

lcads
One person at a time.

Annual Report

2022-2023



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2022-2023

LCDS Board of Directors

OFFICERS



Jill Cousins
President



Barb Frayne
Treasurer



John Douglas
Secretary



Nick Salaris
Executive Director, LCDS



Frank Huybers
Past President

BOARD OF DIRECTORS



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, Human Resources Director

Tracie Bennett, Finance Director

Krista McCann, Community Supports Director

Jill Johnston, Residential Supports Director

OUR VISION

Inclusive Communities ~
Innovative Leaders

OUR VALUES

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

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

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

OUR MISSION

Empowering people with
developmental disabilities

LCDS SERVICES

-  Residential Support
-  Job Coaching
-  Respite
-  Community Connections
-  Learning & Development
-  Passport Services
-  Social Enterprise

MESSAGE FROM THE

President & Executive Director

"If you are working on something that you really care about, you don't have to be pushed. The vision pulls you."
– Steve Jobs

It is hard to believe another year has passed us by, our 67th as an agency! As always, we want to ensure we take a moment to pause, look back, celebrate, and recognize the many wonderful things that have occurred this past year.

We were both happy and humbled to receive our **sixth consecutive Three-Year Accreditation Status from CARF International** this year. This is the highest level of accreditation that can be awarded by CARF. The Accreditation status is a recognition of the excellent service provided by all our employees. We would like to extend our gratitude to all our employees for all their hard and passionate work in providing excellent care and support every day. We should all be extremely proud of this great accomplishment.

Once again, and as we enter the recovery stages of the pandemic, the people we support, their families, and all our employees have remained diligent and resilient. Together, we have all worked towards living our vision of **inclusive communities ~ innovative leaders** and **mission of empowering people with developmental disabilities** by honouring our core values of **care, connection, and excellence** in the most trying of times.

The Ministry of Children, Community & Social Services (MCCSS) continues on their journey and vision of developmental services sector transformation. **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. We have welcomed a new MCCSS Program Supervisor, Nadine Crumb – we welcome Nadine, and we look forward to working with her. We wish Mary Harper a happy retirement. Mary's dedication and support to the entire agency will be missed greatly.

We were fortunate to have some employees receive initial training on **Asset Based Community Development (ABCD)**. ABCD is a globally adopted approach that recognizes and builds on the strengths, gifts, talents and resources of individuals and communities to create strong, inclusive, and sustainable communities. We will look to build on this training in the coming year.

Phase two of the agency organizational restructuring focused on **'Organizational Resources & Roles.'** We engaged People Minded Business to guide us through this process. The work has resulted in a new structure for the agency that we hope will allow the agency to flourish, be nimble and be quick to respond to the needs of the people we support, their families and all our employees.

We were extremely excited to offer the opportunity for all employees to attend a full-day training on **'building grit and resilience'** facilitated by Gary Gzik and his team at Building a Kick-Ass Company (a division of Bizxcel). This was an excellent opportunity to engage employees off-site for important conversations on building culture, changing perspective, choosing your attitude, building grit, connection, recognition, and purpose.

The Wellness Committee was busy organizing (among other events) the Santa Claus Parade float and social (thank you Walt Farr!) and the end of summer party for people supported, employees and stakeholders - it was a great afternoon of fun and friendship.

Our fundraising and agency events flourished once again. We were happy to host some extremely popular events (Toronto Blue Jays/ Detroit Tigers game, LCDS Golf tournament, Fusion, Beer & Wing Night, and the LCDS Charity Valentine Auction to name a few). We

MESSAGE FROM THE

President & Executive Director *cont'd...*

will be looking to offer some new events in the coming year.

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

- The Order of Alhambra Algarva Caravan #268 (Grand Bend) is always there for the people we support and the agency.
- Petrolia Rotary Club support of the Valentine Auction
- Rotary Club Sarnia-Bluewaterland with two grants for equipment at Petrolia Enterprises
- Tim Hortons (Wyoming/Corunna) – Smile Cookie Campaign.
- Hon. Malcolm Cameron Chapter IODE Sarnia with a grant for a music therapy chair
- Petrolia Lions Club for supporting Beer & Wing Night

We are extremely fortunate to live, work and play in this great community. We have collaborated and developed relationships with the following organizations this past year (among others):

- Sarnia-Lambton Ontario Health Team
- Petrolia Community Refrigerator Program
- The WorkPlace Group
- Children's Aid Society of Sarnia-Lambton
- Royal Canadian Legion Branch 249 Alvinston
- Boys and Girls Club of Sarnia-Lambton
- Forest Optimist Cub

Where would we be without our dedicated and committed employees, Leadership Team, and Senior Leadership Team? You continue to give all of yourselves – **thank you!** We were once again honoured to recognize many of our employees in August during our 'Employee Appreciation Month.'

To the LCDS Board, Foundation Board and Right's Committee, there are no words to express our sincere gratitude for all your work on behalf of the agency and the people we support.

Finally, to the people who we support, their families and caregivers, thank you for being you and for allowing us to be part of your journey.

Respectfully,



Jill Cousins
Board President



Nick Salaris
Executive Director



A Celebration of Life



BRENDA PIERCE

AUGUST 22, 1958 – SEPTEMBER 30, 2022

Numerous are the lives Brenda touched with her teasing manner and her incredible joy for life. Brenda's strength was truly an inspiration to all who had the pleasure of knowing her. Brenda was faced with many great challenges throughout her life. Her perseverance and resolve were tested many times. Through several health issues and surgeries, Brenda's strength and determination always led to a remarkable comeback that left her family and friends in awe of her. Brenda truly defied all odds.

