

# Annual Report

2021-2022





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# 2021-2022 LCDS Board of Directors

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## OFFICERS



**Jill Cousins**  
President



**Barb Frayne**  
Treasurer



**John Douglas**  
Secretary



**Nick Salaris**  
Executive Director, LCDS



**Frank Huybers**  
Past President

## BOARD OF DIRECTORS



**Kathy Alexander**



**Jim Burns**



**Elleke Belet**



**Rose Vandenberg**



**Gordon Bregman**



**Jane Joris**



**Walt Farr**



**Tim Hendra**

## LCDS FOUNDATION BOARD OF DIRECTORS

**Andrew McClintock,**  
*President*

**John Douglas,**  
*Vice President*

**Mary Van Delft,**  
*Secretary/Treasurer*

**Kari Lupton**

**Barb Frayne**

**Bob Tanner**

**Rose Vandenberg**

**Kathy Alexander**

**Jim Burns**

## SENIOR LEADERSHIP TEAM

**Nick Salaris,** Executive Director

**Elizabeth Forman,** Director of Human Resources

**Tracie Bennett,** Director of Finance

**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

**"In the middle of a difficulty lies opportunity." – Albert Einstein**

As we turn the page on our 66th year as an agency, we must take the time to reflect upon, acknowledge and celebrate our experiences over the past year. As you work your way through this year's Annual Report, you will read about and see many of the wonderful things that have been accomplished. We have continued our work by ensuring our core values of care connection and excellence lead us to live and breathe our vision of inclusive communities ~ innovative leaders.

The people we support, their families, and all of our employees have worked tirelessly and together through another year of the COVID-19 global Pandemic. Two years! It is really hard to imagine at times. Everyone's compassion, flexibility, resilience and patience has been tested and pushed in many ways, to say the least. As an agency, we were required to adapt our supports and programs to ensure the safest delivery for the people we support and our staff. These supports and programs will continue to be reviewed as we make decisions on how they will operate as we move out of the Pandemic. Our mission of empowering people with developmental disabilities will always be at the forefront of all our decisions.

The Ministry of Children, Community & Social Services (MCCSS) has embarked on a journey of their own. Journey to Belonging: Choice and Inclusion lays out the ministry's long-term vision and plan for developmental services reform in Ontario, where people with developmental disabilities are supported to fully participate in their communities and live fulfilling lives. This long-term vision and plan will be a driving force for developmental services in Ontario. We will be looking to engage people we support, families, employees and stakeholders in information sessions soon. As always, we extend our sincere gratitude to Program Supervisor Mary Harper for all her support and guidance this past year.

We have continued the work that is detailed in our Strategic Plan – 'Leaning In'. A large component of the work involves striving to improve

the agency culture and vitality. Optimizing organizational structure was identified as one of the five key strategies to reach our goal to create a healthy, vibrant organization with a stable, skilled and engaged workforce. Now more than ever, change will be an ongoing reality.

The Pandemic has played a role in delaying this process but much work has been done in order to provide the framework for our path forward as an organization. We all know that change and organizational restructuring is not easy but it is needed in order to grow, flourish and innovate. The work has been broken down into two phases. Phase one of the agency organizational restructuring will be completed by May 14, 2022. Phase two planning is underway with a transition date yet to be determined.

Our fundraising opportunities have continued to be affected this past year. We have attempted to be creative and flexible in our fundraising offerings as a result. We were happy to host some very popular events (LCDS Golf Tournament, Charity Take-Over at Refined Fool, outdoor Fusion 2.0, Beer & Wing Night with the Petrolia Lions Club and Pasta Night with the Dante Club to name a few). Thank you to Elaina, Christina and the Foundation Board for their patience and flexibility as we have worked through these different times. We are excited about some of the great events the team has lined up for the upcoming year.

We are continually grateful for the support of our generous community. Here are a few highpoints this past year:

- The Order of Alhambra Algarva Caravan #268 (Grand Bend) is always there for the people we support and the agency. This year by: ensuring people we support have gifts at Christmas, providing all the people we support with funds to enjoy a "Spring Fling" and by assisting with much needed repair costs at the Alhambra Building in Forest.
- Alhambra was at it again teaming up with the Watford Rotary Club in support of the gazebo for Mike, Melissa, Joe, Richard, Doug and John at their home in Watford.
- Tim Hortons (Wyoming & Corunna) – Smile Cookie Campaign.
- LCDS was selected by the Ontario Trillium Foundation as the recipient of a grant to purchase an accessible vehicle for the agency website.
- The donations of pizza for a "Pizza and Movie Night" by Wise Guys

## MESSAGE FROM THE

# President & Executive Director cont'd...

Pizza for all locations.

- As always, we owe a debt of gratitude to our many contractors for always going above and beyond for us.
- So many more...

We are extremely proud of our community partnerships and collaborations. We have worked to form ongoing relationships with the following organizations this past year (among others):

- Sarnia-Lambton Alliance Against Hate (John Howard Society)
- Children's Aid Society of Sarnia-Lambton
- Your TV (formerly Cogeco Cable) – Unsung Heroes program
- Christmas for Everyone
- Sarnia-Lambton Suicide Prevention Committee (Community Navigator Pilot Project)
- Sarnia-Lambton PrideFest (Diversity Ed. – Safer Spaces Canada)

As we head into a new year, what we hope to see as a new year of change and optimism, we must extend our gratitude and thanks even further.

A heart-felt and sincere thank you to our dedicated group of employees,

Leadership Team and Senior Leadership Team. Your passion is clear. We were honoured and happy to recognize many of you this past August during the first-ever 'Employee Appreciation Month' that culminated with the 'LCDS Fun Employee, Family & Friends Golf Day' at Kingswell Glen in Petrolia.

To our dedicated volunteers, thank you for your unwavering support during another difficult year.

