



COMMUNITY LIVING YORK SOUTH

2022-2023

ANNUAL REPORT

FUTURE FORWARD >>>>



A MESSAGE FROM THE EXECUTIVE DIRECTOR AND THE CHAIR OF THE BOARD OF DIRECTORS

With the collective desire to move beyond the constraints and impacts of COVID-19, Community Living York South (CLYS) is focused on an exciting future and a return to the delivery of in-person robust, inclusive, and person-centered supports.

The previous year saw a gradual move away from stringent COVID protocols and restrictions, but always with the safety of people supported and staff at the forefront. As the pandemic begins to wind down, CLYS finds itself in an emerging health and social care environment. To prepare for the future, the organization assessed its environment and completed a new Strategic Plan that includes the following:

1. Strategic Plan 2022 – September 2024

Pillar 1: *Strengthen a strategic approach to Human Resources*

Pillar 2: *Enhance supports and the quality of service for people at all stages of their lives*

Pillar 3: *Increase assistance to families and connect them to community resources*

Pillar 4: *Address resource challenges*

Pillar 5: *Expand and strengthen partnerships and collaborations*

2. Journey to Belonging: Choice and Inclusion

The Ministry of Children, Community, and Social Services (MCCSS) has developed a plan for significant change in the developmental services sector. The plan establishes the ministry's long-term vision for developmental services in Ontario, where people with developmental disabilities are supported to fully participate in their communities and live fulfilling lives. With input from people with developmental disabilities, their families, service providers, academics and other sector partners, MCCSS is committed to improving access to supports and services, making the system easier to understand, and enhancing flexibility to meet individual needs.

CLYS is excited for the future and we will build capacity to prepare for the Journey to Belonging and looking forward to building the capacity that will help us be part of the active design of a system that provides more choice for all.

A MESSAGE FROM THE EXECUTIVE DIRECTOR AND THE CHAIR OF THE BOARD OF DIRECTORS

3. New Executive Director – Nancy Kula

Fully committed to embracing an exciting future at CLYS, the Board of Directors recently engaged in recruiting a new and dynamic leader.

Nancy brings years of experience as a senior healthcare leader along with an in-depth background in operations and strategy development. She is a respected relationship builder and lifelong learner.

A values-based leader, in her most recent role as Vice President, Quality/Strategic Initiatives at CHATS (Community & Home Assistance to Seniors), Nancy worked on systems-level design work and held lead roles on local and provincial planning tables among many other achievements.

Nancy holds a Master's Degree in Business Administration from the University of Western Ontario and a Bachelor of Science Degree, OT from the University of Toronto.

As we look forward to the year ahead, it is with excitement and renewed energy. Thank you for joining us as we undertake this new adventure!

Nancy Kula
Executive Director



&



Robert DaCosta
Board Chair

MEET OUR BOARD OF DIRECTORS!

The Board of Directors provides governance, oversight, leadership, guidance, and support to the Executive Director of Community Living York South and the association as a whole.

