin
- Upgrades to lighting and appliances to improve efficiencies in the homes
- CSD kitchen has a new air conditioner unit
- 49/51 Ontario St, Forest- replaced damaged driveway sections between homes
- 431 King St, Petrolia- new roof
- 568 Zone St, Wyoming- Office renovation to include med cabinets



## 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 was a unique year due to the COVID-19 Pandemic, the committee had to get creative and innovative with activities. We assembled care packages and had them sent out to each location. These packages were an awesome way to help people we support with the ever-changing COVID-19 guidelines and restrictions plus keep everyone occupied and happy. Each package included chewing gum, hard candies, mugs, and various activities to work on from home.

A contest to "Beat the Winter Blues" was sent out through the agency with a really great response. We had employees and people-supported submit photos of their "happy places". We then took each submission and created a nice video for everyone to view and dream of where they will head to first once the pandemic is a thing of the past! This had a great response and really worked to boost morale and positive vibes throughout the agency.

## ORGANIZATIONAL CULTURE & VITALITY COMMITTEE

Facilitated by the team at Platinum Leadership, the Organizational Culture & Vitality Committee worked hard to develop an Organizational Culture & Vitality Plan. The plan will guide the agency as we work towards our goal of 'creating a healthy, vibrant organization with a stable, skilled and engaged workforce'. The plan is complete, and the rollout is set for late spring and early summer 2021. The dedicated work of the Committee Members is greatly appreciated. Committee members are Amy Burrows, Angela Pettit, Annie Burns, April Nesbitt, Carrie Balfe, Heidi Storey, Jody Rumbold, Morgan Loosemore, Sarah Duplisea, Stephanie Allan, Tammy Rankin, Katie Joy, Val Vaillancourt, Elizabeth Forman, and Nick Salaris.



LCDS and the Wellness Committee teamed up to provide a virtual evening of comedy & inspiration with Susan Stewart! Susan gave us the gift of laughter with her comical overview of how our lives changed in 2020 and shared some ways to see the lighter side of life during this challenging year. During this event the committee held a music trivia and people were asked to wear their ugly sweaters. Trays of goodies were delivered, once again, to locations to enjoy during the evening of entertainment and Santa even made an appearance!

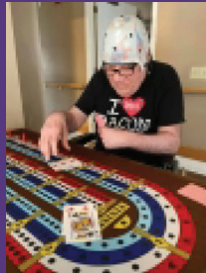
# Celebrations

## One Person at a Time

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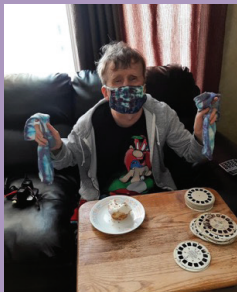
Matthew is ready for Canada Day!



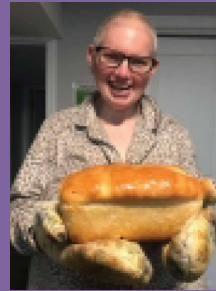
Terry is loving his new crib board. Pretty tight game!!!



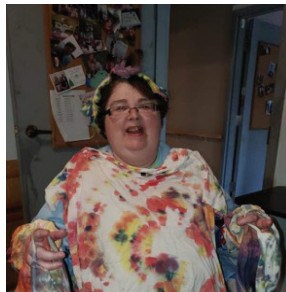
These men are ready, when the time comes to go out on the town with their masks and socks!



Bill enjoyed the beautiful weather outside with his activities!



Theresa made Murray St. smell delicious today making a loaf of bread and bread sticks! Theresa can't wait to share it with her roommate Carly for dinner tonight!



Sharon is really getting into tie-dying! Thanks for helping me, Karen!



Dave finally got his recumbent bike! He is so happy!



Patsy testing out some virtual reality roller coasters! What fun!



Deb's at-home spa day!



# 2020-2021 Enhancing Community Engagement



## 24TH ANNUAL MPW-LCDS CHARITY GOLF TOURNAMENT

Widder Station, Thedford - September 8, 2020

Despite the Pandemic we were still able to host the LCDS-MPW Charity Golf Tournament on September 8, 2020. The date was pushed back a couple of months from the original date in July. It looked a little differently this year with all the restrictions in place but we still had a full tournament with 144 golfers and raised \$18,852 for our Weekend Recreation Program. Thank you to our title sponsor, MPW Chartered Professional Accountants. We are very thankful for all of our generous sponsors and continued support from the community.