Brenda's favourite story was the Wizard of Oz. She loved to watch the movie and enjoyed the music soundtrack. Brenda peacefully left us as the notes of "Somewhere Over The Rainbow" played in her room. Her yellow brick road finally led her home. As a tribute to Brenda, a memorial tree was planted in the garden at Maple Street. Brenda will forever be lovingly remembered by her friends and family.



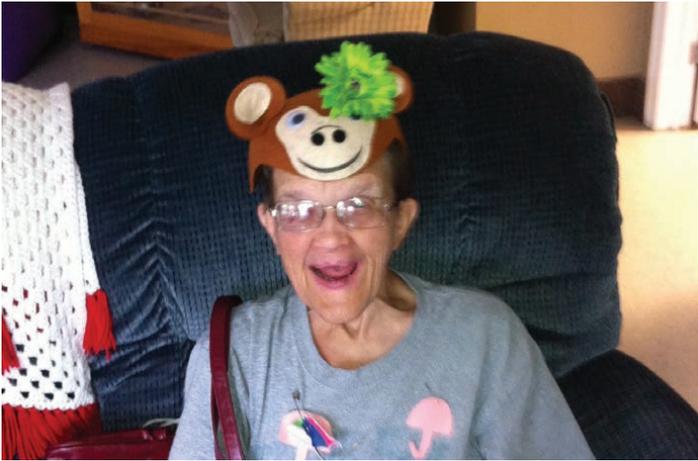
DELNOR MOORE

APRIL 11, 1955 - MAY 23, 2022

Del was a man with the softest hands, biggest smiles and deepest laugh. He was known by many throughout LCDS that remained close to him and called him their "friend". He had built long time friendships with Vicki, Wayne and Harold. He often had a lunch or coffee date planned with one of his friends.

Family was important to Del. He looked forward to spending Christmas Eve at his sister Rosemary's. Monthly lunch dates at Nick's Restaurant became a scheduled event, which was always a good time. They ended the day by picking up Tim Horton's coffee to enjoy at her place while watching an episode of "Heartland." Del would meet his sister, Penny, at Beanz Restaurant, in Sarnia, for their visits.

Del was always ready for a day out! He lined his pockets with his poker chips and wallet before heading out. He loved coffee, especially Tim Horton's where he often visited. He loved to people-watch and shake customers' hands, as they passed by him. I'm sure Del had the best kept secrets!



SHARON LOUANNE RYCKMAN

AUGUST 29, 1953 – FEBRUARY 8, 2023

Sharon was a vibrant feisty lady, with a laugh that could brighten the darkest days. She never shied away from telling you how she felt. She was honest and direct. When Sharon loved something, she really loved it. She had favourite shirts that she would wear everyday until they were worn out and full of holes from her many umbrella pins. Sharon had hundreds of purses, all sizes and colours, and she insisted her name be written in every one. She was never seen without a purse hanging from her arm.

Sharon enjoyed years of attending Community Skills Development, in Petrolia, and Forest Community Connections. While at those programs, Sharon enjoyed many activities such as time in the hot tub, picnics, bowling and visiting with the birds. She was happiest listening to her peers sing karaoke and dancing to Elvis (she could swing her hips better than the King himself!) While at home, Sharon enjoyed her time in her own apartment watching some of her favourite movies and shows. Sharon loved musicals, especially Mamma Mia and the Sound of Music, and game shows. She loved clapping alongside the audience.

Sharon also loved music! Sharon had a big Elvis poster on her bedroom door and Elvis magnets on her fridge and would giggle and clap for her Elvis tapes. Often staff could find Sharon laying on her couch singing her favourite songs. Sharon loved when her birthday would be coming up and talked about it the whole month

of August. Whenever anyone would ask Sharon how old she was going to be she answered with an elated “18!”

Sharon had a very special and close relationship with her family. She often spoke of her sister Donna and called her sister Sandy every night before bed. Sharon was very close with her nephew Ryan and loved hearing his voice on the phone and getting “haircuts” from him. Sharon will be greatly missed by everyone that knew her.



VICKI BYGROVE

**FEBRUARY 18, 1986 -
JUNE 22, 2022**

Vicki was a long-time resident within LCDS. Vicki lived at the Maple Street residence before she moved to the Brigden residence. Vicki had an infectious smile and a mischievous disposition

and she had a larger-than-life personality. Vicki was a proud Aunt to her nephew Jaxon and she had a very supportive family that deeply cared about her.

Vicki enjoyed watching sports on her TV and she would cheer them on with a hoot and a holler while she shook her bell. Vicki was the last person to go to sleep because she would stay up to catch the final score of her beloved Toronto Blue Jays baseball team and her Toronto Maple Leafs hockey team. Each summer, Vicki and her sister Tammy, would attend a live Blue Jays game in Toronto and make wonderful memories together. Whenever Vicki's family came for a visit, Vicki would put in a request for a cheeseburger from McDonald's, and her family would never disappoint her!

So many times, a memory will pop up in the house and we will smile and then another memory will emerge. We all know that Vicki will be the number one hockey and baseball fan and she will be cheering her teams on from her number one seat from up above, from now on.

Continuous Improvement Data

The Numbers Behind the Quality at LCDS

DEMOGRAPHICS

LCDS supported 147 people (excluding respite and weekend recreation services).