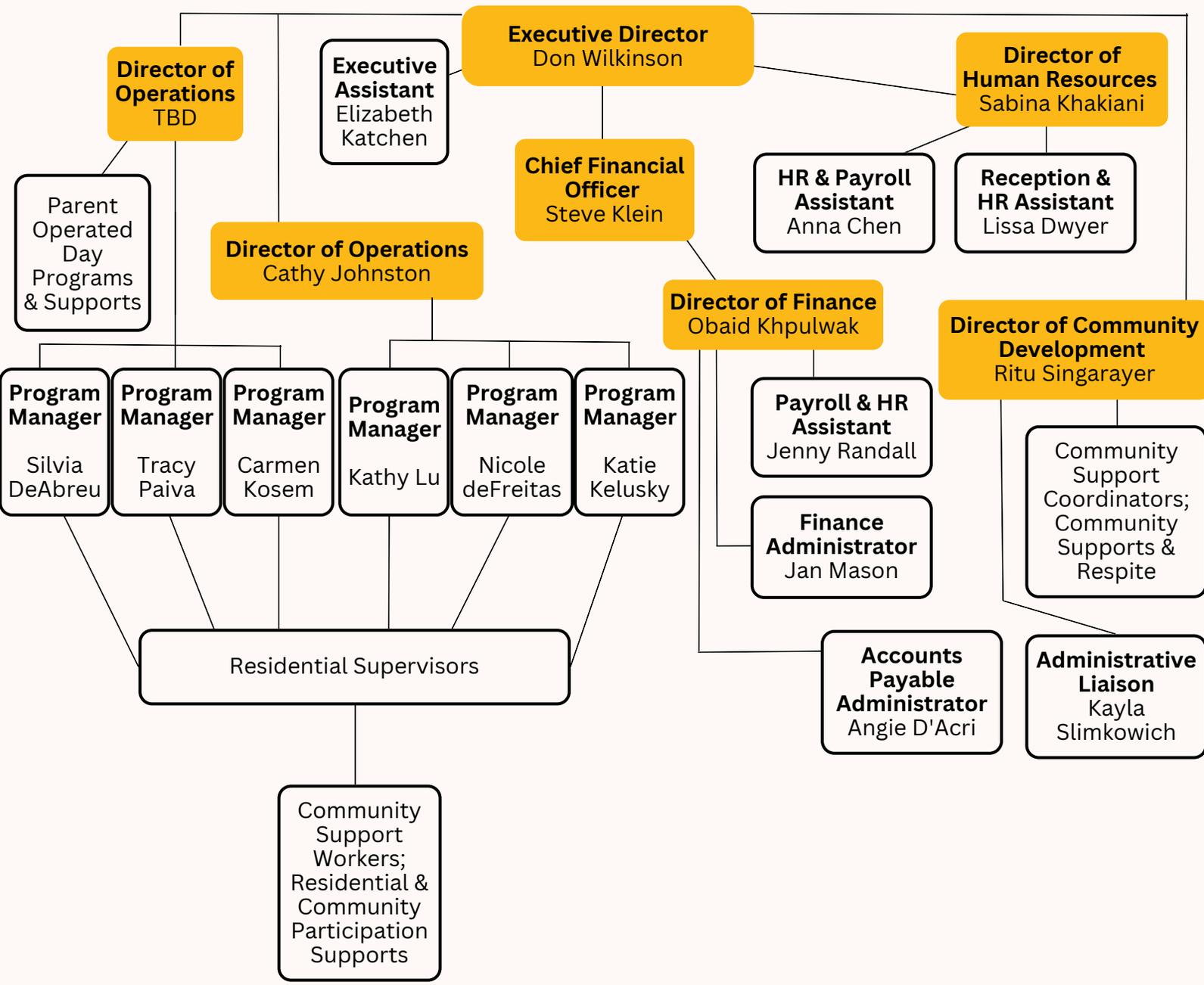
Thank you to our Board of Directors for their unwavering governance support in 2022-2023.



The Board of Directors at 2019 AGM

- CHAIR**
Robert DaCosta
- VICE CHAIR**
Charrise Clarke-Hansby
- TREASURER**
Phil Lanzarotta
- SECRETARY**
Shanae Soor
- VOLUNTEER**
Rahila Chughtai
- VOLUNTEER**
Elissa Freeman
- VOLUNTEER**
Louisa Poon
- VOLUNTEER**
Keira Lum
- VOLUNTEER**
Samir Patel

ORGANIZATIONAL CHART



Mission



Empower people with an intellectual disability to live, learn, work, and participate in their community.



Vision

Community Living York South believes in a society where everyone belongs.

Values



People. Team. Community.