## FUSION: A DISCOVERY OF LOCAL FOOD, WINE AND CRAFT BEER

Month Long November Event Online

Fusion at Degroofs Nurseries was extremely missed in 2020 but we made the best of what we were able to do with restrictions that were in place. CR Creative in Wyoming created a new Fusion website which allowed us to hold an online auction featuring products from our Fusion vendors. There were many baskets which featured anything from beer, wine, gin, honey, baguettes to gift certificates to tastings and vendor swag. Along with our online auction our website featured local talented musicians that you were able to watch, online tutorials from vendors and Fusion swag that you were able to purchase. We also had local restaurants offering take out options. Thank you to our Champagne Sponsor, Monteith & Sutherland and to our Merlot Sponsors CMS and CR Creative along with the many other sponsors who continue to support LCDS in the toughest times. Thank you to the many vendors who supported our online auction. \$20,000 was raised during this month long-online event. Check our new Fusion website [www.discoverfusion.ca](http://www.discoverfusion.ca)

LAMBTON COUNTY  
DEVELOPMENTAL SERVICES  
PRESENTS:  
**FUSION  
AT HOME**

**ONLINE AUCTION!**  
Bid on baskets FILLED with local product, gift cards, merchandise, experiences, Fusion tickets for the next time we can celebrate, and much more! All of your Fusion favourites, in one basket!

**Join us on our new online platform and connect with our vendors!**

**ONLINE STORE!**  
Shop all new FUSION swag online! From FUSION YETI wine tumblers, to unique t-shirts, and more!

**COMING THIS NOVEMBER**

**Join us for a virtual discovery of local, food, wine and beer from the comfort of your own home!  
It will be an event like no other!**

**Let's celebrate and support local, all for a great cause!**

**65 YEARS**  
**lcas**  
Lambton County Association of Schools

## FILL YOUR FREEZER ►

June 2020

LCDS held a Fill Your Freezer Fundraiser with many BBQ specials from Sysco Canada. This fundraiser was held on one of the hottest days in June. Thank you to the Petrolia Lions for the use of their refrigeration truck which came in very handy! \$2,142 was raised for LCDS.



## ◀ LCDS DAY

Huron Cove Restaurant, Forest, July 28, 2020

The Huron Cove Restaurant in Forest hosted an LCDS day on July 28, 2020. Proceeds from each meal, breakfast, lunch and supper, was generously donated to LCDS. \$3,069 was raised. A special thank you to Bill and his staff for all of their hard work and for continuing to support LCDS.

## LCDS AND PETROLIA LIONS ► BEER AND WING NIGHT

Petrolia Lions Hall, Petrolia, September 19, 2020

The third annual Beer and Wing Night was held at the Petrolia Lions Hall on September 19, 2020. A last minute change following an announcement from the government and this event changed to a take-out meal. A special thank you to the Petrolia Lions for helping make this event a huge success and all of our volunteers for being so flexible with the last minute plans!



## TIM HORTON'S SMILE ► COOKIE CAMPAIGN

Wyoming and Corunna, September 14-20, 2020

LCDS was very fortunate to receive the proceeds from the Tim Horton's Smile Cookie Campaign from Wyoming and Corunna locations September 14-20, 2020. \$6,500 was raised for LCDS. Thank you Tim Horton's for choosing LCDS to be a recipient of these funds!



## ◀ VIRTUAL BANQUET

Held Virtually, October 30, 2020

The LCDS Annual Banquet was held virtually on October 30, 2020. It was the LCDS 65th Annual Banquet that we celebrated. We also celebrated the virtual banquet by treating all locations to 65th Anniversary cupcakes prepared by our very own Karis Sylvester. Although it was different for the people we support, they were still able to enjoy take-out from their favourite local restaurant, a pumpkin contest, costume contest and music to dance along with.