MALE	FEMALE	OTHER
83	63	1

AGE RANGE	18 - 40	41 - 65	66 - 85
	66	75	6

EFFECTIVENES OF SERVICES

MEDICATION ERRORS

The Year-to-Date total of medication errors is: **132**

Summary of Results:

Medication errors continue to be an area of struggle. Although many months did have higher errors than we would like, it should be celebrated that March had an all-time low number of 2 errors.

The agency has put some strategies in place that we have seen some success with. These things include “Karie machines”, a machine that assist people in administering their medications and has the technology to alert staff in the event that the person has missed their medication dose. All support locations have put a reminder system in place including the use of alarms, technical aids like “Alexa” etc. A few locations are also trialing “EMAR” (Electronic Medication Administration Records.)

SATISFACTION OF SERVICES

LCDS Satisfaction Survey for people supported are completed at the annual Life Plan Gathering. 78% of people completed the survey resulting in 94% satisfaction with services.

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

LCDS GRANTS/FUNDRAISING/ DONATIONS:

Total amount: **\$314,793**

Summary of Results:

LCDS continues to take part in OLG Bingos, apply for grants and receive generous donations. It is our hope to get back in to Meat Raffles one day, but they were not in operation this past year.

Continuous Improvement Data

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

CURRENT LIFE PLAN

The percentage of people with a current life plan is:

93%

Summary of Results:

The percentage of people with current life plans is back above our target which we are happy to celebrate! The reopening of Community Connections and hosting meetings again in person, with the availability of technology to include those who cannot make the meeting in person has shown great success. People enjoy talking about their dreams, desires and aspirations in person while sharing a laugh with those who they care most about.

LIFE PLAN GOALS

MET 32% **TARGET** >92%

Summary of Results:

Life Plan Goals met remain well below target. It should be noted that when you look at all the steps (“Tasks”) that it takes to complete a goal, we are sitting at 55% of those completed. This is a better reflection of the things that people have accomplished. We hope that with Support Planning Training back up and running, a focus of getting people into their community, being involved and included and of course, building those valuable relationships that we will see these numbers grow in the years to come.

EMPLOYEE TURNOVER RATES

DIRECT SUPPORT:			NON-DIRECT SUPPORT:			TOTAL AGENCY TURNOVER	
	FULL-TIME	PART-TIME		FULL-TIME	PART-TIME		
ACTUAL	11.27%	41.85%	ACTUAL	9.76%	7.02%	ACTUAL	24%
TARGET	<5%	<15%	TARGET	<5%	<15%		

Summary of Results:

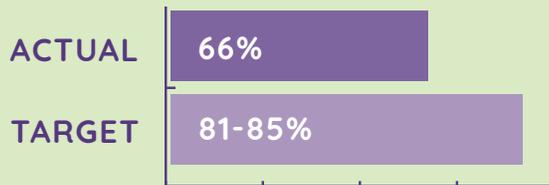
Data collection on employee turnover reflects continuity and consistency in service delivery. This past year continued to bring challenges to the workforce and that is reflective in the data. There continues to be a considerably higher turnover rate for part time employees compared to full time. LCDS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

Continuous Improvement Data

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

BUSINESS PERFORMANCE INDICATORS

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. Over the past few months there has been a new electronic system put in place to track Performance Conversations and we hope this is assist in helping us reach our target in the years to come.

SOCIAL ENTERPRISES

Net Sales: \$(51,144)

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 2022-2023 our social enterprise opportunities included the Olde Post Office Shoppe and Petrolia Enterprises. In previous years Social Enterprise received funding from the Ministry of Children, Community and Social Services. Over the past few years this funding has been reduced by \$57,757 annually. In 2023-2024 this funding will reach zero-funding. This will result in Social Enterprises being a true business model.

It should be noted that sales at both Petrolia Enterprises and Olde Post Office Gift Shoppe are down due to the cost of living on families and partnering businesses. There was also a drastic increase on goods, primarily wood which effected the net sales.

EMPLOYEE INJURIES/ ACCIDENTS

Lost time accidents:

624.5 hours lost

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.

Department Highlights

HEALTH AND SAFETY

The past year has been full of changes in the Health and Safety Department; Greg With has moved from the Health and Safety Coordinator position and transitioned to the Property Manager role for an interim. Nina Vandenberghe was the successful applicant hired to fulfill the Health and Safety Coordinator position during this period of time.

The Health and Safety department has been in full swing completing health inspections, fire inspections and updating LCDS documentation for compliance. This year's location site inspections looked a little different in comparison to the inspections pre-COVID. Locations faced new challenges and expectations

for this year's inspections. These challenges were met head on by the Joint Health & Safety Committee working together with location teams to achieve the new requests.

The Joint Health and Safety committee members continue working to ensure the safety of all employees and people we support in the workplace. Quarterly meetings are being well attended; representation from each location ensures the opportunity for teams to receive information in a timely manner and provide opportunity for discussion relating to Health and Safety.

Three eager employees will be completing their training to become a certified Joint Health and Safety member. The expansion of our certified employees will strengthen the occupational health and safety culture for LCDS.



VEHICLE COMMITTEE

LCDS' aging fleet has taken a large hit this year; three mini buses have been retired from the fleet. It was not feasible to keep up with the maintenance of these vehicles. LCDS was fortunate enough to purchase two accessible vehicles to replace this loss. A 2010 Dodge Grand Caravan and a 2021 Mercedes Benz Sprinter.

With the closure of the Main Street location in Oil City, the 2017 Dodge Caravan was relocated to the Juniper location; this location was previously without an agency vehicle. The vehicle committee continues to meet and review location needs and try to provide accommodations according to the program needs.