METRICS

PEOPLE IN SUPPORTED INDEPENDENT LIVING **66**

PEOPLE IN SUPPORTED GROUP LIVING **89**

PEOPLE IN CHILDRENS GROUP LIVING **4**

PEOPLE IN INTENSIVE SUPPORTS **5**

PEOPLE IN COMMUNITY PARTICIPATION SUPPORTS **304**

PEOPLE AND FAMILIES SUPPORTED BY THE COMMUNITY SUPPORT PROGRAM **1662**

PEOPLE IN SUMMER CAMP AND RESPITE **135**

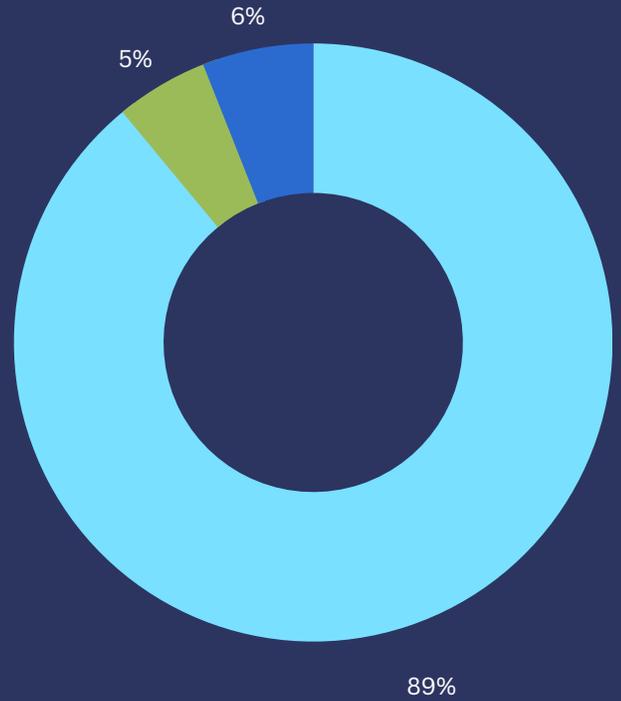
PEOPLE IN PROJECT SEARCH YORK **10**



2022-2023 REVENUE

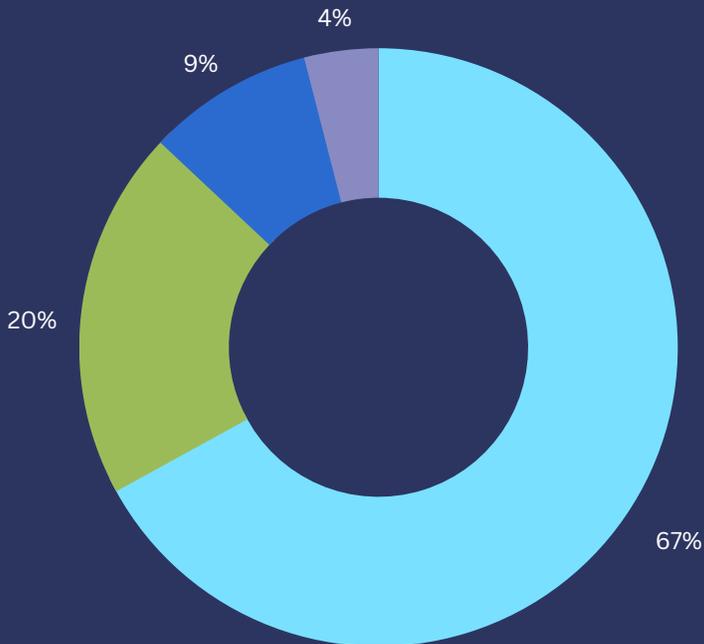
OPERATIONS BY PROGRAM

- Government Funding
- Fees for Service
- Other Revenue and Public Support



2022-2023 EXPENDITURES

OPERATIONS BY PROGRAM



- Staff Salaries & Benefits
- Program Support
- Occupancy-related Costs
- Other Expenses

COMMUNITY LIVING YORK SOUTH'SMARCH 31, 2023 WITH COMPARATIVE
FIGURES FOR 2022**CONDENSED AND CONSOLIDATED
STATEMENT OF FINANCIAL
POSITION**

	2023	2022
ASSETS		
Current assets and long-term investments	\$9,175,822	\$8,909,088
Capital assets	\$6,731,649	\$6,157,503
	\$15,907,471	\$15,066,591
LIABILITIES AND NET ASSETS		
Total current liabilities	\$2,459,056	\$2,153,487
Total long-term liabilities	\$957,674	\$1,118,499
Total net assets	\$12,493,741	\$11,794,605
	\$15,907,471	\$15,066,591

COMMUNITY LIVING YORK SOUTH'SMARCH 31, 2023 WITH COMPARATIVE
FIGURES FOR 2022**CONDENSED AND CONSOLIDATED
STATEMENT OF OPERATIONS**

	2023	2022
REVENUE		
Government funding	\$17,118,473	\$16,262,188
Fees for service	\$945,704	\$938,784
Other revenue & public support	\$1,173,635	\$1,087,368
	\$19,237,812	\$18,288,340
EXPENDITURES		
Staff salaries & benefits	\$12,474,251	\$11,489,810
Occupancy-related costs	\$1,597,263	\$1,328,543
Program support	\$3,740,523	\$4,086,972
Other expenses	\$726,633	\$676,243
	\$18,538,676	\$17,581,568
Excess (deficiency) of revenue over expenditures)	\$699,136	\$706,772