## SUPPORT LCDS BY ► SUPPORTING LOCAL!

LCDS partnered with some local restaurants and businesses during the past year to help support local businesses, while raising funds to support LCDS as well. We offered some delicious take-out meals in February. The Dante Club hosted a Pasta Fest in Sarnia. Over 300 people placed an order! Sitara Indian Cuisine in Petrolia hosted a butter chicken meal paired with a 6 pack of beer from Black Gold Brewery. Over 250 orders were placed. A special thank you to these local restaurants and Brewery for partnering with LCDS. Stay tuned for more take-out meal fundraisers in the future!



# 2020-2021 LCDS Foundation Report

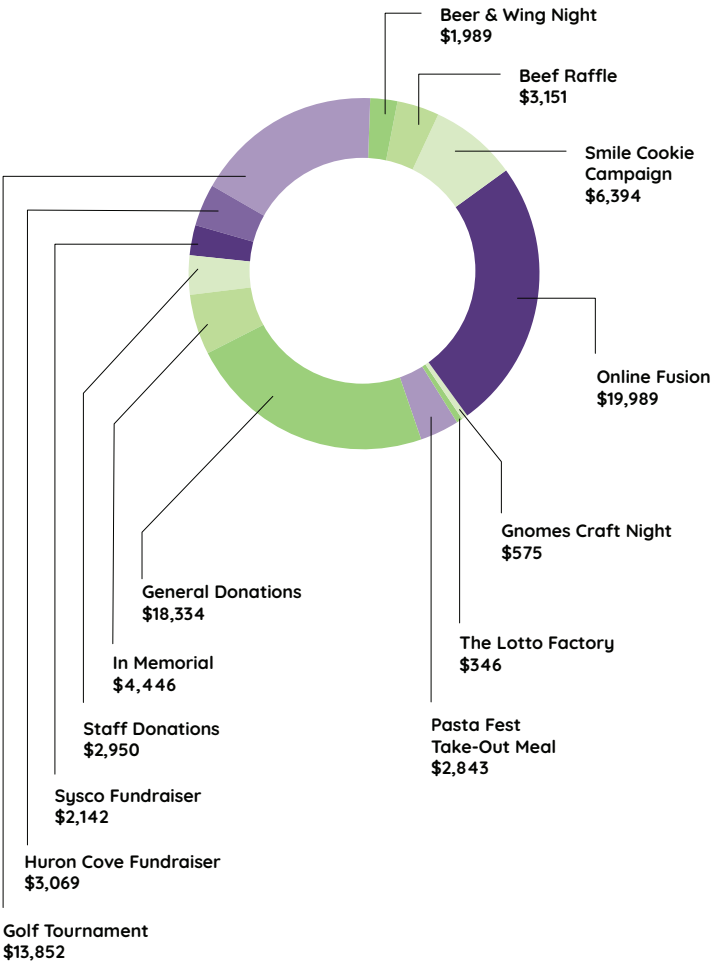
It has no doubt been a tough year for so many, as the COVID-19 pandemic has changed our day-to-day life and turned it upside down. The LCDS Foundation has had to get creative in ways to raise funds for LCDS. With the support of our community, we feel we have been very successful.

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

The long term goals of the Foundation are:

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

## FUNDRAISING (APRIL 1, 2020- MARCH 31, 2021)

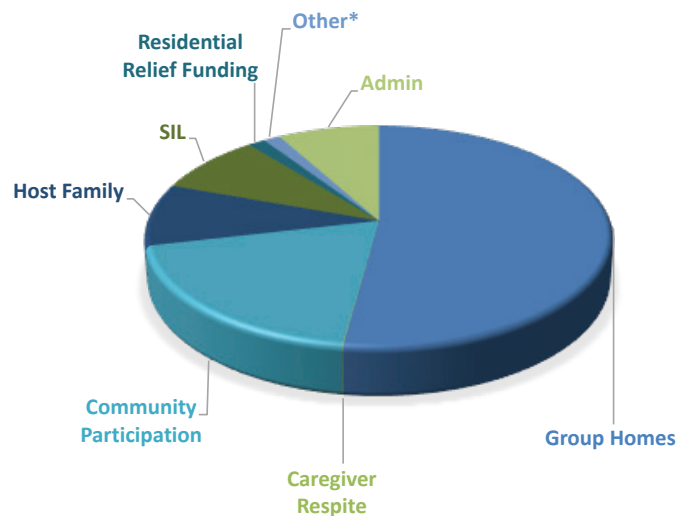


# LCDS Financials

## Expenses

AS OF MARCH 31, 2021

### EXPENSES BY PROGRAM



REVENUE	2020 - 2021	2019 - 2020	Difference
MCSS Subsidy	\$12,351,883	\$12,007,272	\$344,611
Other Grants & Subsidies	\$1,189,511	\$260,864	\$928,647
Sales - Petrolia Enterprises	\$155,936	\$190,705	(\$34,769)
Rental Income	\$383,602	\$382,283	\$1,319
Other Income	\$255,030	\$302,563	(\$47,533)
<b>TOTAL</b>	<b>\$14,335,962</b>	<b>\$13,143,687</b>	<b>\$1,192,275</b>

EXPENDITURES	2020 - 2021	2019 - 2020	Difference
Wages	\$10,372,662	\$9,683,050	\$689,612
Benefits	\$1,448,718	\$1,027,445	\$421,273
Buildings	\$1,385,087	\$948,407	\$436,680
Other	\$1,057,696	\$1,474,954	(\$417,258)
<b>TOTAL EXPENDITURES</b>	<b>\$14,264,163</b>	<b>\$13,133,856</b>	<b>\$1,130,307</b>



# 65th Annual General Meeting Minutes

**September 08, 2020 at 7:00 pm**  
**Petrolia Lions Hall**  
**451 Huggard Street, Petrolia**

**Present:** Annie Burns, Nick Salaris, Karen McClintock, Jeff Searson, Jen Salaris, Katie Joy, Krista McCann, Mario Giorgi, Randy Paget, Rita Paget, Kathy Alexander, Clare Hyatt, Sherry Banks, Valarie Vaillancourt, Lori Richardson, Kim Racher, Rose ~Vandenberg, Andrew McClintock, Jim Burns, Krista McCann, Tracie Bennett, Elizabeth Forman, Corinne Walsh, Jill Cousins, Danielle Ireland, Barb Frayne, John Douglas, Mary van Delft, Frank van Delft, Frank Huybers, Mary Huybers, Dan Wellington, Denise Salaris, John Salaris, Kelly Butler, Marilyn Gladu, Elleke Belet, Greg Bond, Wanda Petko, John Petko, Mike Edgar, Sara Milne, Paul Rennie, Ineke MacKenzie, Gordon Bregman, Pamela Bodkin

**Regrets:** Bob Bailey (MPP Sarnia-Lambton), Mary Harper (Program Supervisor MCCSS)

**Minutes:** Melissa Willard

## **1. Welcome by President, Frank Huybers @ 7:23PM**

Frank Huybers welcomed everyone to the 65th Annual LCDS Annual General meeting

### **Welcome by Executive Director, Nick Salaris Agency Participants & Roles**

Nick Salaris also welcomed everyone to the 65th LCDS Annual General Meeting. Nick thanked everyone for attending and introduced the people involved in facilitating the meeting.

- Chair – Frank Huybers, President
- Presenter – Executive Director, Nick Salaris
- Moderator – Karen McClintock
- Election Manager/Scrutineer – Tracie Bennett
- Tech Support/Phone/Email – Mario Giorgi
- BlueJeans Support – Katie Joy
- Recorder/Administration – Melissa Willard

Nick introduced Karen McClintock (moderator). Karen explained how the BlueJeans features would be used throughout this meeting.

## **2. Greetings**

### **Greetings from MP – Marilyn Gladu**

Frank Huybers introduced Marilyn Gladu who brought greetings on behalf of the Government of Canada

### **Greetings from MPP – Bob Bailey**

Frank Huybers stated that Bob Bailey was not able to attend the meeting however, in his absence sent a letter to Nick.

Nick Salaris read the letter that Mr. Bailey sent in his absence to bring greetings on behalf of the Province of Ontario.

### **Greetings from Mary Harper, Program Supervisor, MCCSS**

Nick Salaris advised that Mary Harper was not able to attend the meeting however, in her absence she sent a letter. Nick read the letter that brought greetings on behalf of MCCSS.