The Ministry of Transportation conducted an MTO inspection in December with two mini buses. Both vehicles passed this inspection.

Department Highlights cont'd...

HUMAN RESOURCES

What can we say, it has been another crazy, busy year with the continuation of restrictions such as regular rapid antigen testing, screening and masking for COVID.

We truly have to congratulate and appreciate our employees that continued to show up and provide the support every person we serve needed! They truly are amazing!

Recognizing the challenges everyone has had, we offered a one-day training session with Gary Gzik from Bizxcel called Building Grit and Resilience. This was our first in person training session for all staff since COVID. Due to restrictions we held nine training sessions in groups of no more than 25. It was well received and gathered valuable information that has led us on a journey to build an organization that is more resilient and resulted in the agency creating action plan commitments at all levels of the organization.

Managers completed a one-year virtual training program with Bixel, “To Be a Kick Ass Company” which emphasized the development of a more engaged and resilient workforce. We restructured our Leadership team by creating hubs of support and having eight new Support Lead positions that are mentors to our front-line employees and a support for the Managers. We offered them a three-day Leadership training program with Anthony Folan from Integral HR. It was well received and set them up for success.

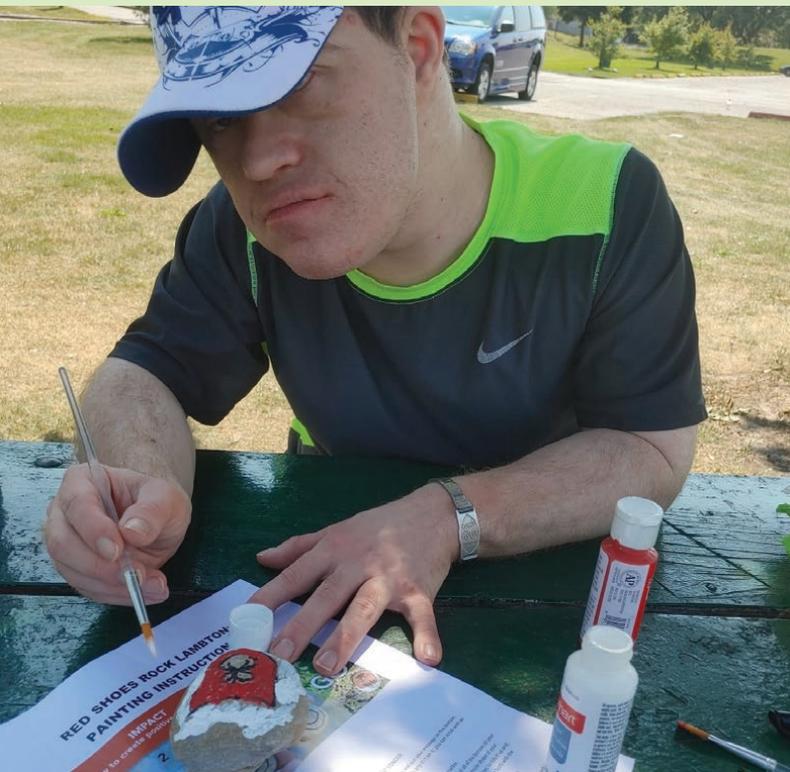
GC Financial Solutions Group continued to offer bi-annual financial learning sessions for our employees. They also continue to provide financial advisor services to our employees if they need it. We held a virtual benefit information session for our employees to ensure they understand our benefits and the factors that impact them.

We are grateful for the Canada Summer Grants of just over \$26,000.00 to hire seven students for various roles from general labourer, retail sales, human resource, and direct support summer employees.

We are appreciative for our community partners. We hired 2 people through the Workplace Group in Sarnia and received a \$4,500 grant towards their training and orientation. Lambton College also invited some of our new employees to apply to their New Hire Initiative program which resulted in \$19,770.00 for 3 new hires.

We celebrated and recognized our employees through gift cards throughout the year but in the month of August we made it all about recognizing our employees that exemplified our vision and mission. We recognized over 40 employees sending out a daily certificate of recognition from their Manager. At the end of the month they were given a gift bag of LCDS promotional items. All the certificates are proudly displayed in our training room. At the end of August, the Wellness Committee ran a celebratory BBQ for staff and people supported.

On Nov. 3 our third virtual Employee Appreciation event was held celebrating 25 of our amazing employees with 5 to 35 years of service, with the total of 365 years of service. Recipients received a



Department Highlights cont'd...

gift card of appreciation from \$25 to \$250 plus a bottle of wine and 2 tickets to Fusion. Gary Gzik of Bizxcel gave a whirlwind thought-provoking presentation for us.

We engaged our EARS Committee and all employees around our sick policy and what changes could be made to it. Employees expressed the importance to have a more open-ended definition of sick time that focused more on health and wellness. The new policy was rolled out in April 2023.

The EARS Committee continues to engage in conversations that educate, and provide important insight around what is important to our employees. They have been having conversation around recognition so they can provide feedback to Leadership around our agency retention plan.

We continue to develop and enhance our Recruitment plan to ensure we get the right hire for each job. The labour market has shifted and that continues to impact the hiring and retention of employees as there are many different employment options available. We have been putting time into creating a robust recruitment plan. We have now shifted from virtual to in person job fairs. We have been actively involved in the modernization for core competencies which will help us build our workforce and help to determine the right hire.

We thank our employees for their commitment to LCDS and the work we do to create more inclusive communities for everyone!