To the LCDS Board, Foundation Board and Right's Committee, thank you for guidance and commitment during the most different of times.

To all of our community partners and supporters, you continue to be there and support us. There are no words.

Finally, to the people who we support and their families and caregivers, thank you. It has been another difficult year for many of us. We see great days ahead. We walk with and for you. We look forward to the journey.



**Jill Cousins**  
Board President



**Nick Salaris**  
Executive Director



# A Celebration of Life

"Don't cry because it's over,  
Smile because it happened."



## TERRY WELSH

**JANUARY 23, 1955 - SEPTEMBER 26, 2021**

Terry was a well-known popular figure throughout Lambton County Developmental Services and within his Petrolia community. Terry's kind, genuine, fun loving spirit charmed all who knew him.

Terry had a zest for life and would greet everyone whether he knew them personally or not. Terry was sincere, kind and had an extremely friendly soul.

Terry's passion was singing, many had the honour of hearing Terry singing 'Oh Canada'. Whether it was for the Sarnia Sting, at many hockey arenas, LCDS agency events or at any given time at the local coffee shop, Terry would sing loud and proud, which was often followed by a round of applause and at times a standing ovation. Terry would frequently reference his singing voice as comparable to Kenny Rogers!

Terry would enjoy spending time with his family who were very near and dear to his heart! Terry would light up with each and every visit and of course the much-appreciated favourites, diet coke and chips. Although he enjoyed the treats it was his family that he enjoyed and looked forward to seeing the most!

Terry also enjoyed his time out with his "Savior" Support Staff. Terry was undeniably excited to see his staff arrive from time to time, he would express loudly as he was walking very quickly towards the exit smiling from ear to ear with his arms up in the air stating he was "breaking free" and heading to the "Golden Arches" (McDonalds)! Terry was extremely witty, smart and had the most infectious laugh.

Terry lived life to the fullest and made the best out of every situation, a pure GEM, who family, friends and LCDS will miss dearly.



# STEVEN LEONARD BULLOCK

OCTOBER 18, 1966 - OCTOBER 22, 2021

Steve joined Lambton County Developmental Services back in the year 1984. He became a part of a few different communities in Lambton County when he lived in Thedford, Petrolia, Wyoming, Forest and then finally the town of Oil Springs. His infectious smile, laugh and great sense of humor made it easy for him to make new friends wherever he went. He had a way about him that made everyone he met feel special.

He would accomplish this by asking about their lives and families and then remembered every little detail that he was told. He absolutely loved his family, friends, Jesus and his pet budgie "Fred." He spoke of them often. Over the years he enjoyed attending Community Skills Development in Petrolia and Friendship Club in Wyoming. This not only gave him the opportunity to socialize, but also to meet new people and try new activities. When he was at home, he loved to sit on the patio in the warm weather and also enjoyed a few bonfires with hotdogs and marshmallows. In the cooler weather he enjoyed looking through his photos, watching movies and listening to music.



Musicals were his favourite types of movies, especially Annie, Footloose and Momma Mia. For music, he enjoyed a large variety like Disco, Celtic, Christian and the Oldies Rock n Roll. If he had to pick a favourite band though, it would definitely be ABBA! He would sing along with the biggest smile on his face that made everyone happy that was listening. Steve loved the holidays. Whether it be New Years, Valentines, St Patrick's, Easter, Thanksgiving, birthdays, Halloween or Christmas, he wanted to celebrate it. On his birthday, he would plan to have cake and presents.

At Christmas he would plan a big turkey dinner and presents, then eagerly await to see Santa on Christmas morning. On Remembrance Day, he took great pride in laying the wreaths on behalf of LCDS. He did this for 7 years at the Cenotaph in Oil Springs. He also volunteered a couple of times for the Salvation Army's Christmas Kettle Campaign which he was able to do in Sarnia. Steve was able to enjoy many of the activities his community had to offer such as parades, fairs, dances and went on day trips to the Animal Farm, Greenview Aviaries, and African Lion Safari.

When he was really adventurous he traveled to Disney World which he went to more than once throughout his life. He would talk about these trips for months before and months afterwards because he enjoyed them so much. He would put his hands on top of his head for Mickey ears and smile. Steve is always going to be remembered by that smile that showed who he really was, the kindest, caring person who you were blessed to know!

# Continuous Improvement Data

## The Numbers Behind the Quality at LCDS

### SOCIAL ENTERPRISES

**NET PROFIT: \$392**

#### Summary of Results:

Social Enterprise has been a part of LCDS for many years. These businesses have evolved and changed to meet customers preferences and address economic realities. In 2021/22 our social enterprise opportunities included the Olde Post Office Shoppe and Petrolia Enterprises.

### COMPETITIVE EMPLOYMENT

#### Summary of Results:

Empowering Employment has not been providing service at full capacity due to program closures as a result of Covid-19. We are currently assisting seven people with employment through job coaching. We are hopeful that the 2022/2023 year brings some valued work back into the lives of more people who yearn to work and earn a competitive wage while contributing to local businesses within our communities.

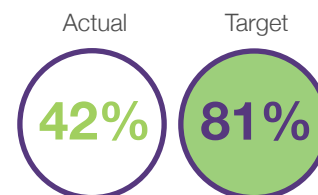
### EMPLOYEE INJURIES/ACCIDENTS

**LOST TIME INCIDENTS: 2**

#### 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 turn leads to them being more effective on the job.

### PERFORMANCE DEVELOPMENT PLANS



#### Summary of Results:

Performance development with employees contributes to the success of any organization. The employees themselves will be more fulfilled as they are able to grow and develop in areas that are both important to them and to the supports they provide. LCDS continues to put focus on making performance development plans a priority.