## **3. Approval of Minutes of 2019 Annual General Meeting, held June 17th, 2019**

Greg Bond spoke to the minutes of June 17th, 2019

### **Motion to accept the minutes of June 17th, 2019**

Motion: Greg Bond

Seconded: Jim Burns

Carried

## **4. Annual Report (included in Members AGM package)**

### **Motion to accept annual report as information**

Motion: Frank Huybers

Seconded: Mary van Delft

Carried

## **5. Approval of Financial Report Package & Audited Financial Statements (included in Members AGM package)**

Barb Frayne presented the Treasurer's Report as provided in the meeting package.

### **Motion to approve the Financial Report Package & Audited Financial Statement included in AGM members package.**

Motion: Barb Frayne

Seconded: Kathy Alexander

Carried

## **6. Appointment of Auditors for 2020-2021**

### **Motion to accept the Appointment of Auditors for 2020-2021**

Motion: Barb Frayne

Seconded: John Douglas

Carried

## **7. Approval of Actions of the Board for 2019-2020**

### **Motion to accept approval of actions of the board 2019-2020**

Motion: Frank Huybers

Seconded: Kelly Butler

Carried

## **8. Approval of Nominating Committee Report (included in the members AGM package)**

Frank Huybers presented the Nominating Committee Report

### **Motion to accept the approval of Nomination Committee Report and the slate of nominees for the position Director as presented**

Motion: Frank Huybers

Seconded: Dan Wellington

Carried

# 65th Annual General Meeting Minutes

## 9. Election of Directors

Frank Huybers indicated that there had been no new nomination as of the deadline August 28, 2020. The two people standing for nomination were Elleke Belet and Paul Rennie.

Nick Salaris introduced both nominees. Elleke Belet and Paul Rennie addressed the membership to provide insight into their interest in the LCDS Board and some background information on themselves.

Karen McClintock (moderator) gave a review on how the election will work and what the voting procedures will be. Tracie Bennett was introduced as the Election Manager/Scrutineer.

Frank Huybers announced Elleke Belet as the successful candidate and new LCDS Board Member.

Frank Huybers thanked Paul Rennie for his dedication and interest in the LCDS Board.

### Motion to accept the Slate of Directors for 2020-2021

Motion: Frank Huybers

Seconded: Barb Frayne

Carried

## 10. Installation of Directors

Nick Salaris introduced Mary van Delft and invited Mary to officially install the 2020-2021 LCDS Board of Directors:

Elleke Belet, Frank Huybers, Jill Cousins, Barb Frayne, John Douglas, Jim Burns, Gordon Bregman, Helen Ollerenshaw, Walt Farr, Kelly Butler, Kathy Alexander, Rose Vandenberg and Annie Burns.

Nick Salaris recognized out-going Board Member Greg Bond for his nine consecutive years of service, most recently as Secretary. Greg will be missed. We wish him well and hope to keep him engaged with LCDS.

### Motion to accept the Installation of Directors

Motion: Mary van Delft

Seconded: Barb Frayne

Carried

## 11. Message from the President

Frank Huybers also thanked Greg Bond for his service to the LCDS Board.

Frank Huybers expressed that the 65th year LCDS has had a challenging time but is looking forward to continuing to work with Nick and all the staff at LCDS and working through the pandemic. Please see the President and Executive Director's message in the Annual Report.

## 12. Message from the Executive Director

Nick Salaris congratulated Elleke on her nomination and thanked Paul Rennie for interest in the LCDS Board.

Please see the President and Executive Director's message in the Annual Report

Nick Salaris introduced Corinne Walsh from Platinum Leadership to speak to the Strategic Plan process with LCDS.

Frank Huybers thanked Corinne and her team for their hard work throughout the Strategic Plan process

## 13. Other Business - NONE 14.

## 14. Adjournment @ 8:32 PM

### Motion to adjourn LCDS Annual General Meeting for September 8, 2020

Motion: Mary van Delft

Seconded: Jill Cousins

## 15. Thank You for Attending

Frank Huybers thanked everyone again for attending the meeting and welcomed whomever wanted to stay on for social time to do so.

Frank Huybers,



# Photo Gallery

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CHECK OUT  
OUR NEW  
WEBSITE!  
[lcdspetrolia.ca](http://lcdspetrolia.ca)





## LAMBTON COUNTY DEVELOPMENTAL SERVICES

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lcds  
One person at a time.