LEARNING AND DEVELOPMENT

As we move towards discovering our new normal, we have found ourselves at LCDS moving back to more in person training, this is greatly welcomed as reported by many of our staff. LCDS was fortunate enough to hold in person group training sessions, facilitated by Gary Gzik of Biz Xcel, these sessions were focused on Building Grit and Resilience. Staff had the opportunity to attend these full day sessions off site and spend the day discovering tools and strategies for balancing work and life, celebrating our accomplishments, and working together as teams towards a stronger future together.

Even though we moved forward doing more in-person training, we still offered some training virtually. We have had staff attend online training events through the St. Clair Tri-County Staff Development Committee, Virtual Food Safety, Fundamentals of Palliative Care and Mindfulness for Leadership and Management to name a few.

We wrapped up our initial sessions of Diversity, Equity and Inclusion Training, and are happy to report that we were able to secure Pillar Non Profit network to continue offering these sessions for our new employees, as well we will be able to offer to existing employees as a “refresher” if they choose.

We held a three-day Leadership Development Series with Anthony Folan of Integral HR solutions for our Leadership team and Support Leads. It was a great learning and team building opportunity.

LCDS has welcomed new internal trainers to our internal trainer team. Danielle Ireland, will be a First Aid Instructor and Tina Smit will be a Support Planning Training facilitator. Katie Joy, has been certified as a Trauma Informed Care facilitator and Carrie Balfe was certified as a Mental Health First Aid Facilitator. LCDS continues our commitment in supporting the needs of the people we serve but also the learning needs of our staff. Our goal of ensuring that all staff have had Mental Health First Aid training and have attended the Trauma Informed Care training will be realized, with the additions to our internal trainer team.

Department Highlights cont'd...



PROPERTY REPORT

We received over 400 maintenance requests this past year. The top three pressure points were:

1. **Plumbing** – 82 requests – Adjusting temperature mixing valves for scalding prevention, fixing running and plugged toilets or repairing leaking supply pipes are included here.
2. **Appliances** – 68 requests - “They don’t make ‘em like they used to!” Broken door handles, error codes that won’t clear and life-ending repairs are some of these requests.
3. **Windows/doors/keys** – 53 requests – these include doors that stick, broken window hardware and keys snapped off in locks.

The supply chain issues that developed over the last few years are improving and we aren’t waiting as long to have items delivered or repaired.

A renovation to the former Petrolia Laundromat provided two new affordable apartments to people. New tenants moved in October 2022!

Other larger projects completed over the last year include a bathroom renovation to remediate some issues; four residences receiving extensive flooring replacements; and a roof replacement at a house in Oil Springs.

Many projects for people’s homes are already planned for the upcoming year. Some of the improvements are to refresh residences indoor spaces, yard developments, and more efficient energy use as the cost of utilities continues to grow.

A big “Thank you!” to all of our local tradespeople who help keep things going. We truly appreciate you!

Celebrations

A Beautiful Day for the Summer
Wellness BBQ



A New Accessible
Van has been
Purchased with
the Valentine
Auction Proceeds!



Cathy and The Little Library

Celebrations cont'd...



Christmas Parade Fun! ▲

Celebrations cont'd...



Emma visits
North Lambton
Community Health
Center Nature Trail



Enjoying the
Alvinston Derby



Celebrations cont'd...

Hot Chocolate on a Cold Day!



Kevin enjoying his Foosball Table

2022-2023

Enhancing Community Engagement

"Volunteers do not necessarily have the time, they just have the HEART."

- Elizabeth Andrew



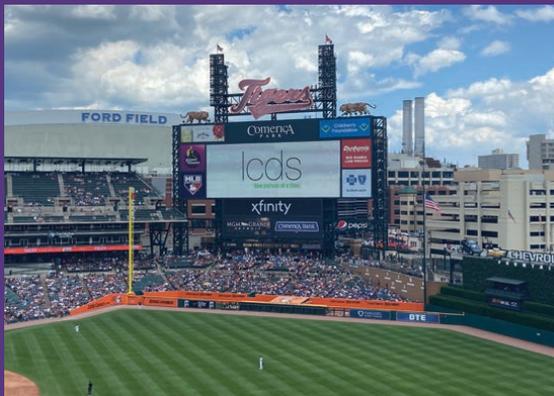
EARL THE SQUIRREL BOOK FUNDRAISER

Susan Wright, local author and longtime LCDS volunteer, offered to donate proceeds of her book sales back to LCDS. Susan had a special friend at LCDS who this book is dedicated to, Aida Moreira. Book sales ran for the month of April and all books were sold and \$650.10 was raised.



50/50 DRAWS AT THE TUESDAY PETROLIA MARKET

Every other Tuesday in July and August at the Petrolia Market, LCDS held 50/50 draws. Thank you to the Town of Petrolia, our wonderful volunteers and everyone who came out to support. The summer total raised was \$1,260.



TAKE ME OUT TO THE BALL GAME

A very hot, fun day was had by people supported, staff, families and friends of LCDS on June 12, 2022 at the Toronto Blue Jays vs. Detroit Tigers ball game at Comerica Park in Detroit. LCDS was recognized on the big screen as a non-profit organization. I would say the majority were Toronto fans from our group!