# Continuous Improvement Data

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

### LIFE PLAN GOALS

#### Summary of Results:

Although still greatly below our target goal, Life Plan Goals met is up from last year by 22%. For most people, their goals and aspirations involve inclusion, connection, community participation, and relationship building. These areas of life have been greatly impacted by the Pandemic. We continued to work with people to set realistic goals that were achievable from home, based on restrictions and framework at the time but that was not always easy for all. Once things started opening up in some capacity the options got greater for people and this continues to happen as we work through this Pandemic. It should be noted that support teams, people and their families continued to be creative and did some wonderful and fun things throughout the year, that are not reflective in this data but are certainly worth celebrating!

MET 37%

TARGET 92%

### CURRENT LIFE PLAN

#### Summary of Results:

The percentage of people with a current life plan is 67%. 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%. There are several contributing factors; In-person Life Plans have been restricted and virtual Life Plans have been facilitated over the past 2 years; not everyone has had access to the internet or devices. Program closures have also impacted this number, specifically Community Participation. Although Community Participation remains closed at this time we are seeing things open up in regards to in-person meetings. It's fair to say that many people 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. Virtual Meetings will still remain an option at this time as in-person meetings are not as comfortable for all at this point.

### EMPLOYEE TURNOVER RATES

#### Summary of Results:

Data collection on employee turnover reflects continuity and consistency in service delivery. This past year brought challenges to the workforce and that is reflective in the data. There continues to be a considerably higher turnover rate for part-time employees compared to full-time. LCDS continues to work hard on recruitment and retention.

	Part-Time	Full-Time
Actual	42%	10.2%
Target	15%	2%

# Continuous Improvement Data

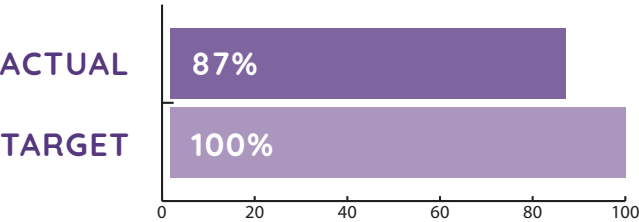
## The Numbers Behind the Quality at LCDS cont'd...

### MANDATORY TRAINING

Summary of Results:

The Services & Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008 along with Ontario Regulations 299/10 mandates all employees to be current in First Aid and Nonviolent Crisis Intervention (NVCI) training. We have fallen below target, as in-person training was reduced greatly and at times put on hold due to COVID-19 Pandemic Restrictions. Class sizes have begun to increase so this number should be back up to target in the near future.

Employees currently in both First Aid and NVCI:



### SATISFACTION OF SERVICES

The LCDS Satisfaction Survey for people supported is completed at the annual Life Plan Gathering. 80% of people completed the survey resulting in 97% satisfaction with services.

**Family Satisfaction:** There were no Serious Occurrences reported for complaints regarding services.

### INTERNAL & EXTERNAL TRAINING

Summary of Results:

Learning and Development for people supported was provided virtually for the past year. Although virtual learning data is not as high as in-class learning in the past it certainly provided some great opportunities for people who enjoyed it.

# of times employees accessed external training:

**263**

# of times people supported participated in learning opportunities:

**1755**

### DEMOGRAPHICS

LCDS supported 145 people (excluding respite and weekend recreation services).

MALE	FEMALE	OTHER
82	62	1

AGE RANGE	18 - 40	41 - 65	66 - 85
	64	73	8

# A Celebration of Our Employees

We thought that last year was the year of resiliency so we are not sure what to call this year! The changes continue to happen as we go through different waves of COVID. Our staff continued to persevere. After much consultation we introduced a new schedule rotation in November, which offers consistency across the agency but flexibility to adapt to changing support needs.

We continue to have regular recognition of staff through dropping off surprises from our Emergency Management Team, Senior Leadership or our Managers. The surprises ranged from snacks to gift cards.

We were thankful for receiving a Canada Summer Grant of \$28,217.00 that allowed us to hire seven summer students that assisted throughout the agency.

In the month of August we recognized two different employees noting how they exemplified our vision, mission or values. The month ended with the Friend & Family Golf Day. Each employee was also given a gift bag of LCDS items in our appreciation.

On October 28, 2021 we held our second virtual Employee Appreciation event. We recognized 59 of our employees who had from 5 years to 35 years of experience, totaling 776 years. During our celebration we shared a bit about each employee and videos of celebration from their Manager and people we support. Each recipient, prior to the evening, was given a celebratory bag along with a gift card of appreciation. Our Candace Burchart-Etienne Bursary Award was also announced and presented to Ashley Williamson. She is a full-time employee and is enrolled in the Developmental Service Worker Apprenticeship program. It was an exciting and emotional evening which ended with an energizing presentation from Duane Gibson, a once local motivational speaker who is known for holding the Guinness World Record for the longest freestyle rap.

The Employee Advisory and Resource Support committee said a good bye and thanked Bryan Baxter, Wendy Wever, Karen Barry and Annie Burns for their time and commitment to the Committee. We welcomed Cherlyn Godwin as our new Chair. They continue to work alongside employees to educate, empower and provide support and resources as needed. They continue to advise leadership on issues affecting employees from the employee perspective to help build a stronger workforce.

We rolled out our Organizational Vitality Plan over the summer months with the help of the Organizational Vitality Committee that sets the stage for the work we have ahead of us. We look forward to discovering with our employees what our future will evolve into.