MPW-LCDS ANNUAL CHARITY GOLF TOURNAMENT

WIDDER STATION GOLF GRILL AND TAP HOUSE,
THEDFORD

July 21, 2022

The LCDS-MPW Charity Golf Tournament was held at Widder Station Golf Grill and Tap House. As typical of the LCDS supporters there were 144 golfers that participated in a day of golf, followed by a delicious steak dinner. Thank you to our many volunteers for helping out on this hot day! Thank you to our Title Sponsor- MPW (now called Melo LLP) Chartered Professional Accountants, Golfer Gift Sponsor- Monteith & Sutherland, Breakfast Sponsor-Tim Horton's, Petrolia 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. \$23,109 was raised for the Weekend Recreation Program.



TIM HORTON'S SMILE COOKIE CAMPAIGN

In addition to other LCDS Sponsored events, LCDS was chosen once again for the Smile Cookie Campaign at the Wyoming and Corunna Tim Horton's locations. \$8,215 was raised for LCDS. Thank you everyone for purchasing cookies!



LCDS BEER AND WING NIGHT

The annual Beer and Wing Night was held on Saturday, September 15th at the Petrolia Lions Hall. Over 200 orders of wings were purchased. Demi Krall performed and was a crowd pleaser. A special thank you to the Petrolia Lions for hosting this event and for continuing to support LCDS.

DIRECT MAIL CAMPAIGN

Each year around the Holiday Season, LCDS sends out a Direct Mail Campaign in hopes to receive donations towards a specific project. This year's project was an accessible vehicle for our Maple Street Residents and Staff. Their current vehicle had to be taken off the road and was not safe to drive. When the family of the late Brenda Pierce, who lived at the Maple Street Residence, heard what we were doing, they helped to make the public aware of what we were raising funds for and passed the information on to their family and friends. Thanks to all of the donors, an accessible vehicle was purchased and the crew at Maple Street was thrilled! This new vehicle will allow the residents to attend appointments and help them be involved in our local community.



greenhouse which added an extra 5000 square feet. This space held an expanded seating area, photobooth and 4 vendor booths. The additional space allowed attendees to flow more freely through the venue and sample all that the vendors had to offer.

The main stage was packed with entertainers including Mike Gallant, Chris Molyneaux, Megan Blythe and Hayden Mellon. In-between music sets on stage was Nancy Michieli-Sommelier, Joe Paquette Catering, Black Gold Brewery and NE1 Spirits.

Thank you to our Title Sponsor, Kel-Gor, Major Sponsor-Pembina, Corporate Sponsors-CMS, Shell Canada and UA Local 663, Gold Sponsor-St. Clair Mechanical and all other Silver and Bronze Sponsors and our Friends of LCDS. This event would not be possible without the support of the community, over 100 volunteers, the vendors and all of our Sponsors.

For more information on Fusion, check out our website www.discoverfusion.ca

FUSION

Forty vendors providing food and beverage samples and thousands of attendees were so happy to be back in person at DeGroots Nurseries on November 11th and 12th, 2022 for Fusion-A Discovery of Local Food Wine and Craft Beer. New for 2022, an additional show time was added in the afternoon. This allowed for 4500 people to come through the doors throughout the 2 day event. Also new for 2022, DeGroots completed an expansion of their

LCDS VALENTINE CHARITY AUCTION

The LCDS Valentine Charity Auction, which was postponed by a year, took place on February 11, 2023 at the Brigden Fair Grounds. The Auction has taken place every other year for over 20 years. The sold out Auction had over 275 in attendance and all enjoyed a delicious roast beef meal with homemade pie made by the Brigden Fairboard Ladies. John Stephens was the auctioneer for the evening helping raise over \$66,000. Money raised from this auction will be put towards an accessible vehicle. Thank you to our Diamond

Sponsors, McCallum Build & Renovate, Enbridge Gas, Integra Technologies, Shelley Machine & Marine, BMR Pro and TLC Designs along with the many other sponsors for this event. Special thanks to all of the businesses and donors for donating items and to our many volunteers that helped the night of the event and solicited for items for the Auction. Without your help, the auction would not be the success it is!





TRIVIA NIGHT

The LCDS Annual Trivia night was held May 12, 2022 at Kingswell Glen Golf Course. This year, the event raised \$581. For bonus points, each team contributed a donation to the Inn of the Good Shepherd. Congratulations to the winning team, Stanleys Spadowski's Funhouse!

ALVINSTON MEAT RAFFLE

The Alvinston Legion was packed for the meat raffle on January 14, 2023 in honour of LCDS. With the generous support from the Alvinston community, \$1,170 was raised for the accessible vehicle for our Maple Street Residence.

THE ANNUAL BANQUET

The LCDS Annual Banquet was back in person at the Wyoming Fair Grounds held on October 21, 2022. This was the first time in 2 years that everyone was able to get dressed up, enjoy a roast beef meal and connect as a group seeing all the friends and families of LCDS. DJ Rob Todd was enjoyed by all and some didn't leave the dance floor!



2022-2023 LCDS Foundation Report

The LCDS Foundation is a separate entity from LCDS and carries out fundraising and fund development activities to raise funds exclusively to support the mission of Empowering people with developmental disabilities.

2022 was the year all events proceeded mostly as normal, and it was so nice to see everyone supporting LCDS. LCDS is very fortunate to have community support for all of our ongoing fundraising efforts.

The LCDS Foundation Board continues to develop Fundraising and Fund Development policies, by-laws, plans and guidelines.