# Celebration of Our Employees cont'd...

5  
YRS

AMBER SCHAEFER  
CELINE PAYNE  
MELANIE BARRETT  
JAMES STEWART  
WAYNE EVON

JESSICA HARDING  
ASHLEY POCOCK  
MIRANDA MITCHELL  
MERANDA DUNN  
MIRANDA KENDEL

6  
YRS

TRACIE BENNETT  
CARLY CRUL  
CINDY BARRETTE-  
WESTENDORP

BENITO RIVERA  
WENDY WEVER

7  
YRS

HOLLY HAWRYLUK  
SHERRI BOYD  
CHERLYN GODWIN

BARBARA ANDERSON  
BRETT CASE  
RILEY HILL

8  
YRS

EMILY MACSORLEY  
WENDY TARAGOS  
HEATHER CROSS  
PATRICIA (ANNIE)  
BURNS

KRISTIN LUCKINS  
DEREK MANDERS  
JILL MUNDY  
MARY (KATHY)  
LATIMER

9  
YRS

BRYAN BAXTER  
NICOLE URBANOWICZ  
BOB COATES  
CANDICE DE BOCK  
CRYSTAL DRESSER

CYNTHIA WEBB  
KIRK PERRIN  
SHAWNA TIDBALL  
HILLARY WALDIE  
CARRIE SCOTT-  
NOESCHER

10  
YRS

ANDREA HUNT  
PAULINE HUTCHINSON  
CASSANDRA  
VANSEVENANT

MELISSA JONES  
MELANIE BACON

# Celebration of Our Employees cont'd...

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15  
YRS

JENNIFER BURGESS

KELLI LECKIE

20  
YRS

DANIEL CUMMING

JODI VANDENBERG

25  
YRS

DONNA PHILLIPS

ELAINA BURR

30  
YRS

WAYNE MCLELLAN

DONNA ELLIS

DIANE GEDDY

NICHOLAS SALARIS

GRACY RITCHIE

35  
YRS

KRISTA MCCANN

TIMOTHY MCGUIRE

HEATHER THOMPSON

LAURIE EDGE

Thank You for Your Service & Dedication  
to the People of Our Community.



# Department Highlights

## HEALTH AND SAFETY

Covid-19 has been a major factor in health and safety this past year. The Emergency Management Team has guided the agency's response, juggling the requirements from the MCCSS and Lambton Public Health and integrating them into the agency's practices. The Joint Health and Safety Committee has provided feedback from the front lines as well.

In June 2021, LCDS held a vaccination clinic for the second Covid-19 vaccination and for the first booster in January 2022. They were both well attended.

The MCCSS conducted a compliance inspection in October 2021 and scrutinized the Covid-19 practices that we had in place. They confirmed the high standard of diligence and safety that workers were keeping in the homes.

When the Omicron variant of Covid-19 became the main strain circulating in Lambton County, the virus was finally able to break through our infection prevention defenses. A number of workers and residents contracted the illness. The lack of severe outcomes is attributed to the diligent infection control practices of our employees and our high vaccination rates within the agency. A few residential outbreaks were declared as a result of the illnesses. Both Lambton Public Health and the Ministry of Labour, Training and Skills Development reviewed our practices and again confirmed we were doing well.

I just cannot praise LCDS workers enough for their flexibility and resiliency through the Pandemic!



## THE OLDE POST OFFICE GIFT SHOPPE & PETROLIA ENTERPRISES

It has been a challenging year for both Olde Post Office Gift Shoppe and Petrolia Enterprises. At the Olde Post Office, we are looking forward to the return of events at The Victoria Playhouse, in Petrolia, as well as events in the park throughout the summer. Ice cream is back and we are ready for crowds! We are excited to see smiling faces and lots of customers during this busy season. Olde Post Office Gift Shoppe enjoyed supporting and being present at the Tuesday Night Markets, in Petrolia.

Petrolia Enterprises has stayed quite busy with orders but has faced challenges with supplies over the past year. We want to thank our loyal customers (and wonderful employees) who continue to support our business, despite these challenging times!



# Department Highlights cont'd...

## VEHICLE COMMITTEE

**L**CDS took delivery of an accessible Dodge Grand Caravan in May 2021. It was provided through the generosity of the Ontario Trillium Foundation and the LCDS Foundation. The Vehicle Committee suggested that LCDS residents who needed accessible transportation try out the minivan and compare it to the mini-buses that are currently in the fleet. The feedback was almost all positive.

The Ministry of Transportation inspected a selection of agency mini-buses in February of 2022. All vehicles passed without issue – an example of what a high standard of care and maintenance can do for an aging fleet. The MTO last did an inspection in November 2019. Their regular inspections have been on hold due to the Pandemic.

Challenges we have encountered this year include skyrocketing vehicle and gas prices and some delays in getting parts. Despite this we will continue to work to the best of our abilities to provide transportation for those we serve, ensuring they can access their communities as they wish.



# Department Highlights cont'd...

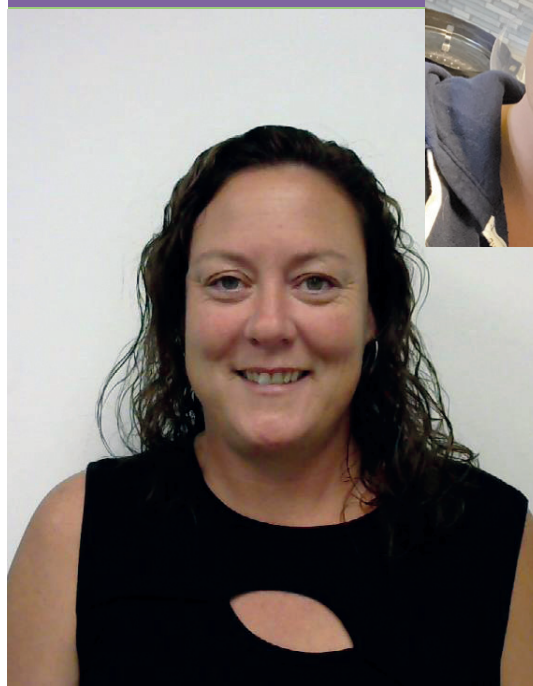
## LEARNING AND DEVELOPMENT

This year has continued to pose challenges as we navigate through the COVID 19 Pandemic, however maintaining our standards of mandatory training has not waived. We have been able to ensure we are keeping our staff recertified/certified in our mandatory trainings of CPI, First Aid and Fit Testing, even if it meant having to be resilient and creative when scheduling classes to ensure the safety of the learners, facilitators as well as align with the guidelines set out by the MCCSS and the public health unit. Having a team of internal trainers that are so resilient and flexible has definitely made navigating the changes a smoother process, for that we are grateful.

We continue to hold some training virtually, as required, but are looking forward to being able to hold more and more training, in person. We have had many staff access free training opportunities virtually, namely, San Yas Indigenous Cultural Safety Training, webinars put on by the St.Clair Tri County Staff Development Committee and Mental Health First Aid.

We have been able to provide Diversity, Equity and Inclusion training facilitated by Pillar Nonprofit Network and are happy to report that almost our entire staffing complement has completed a two-part series, with our final series wrapping up in May. We will continue this training for all new employees.

We were fortunate enough to have been able to renew our membership with Open Future learning, an online learning platform with modules directly related to the Developmental Services Sector.



Our staff continue to access this platform and have had great reviews of the content and layout of the platform.

Our leadership team participated in Leadership training with Bizxel called Leading with Intent, this has been a year long training which included two to three video sessions each month along with a monthly coaching session. Some topics of discussion were Leading with Culture, Transformational Change, Recognition, Improving Performance through Conversations and Helping People own Accountability. This has been a great opportunity for leadership to learn and grow together.

Our internal training team expanded again, with two new CPI instructors, Patricia (Annie) Burns and Carrie Balfe. We are excited for new opportunities in the coming year, including a leadership boot camp and planning more specific training opportunities catered to the needs of each individual support location and team.



# Department Highlights cont'd...

## PROPERTY & HOUSING

**W**e had 466 maintenance requests in 2021. This year, in particular, was a difficult one due to the ongoing Pandemic. Finding contractors, sourcing materials and appliance parts proved to be a timely task. We are so grateful for our dedicated Contractors and cannot thank you all enough!

Sitara Indian Cuisine opened an outdoor dining space as well as indoor dining in the basement of the Olde Post Office.

448 1st Ave, Petrolia - We added a 12 x 12 room to the back of the home with access to a new patio and added a washroom to the suite to accommodate a person supported.

432 Albany St, Petrolia - We completed a re-zoning and site plan amendment with plans to build two small apartments on the main floor which used to be a coin operated laundromat.



## SOME RENOVATIONS INCLUDE:

- Several water heaters were replaced to eliminate rising rental fees
- Upgraded lighting to LED in seven homes
- Installed three fire rated doors at 49 Ontario Street in Forest
- Security doors and openers installed at the Olde Post Office
- Washroom renovation at 219 Eureka Street in Petrolia
- Generator installed at 162 John Street in Watford
- Washroom renovation at 3238 Lovell Street in Alvinston
- Privacy fence and garden shed at 4080 Maple Street in Petrolia
- Accessible door openers installed at CSD, PE and the OPO
- New garden sheds at 386 Northridge Place, 431 King Street in Petrolia and 51 Ontario Street in Forest
- New roof at Petrolia Enterprises
- Window repairs, painting, upgraded exhaust fans, new appliances, concrete repairs, furnace replacements.

## WELLNESS COMMITTEE

The LCDS Wellness Committee's role is to educate, communicate and motivate people to make healthy living choices.

The past year, with the ongoing stressors of the Pandemic and the resiliency of LCDS workers in mind, the Committee has stressed self-care and mental health awareness in its messaging. The resources the Committee has provided include recognizing Mental Health Week and suicide awareness.

In September the Committee organized another of its BBQs. These have become a little famous and are anticipated by many.

Continuing a local activity that went viral, the Committee started a friendly Sign Wars competition between locations. The creativity was amazing!

With Pandemic restrictions lifting and spring weather approaching the Committee held a "Brighter Days Ahead" competition, asking people to show what activities they are planning on doing when the warmth returns. From gardening to coaching baseball, workers revealed some of their hobbies and passions – important to practice in order to properly balance a person's life with work.





# Celebrations



Carly and Theresa celebrate their 2 year anniversary at their Murray Street home with cheesecake and a game night.



Taylor got his new Library card and was excited to get the Full House DVDs and a book to take home!



Dan and Shane are happy to spend some time together at Highway Bowl. Good food and great memories!



Maple Street Small Airplane Ride! Thank you to Huron Flight Services for the wonderful experience.



# Celebrations cont'd...



Christmas candy baskets for each group home location! Yum!



Keri went to S.A.M.Y's Alpaca Farm to learn lots of new information, grooming techniques, and even got to feed and walk the alpacas!



Danny painting rocks for FASD Awareness Day!! Thank you Danny - these are amazing!



Kenya A. partnered up with the Sarnia Lambton Native Friendship Centre to learn to prepare traditional fry bread and prepare Indian tacos. They were delish! Kenya got to share these with her peers as well and provide some education surrounding her Indigenous culture!

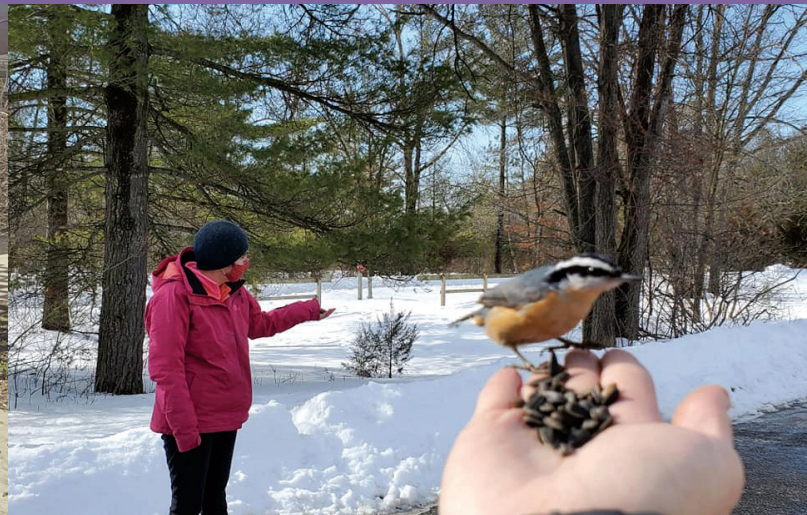


Sharon enjoying Mocha Mondays. A fun (and delicious) weekly tradition!