The long-term goals of the Foundation are:

- To raise funds to maintain Capital Investments and ensure a quality standard of living for people supported
- Develop and grow an Endowment Fund
- Raise funds to facilitate the achievement of personal goals and dreams

LCDS FOUNDATION BOARD OF DIRECTORS:

Andrew McClintock-President
John Douglas-Vice President
Mary van Delft-Secretary
Kari Lupton
Barb Frayne
Bob Tanner
Jim Burns
Rose Vandenberg

FUNDRAISING

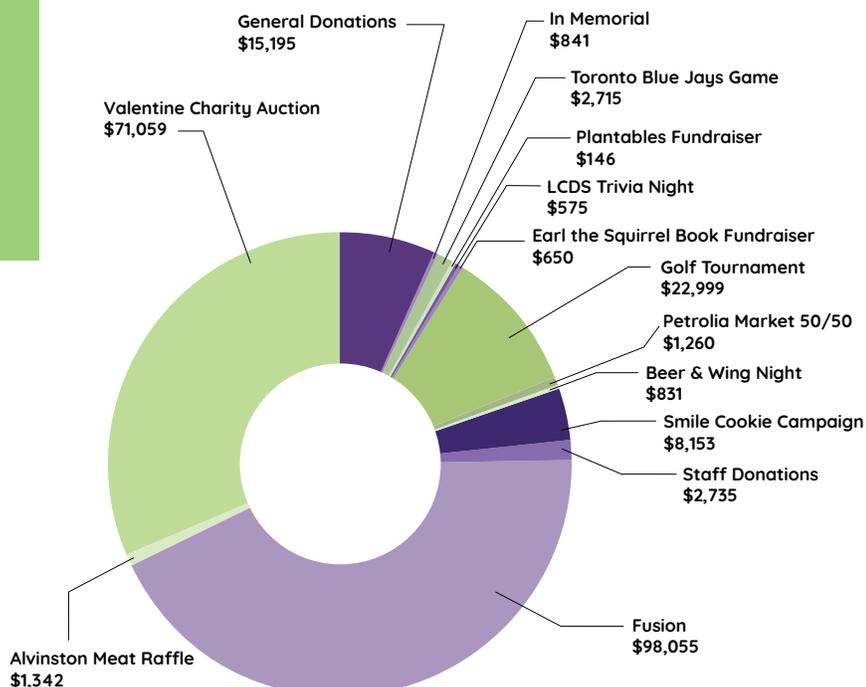
(APRIL 1, 2022 - MARCH 31, 2023)

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 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.

This year the Foundation approved a request for an accessible minivan.

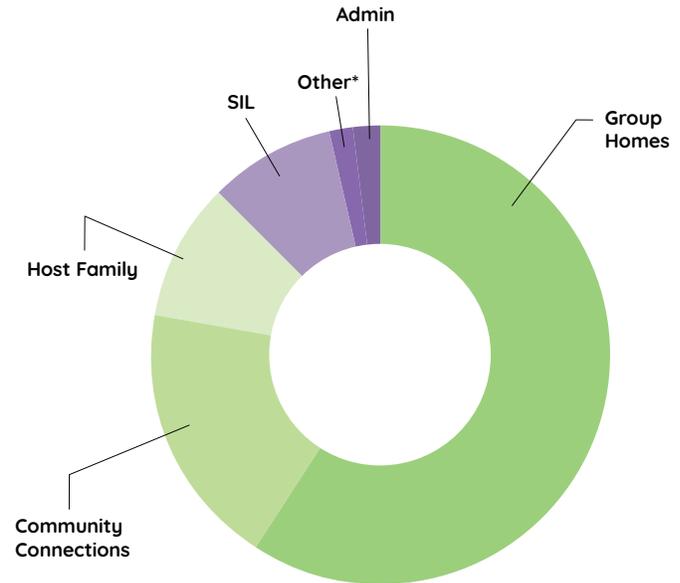


LCDS Financials

Revenue & Expenditures

AS OF MARCH 31, 2023

EXPENSES BY PROGRAM



*Recreation, Social Enterprises and CRRF

REVENUE	2022 - 2023	2021 - 2022	Difference
MCCSS Subsidy	\$13,827,454	\$12,181,425	\$1,646,029
Other Grants & Subsidies	\$420,724	\$361,444	\$59,280
Sales - Petrolia Enterprises	\$288,413	\$299,864	(\$11,451)
Rental Income	\$387,210	\$387,334	(\$124)
Other Income	\$315,263	\$303,666	\$11,597
TOTAL	\$15,239,064	\$13,533,733	\$1,705,331

EXPENDITURES	2022 - 2023	2021 - 2022	Difference
Wages	\$11,859,332	\$8,372,789	\$3,486,543
Benefits	\$1,553,434	\$1,466,166	\$87,268
Buildings	\$1,623,595	\$1,716,807	(\$93,212)
Other	\$194,948	\$1,978,397	(\$1,783,449)
TOTAL EXPENDITURES	\$15,231,309	\$13,534,159	\$1,697,150

67th Annual General Meeting Minutes

June 27, 2022

Date: Monday, June 27, 2022 at 5:00 pm

Location: Petrolia Lions Hall, 451 Huggard Street, Petrolia ON N0N 1R0

Attendance: Jennifer Salaris, Frank Huybers, Marilyn Gladu, Krista McCann, Donna Pierce, Jill Cousins, Jill Johnston, Nick Salaris, Valerie Vaillancourt, Danielle Ireland, Dan Cumming, Ineke Mackenzie, Walt Farr, Fran Farr, Mary Harper, Jane Joris, Orrin Farr, Marnie Cumming, Barb Frayne, Tim Hendra, Elizabeth Forman, Rose Vandenberg, Jim Burns

1. Welcome

Jill Cousins welcome members and guests to the 67th 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

- MP Marilyn Gladu shared greetings on behalf of the Federal and Provincial governments in the absence of MPP Bob Bailey

b) Greetings from MCCSS Program Supervisors

- Jill Cousins acknowledged and welcomed MCCSS Program Supervisor, Mary Harper to the Annual General Meeting.