# Celebrations cont'd...



Lots of  
time spent  
outside doing  
activities!  
COVID can't  
stop the fun!



# 2021-2022 Enhancing Community Engagement

L CDS 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 this past year.

Foundation requests approved this year include:

- Accessible Minivan
- Kitchen Table
- Christmas Gifts for People Supported
- Fall Out Chair
- Post Office Mortgage Contribution

## TIM HORTONS SMILE COOKIE CAMPAIGN ▶

### Wyoming and Corunna

Thank you Tim Hortons for choosing LCDS to be the recipient of funds from the Smile Cookie Campaign! \$6,200 was raised between the Wyoming and Corunna Tim Horton's locations.



## 25TH ANNUAL MPW-LCDS CHARITY GOLF TOURNAMENT

Widder Station Golf Grill and Tap House, Thedford - July 21, 2021

The LCDS-MPW Charity Golf Tournament was held on July 21, 2021 at Widder Station Golf Grill and Tap House. It was a hot day in July with a full tournament of 144 golfers. All enjoyed a steak dinner after golf in the new Widder Flats. Thank you to our Title Sponsor - MPW Chartered Professional Accountants, Golfer Gift Sponsor - Monteith & Sutherland, Breakfast Sponsor - Tim Hortons and Hole In One Sponsor - Podolinsky Equipment.

A special thank you to all of our Gold, Silver and Bronze Sponsors. We are very thankful for all of the generous support from the community.

"Be the change you want to see in the world." - Mahatma Gandhi



## PLANTABLES FUNDRAISER ►

LCDS partnered with Roelands Plant Farms Inc. Lambton Shores for a Plantables Fundraiser. You chose the vegetables or herbs you wished to order, checked out with the LCDS code and the plants were shipped right to your door and ready to plant in your garden! 10% of proceeds came back to LCDS from all vegetable plant orders. \$320 was raised for LCDS.



## 50/50 DRAWS AT THE TUESDAY PETROLIA MARKET ►

Petrolia Lions Hall, Petrolia

Each Tuesday, in July and August, LCDS held 50/50 Raffles at the Petrolia Market.

Over \$700 was raised for LCDS. Thank you to the Town of Petrolia for organizing a wonderful market and to everyone who came out and supported LCDS.

## ◀ REFINED FOOL CHARITY TAKE-OVER

Refined Fool Brewing Company, Sarnia,  
September 1, 2021

Refined Fool, London Road location, generously offered to host a Charity Take-Over event for LCDS on September 1, 2021. 15% of all proceeds came back to LCDS. LCDS also held a raffle draw and handed out swag to customers. Thank you to all for coming out and supporting LCDS. Over \$600 was raised.





## HARLEY DAVIDSON TABLE RAFFLE

Black Gold Brewery, Petrolia

This unique Harley Davidson patio table was donated to LCDS. The table was handcrafted by Bernie Brocklehurst and the frame was donated and built by Can-Weld in Sarnia.

Thank you to Black Gold Brewery in Petrolia for having the table on display and selling tickets for us.



## FUSION 2.0

Petrolia Market, Petrolia - October 16, 2021

It was decided by the Fusion Committee that Fusion at Degroote's Nurseries would be postponed for one more year when it was safe for everyone to gather again in person. That's when an all outdoor Fusion 2.0 was created. Following all Covid-19 regulations, Fusion 2.0 was held at the Petrolia Market on Saturday, October 16, 2021. 13 local vendors were on site offering samples of their products. Despite the cold weather, the event was a great success with participants who came and enjoyed socializing, samples and local entertainment which included Michael Vanhevel, Paul Schwarz and Chris Molyneaux. Special thank you to our Title Sponsor - Acute Network Solutions, Entertainment Sponsor - CMS and Glass Sponsor - Monteith & Sutherland, Corporate Sponsors - Pembina and CR Creative. Thank you to all of our many other sponsors, volunteers, vendors and participants. This event would not be possible without all of you!

For more information on Fusion, check out our website [www.discoverfusion.ca](http://www.discoverfusion.ca)

*Fusion: Local Food, Wine & Craft Beer*

# IT'S BACK!

EVERYTHING WE LOVE ABOUT FUSION & CELEBRATING LOCAL, WITH A TWIST...  
INTRODUCING FUSION 2.0!

JOIN US AT OUR NEW OUTDOOR EVENT HAPPENING AT THE PETROLIA MARKET VENUE  
MARK YOUR CALENDARS FOR SATURDAY OCTOBER 16TH, 2021.

ALL COVID19 GUIDELINES WILL BE IN PLACE.

lcds



## fusion2.0

A DISCOVERY OF LOCAL FOOD, WINE & CRAFT BEER



# 2021-2022 LCDS Foundation Report

Here we are, another year has passed and almost in the same situation from the previous year. The LCDS Foundation was creative in ways to raise funds for LCDS. One thing is for certain, people continually support LCDS no matter the situation!