3. Approval of Agenda

Motion: to move that the agenda be accepted

Moved by: Frank Huybers

Seconded: Walt Farr

Carried

4. Approval of the Minutes from 2021 Annual General Meeting, held June 28th, 2021

Motion: that the Minutes of the June 28th, 2021, Annual General Meeting of Lambton County Developmental Services be accepted as presented.

Moved by: Frank Huybers

Seconded: Jane Joris

Carried

5. Annual Written Report

- Jill Cousins stated copies of the Annual Report were made available to members and guests tonight, via email as part of the Board Package. The Annual Report is also located on the LCDS website.

Motion: that the Annual Report be accepted for information.

Moved by: Orrin Farr

Seconded by: Barb Frayne

Carried

6. Treasurer's Report, Approval of Financial Report Package & Audited Financial Statements

- Jill Cousins stated that the Audited Financial Statement was prepared by MPW, Chartered Professional Accountants.
- Barb Frayne shared the Treasurer's Package that was also included in the AGM Members package.

Motion: that the Treasurer's Report and Audited Financial Statements as prepared by MPW, Chartered Professional Accountants for the year ending March 31st, 2022, be accepted.

Moved by: Barb Frayne

Seconded: Walt Farr

Carried

7. Appointment of Auditors for 2021-2022

Motion: that the firm of MPW, Chartered Accountants be appointed as the Auditors for 2022-2023.

Moved by: Barb Frayne

Seconded: Jane Joris

Carried

8. 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, 2021, to March 31st, 2022, be approved.

Moved by: Frank Huybers

Seconded: Orrin Farr

Carried

9. Nominating Committee Report

- Jill Cousins Chair of the Nominating Committee to read the Nominating Committee Report (included in Members AGM package).

Motion: that the Nominating Report Committee and proposed slate of Directors report be accepted as presented.

Moved by: Frank Huybers

Seconded: Walt Farr

Carried

- Jill Cousins recognized and thanked outgoing Board Member, Kathy Alexander for her years of support and service to the organization.

67th Annual General Meeting Minutes

June 27, 2022 cont'd...

10. Installation of Directors

- The installation of the Board Members was completed by: **Nick Salaris**

Elleke Belet
Gordon Bregman
Jim Burns
Jill Cousins
John Douglas
Walt Farr
Barb Frayne
Tim Hendra
Frank Huybers
Jane Joris
Rose Vandenberg

- Nick Salaris congratulated the new Board and stated the Board Officer positions will be determined at the first meeting of the new Board in September.

11. Message from the President

- Jill Cousins delivered her closing remarks

12. Message from the Executive Director:

- Nick Salaris delivered his closing remarks

13. Other Business

- Jill Cousins asked if there is any other business to come before this meeting.
- No other business was brought forward.

14. Adjournment

Motion: to adjourn of the 67th Annual Meeting of Lambton County Developmental Services.

Moved by: Orrin Farr

Seconded by: Frank Huybers

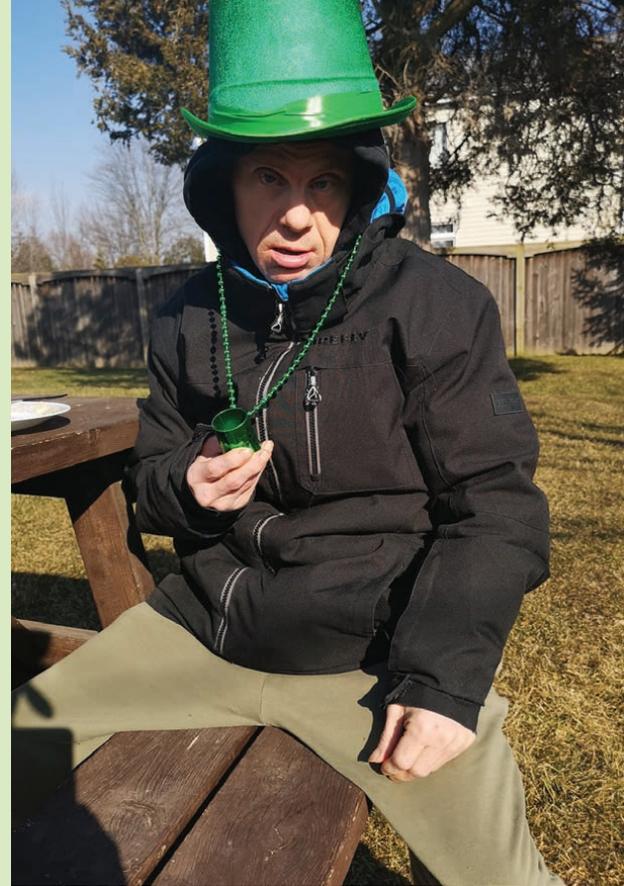
Carried at 5:24 pm

15. Thank You for Attending

- Jill Cousins thanked everyone for attending and invited anyone interested to stay for an opportunity for social time and fellowship.

President: Jill Cousins

Secretary: John Douglas





LAMBTON COUNTY DEVELOPMENTAL SERVICES

339 Centre Street, Petrolia, ON N0N 1R0

519-882-0933

www.lcdspetolia.ca

lcds
One person at a time.