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:

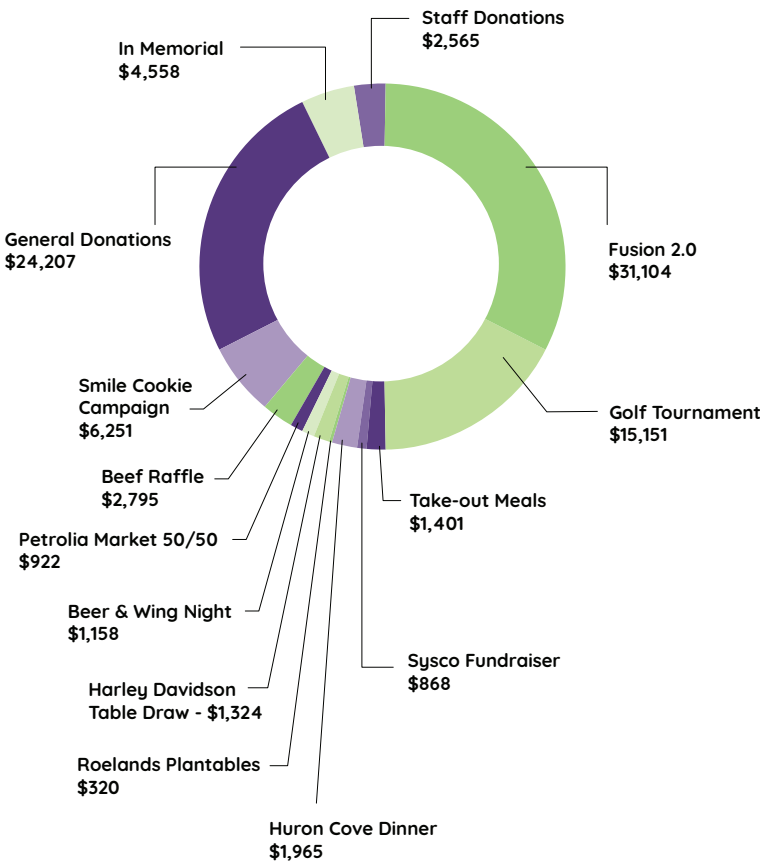
- To raise funds to maintain Capital Investments and ensure quality standard of living for people supported
- Develop and grow an Endowment Fund
- Raise funds to facilitate the achievement of personal goals and dreams
- Creation of a Respite Fund to be used to develop new respite opportunities

## FUNDRAISING

(APRIL 1, 2021 - MARCH 31, 2022)

**TOTAL AMOUNT RAISED: \$103,251**

Fundraising Events for 2021/2022 included a smaller version of our wine and food show, Fusion, LCDS Golf Tournament, Staff Donations, General Donations, In Memorial, and Special Events. Generous donations in a year where Covid brought some barriers came in at \$103,251. We are so thankful and grateful for people's continuous support.

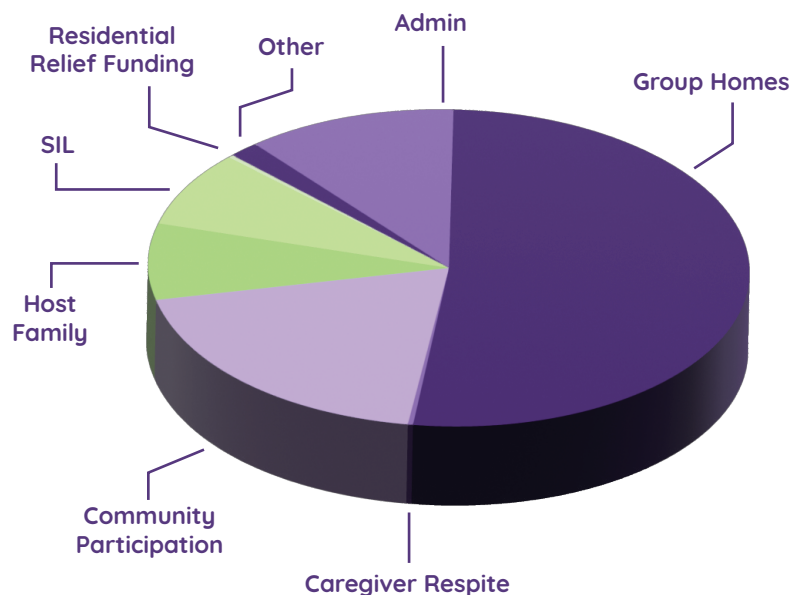


# LCDS Financials

## Expenses

AS OF MARCH 31, 2022

### EXPENSES BY PROGRAM



REVENUE	2021 - 2022	2020 - 2021	Difference
MCSS Subsidy	\$12,181,425	\$12,276,883	(\$95,458)
Other Grants & Subsidies	\$361,444	\$1,189,511	(\$828,067)
Sales - Petrolia Enterprises	\$299,864	\$155,936	143,928
Rental Income	\$387,334	\$383,602	\$3,732
Other Income	\$303,666	\$255,030	\$48,636
<b>TOTAL</b>	<b>\$13,533,733</b>	<b>\$14,260,962</b>	<b>(\$727,229)</b>

EXPENDITURES	2021 - 2022	2020 - 2021	Difference
Wages	\$8,372,789	\$8,574,630	(\$201,840)
Benefits	\$1,466,166	\$1,448,718	\$17,448
Buildings	\$1,716,807	\$1,385,087	\$331,720
Other	\$1,978,397	\$2,855,729	(\$877,332)
<b>TOTAL EXPENDITURES</b>	<b>\$13,534,159</b>	<b>\$14,264,163</b>	<b>(\$730,004)</b>



# 66th Annual General Meeting Minutes

**Monday, June 28, 2021 at 7:00 pm**  
**Via: BlueJeans Virtual Platform**

**Present:** John Douglas, Barb Frayne, Elizabeth Forman, Nick Salaris, Frank Huybers, John Petko, Wanda Petko, Mario Giorgi, Rita Paget, Randy Paget, Tracie Bennett, Mary Van Delft, Cassandra Amyotte, Dan Cumming, Rose Vandenberg, Elleke Belet, Paul Rennie, Krista McCann, Marnie Cumming, Kim Racher, Jim Burns, Sue Garton, Carrie Balfe, Annie Burns, Katie Joy, Greg Bond, Jill Cousins, Tom Saul, Belva Saul, Jane Joris, Tim Hendra, Mike Edgar, Kelly Butler, Mary Harper, Marilyn Gladu, Shawnacee Loxton

## **1. Welcome by President, Frank Huybers**

Frank Huybers, President welcomed members and guests to the 66th Annual General Meeting of Lambton County Developmental Services.

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

Nick Salaris, Executive Director also welcomed members and guests and reviewed housekeeping matters and roles for the meeting.

## **2. Greetings**

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

### **b) Greetings from MCCSS Program Supervisors – Mary Harper**

## **3. Approval of Minutes of 2020 Annual General Meeting, held September 8, 2020**

**Motion:** To move that the Minutes of the September 8, 2020 Annual General Meeting of Lambton County Developmental Services be accepted as presented.

**Moved by: Jill Cousins**

**Seconded: Jim Burns**

**Motion Carried**

## **4. Annual Written Report**

Frank Huybers stated the Annual Report was made available to members and guests via email as part of the Board Package. The Annual Report is also located on the LCDS website.

**Motion:** To move that the Annual Report be accepted for information.

**Moved by: Frank Huybers**

**Seconded: Mary Van Delft**

**Carried**

## **5. Financial Reports**

Frank Huybers stated that the Audited Financial Statement was prepared by MPW, Chartered Professional Accountants.

Barb Frayne shared the Treasurer's Report that was also included in the AGM Members package.

**Motion:** To move that the Treasurer's Report and Audited Financial Statements as prepared by MPW, Chartered Professional Accountants for the year ending March 31st, 2021 be accepted.

**Moved by: Barb Frayne**

**Seconded: John Douglas**

**Carried**

## **6. Appointment of Auditors for 2021-2022**

**Motion:** To move that the firm of MPW, Chartered Accountants be appointed as the Auditors for 2021-2022.

**Moved by: Barb Frayne**

**Seconded: John Douglas**

**Carried**

## **7. Approval of Actions of the Board for 2020-2021**

**Motion:** That the actions of the Board of Directors of Lambton County Developmental Services for the period April 1st, 2020 to March 31st, 2021, be approved.

**Moved by: John Douglas**

**Seconded: Barb Frayne**

**Carried**

## **8. Nominating Committee Report**

Frank Huybers, Chair of the Nominating Committee read the Nominating Committee Report (included in Members AGM package).

**Motion:** that the Nominating Report Committee report be accepted as presented.

**Moved by: Elleke Belet**

**Seconded: John Douglas**

**Carried**

Nick Salaris introduced the individuals standing for nomination and them to say a few words.

Tim Hendra and Jane Joris addressed the membership and guests.

## **9. Installation of Directors**

Frank Huybers announced that the installation of the Board Members for 2021-2022 will be completed by: **Mike Edgar**.

Nick Salaris introduced Mike Edgar and the Board Members present. Mike Edgar provided the installation statement.

**\*\*Tim Hendra\*\*** (new member)

**\*\* Jane Joris \*\*** (new member)

Kathy Alexander

Elleke Belet

Gordon Bregman

Jim Burns

Jill Cousins

John Douglas

Walt Farr

Barb Frayne

Frank Huybers

# 66th Annual General Meeting Minutes

Rose Vandenberg

Annie Burns (Annie is the staff representative and a non-voting member on the Board)

**Motion:** That the slate for the Board of Directors of Lambton County Developmental Services for the period 2021-2022 be accepted.

**Moved by:** Jim Burns

**Seconded:** Jill Cousins

**Carried**

Nick Salaris to recognized outgoing Board Members, Helen Ollerenshaw and Kelly Butler.

## 10. Message from the President

Frank Huybers delivered his closing remarks

## 11. Message from the Executive Director

Nick Salaris delivered his closing remarks

## 12. Other Business

Frank Huybers asked if there is any other business to come before this meeting. No other business was brought forward.

## 13. Adjournment

**Motion:** To adjourn of the 66th Annual Meeting of Lambton County Developmental Services.

**Motion:** Elleke Belet

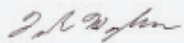
**Seconded:** John Petko

**Carried**

## 14. Thank You for Attending

Frank Huybers thanked everyone for attending and invited anyone interested to stay on the call for an opportunity for social time and fellowship.

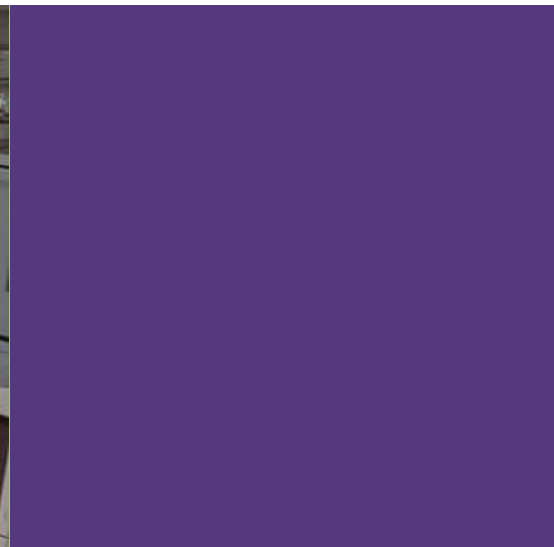
Frank Huybers,





# Photo Gallery





## LAMBTON COUNTY DEVELOPMENTAL SERVICES

339 Centre Street, Petrolia, ON N0N 1R0

519-882-0933 • [www.lcdspetolia.ca](http://www.lcdspetolia.ca)



lcds  
One person at a time.