STRATEGIC PLAN

Actions and Accomplishments





STRENGTHEN A STRATEGIC APPROACH TO HUMAN RESOURCES

- Biweekly I.T cybersecurity training offered to all employees in partnership with Insix and Bull Phish Training
- Through Franklin Covey Impact Platform, self-paced skill development training provided to 100 employees
- Diversity, Equity, Inclusion and Accessibility Committee was formed
- Conscious Care and Support Training by Peter Marks in partnership with the University of Toronto completed by Managers and Supervisors
- C.A.R.E Crew welcomed new members and coordinated multiple initiatives throughout the year
- Monthly newsletter (In This Together) that provides COVID related updates, access to mental health support, and overall CLYS and community resources distributed to all employees
- To support career development, all job openings are posted internally first before being publicized externally
- Exit, 'stay', and health and safety interviews and training evaluation surveys distributed to gain employee feedback
- IPAC training offered to all employees bimonthly
- A number of information sessions attended by various employees including, Journey to Belonging, Pooran Law webinars, Stress Resilience, OADD Conference, DB Plus, Real X change tech talk, Core Competencies, KPMG Safeguarding finances and Recruitment and Retention.
- A number of training attended by various employees including Mental Health First Aid, leadership training with Rainmaker strategies, Conscious Care and Support with Peter Marks, and sector project planning initiative leadership development.
- Attended Ukrainian Job Fair
- Hosted and attended several job fairs



ENHANCE SUPPORTS AND THE QUALITY OF SERVICE FOR PEOPLE AT ALL STAGES OF THEIR LIVES

- ParticipatED in National Dementia Strategy Project that is intended to help shape the existing Dementia guidelines for people with Intellectual Disabilities
- Continued to strengthen partnerships with York Region Palliative care teams for people to receive support in their homes with end-of-life care and changing needs
- Conducted environmental assessments with Occupational Therapists continue to maintain safe environments
- Lifts and transfer training provided to employees, individualized, where necessary
- Purchased an accessible Bus for a supportive living location in Richmond Hill, which supports 6 people who are aging
- Partnered with Home and Community Care Support Services for Occupational Therapists, Personal Support Workers and nursing services
- Promoted Safeguards and Independence for people and seeking resources such as fall monitors through the Telus Health Monitoring System
- Successfully implemented transition to work program (Project SEARCH York) in the City of Vaughan
- Implemented the use of apps to assist in monitoring certain health concerns such as seizure activity and heart rate
- Connected people to the Markham Stouffville Seniors Health Clinic for assessments and supports
- Partnered with Align Home Health Care York/Simcoe Team to inspect devices and provide mechanical and accessibility aids to people



ADDRESS RESOURCE CHALLENGES

- **United Way Greater Toronto Anchor Funding renewal approved for an additional 5 years**
- **Received funding from Human Resources Development Canada to hire 34 employees for summer positions**
- **Received a 2-year project grant from Ontario Trillium Foundation's Resilient Community Grant**
- **Avanti software is being utilized for payroll and weekly progress meetings are in place to monitor progress**
- **TIMMS software is being utilized to enhance processing of Passport expenses and records**
- **The association's compensation strategy was strengthened through the permanent wage enhancement, implementation of CAAT DB Plus Pension Plan and a strategy to address Bill 124**



INCREASE ASSISTANCE TO FAMILIES AND CONNECT THEM TO COMMUNITY RESOURCES



- CLYS e-news “Econnector” was circulated weekly to its subscribers to provide important announcements and resources to the people we support, families, and stakeholders in one place. The “Econnector” has over 1900 subscribers.
- “From a parent to a parent” corner maintained on CLYS enews “Econnector”. This is a compilation of resources provided and updated by parents to keep other parents informed.
- The Community Supports Team (CST) frequently updates two resource directories created by the team “Keeping you Connected.” These directories provide the community with virtual and essential needs resources.
- Two family support groups formed for the Cantonese and South Asian communities, i.e. Care Connect and the South Asian Allies
- Hosted a couples Retreat at the Briars Resort and Spa with 20 couples in attendance
- Member Portal was available to over 350 members providing information and resources to its members
- The Family Task Force initiated member recruitment to enhance participation
- The Community Support Team facilitated in-person and virtual workshops for families and people supported that were accessed by over 1000 people
- Reopened in-person supports/programming and where applicable implemented hybrid models for day programs and community supports
- Family and friend visitation guideline restrictions lifted with the changing landscape
- Kept people connected with their families with the use of technology i.e. Facetime, Zoom.

EXPAND AND STRENGTHEN PARTNERSHIPS AND COLLABORATION



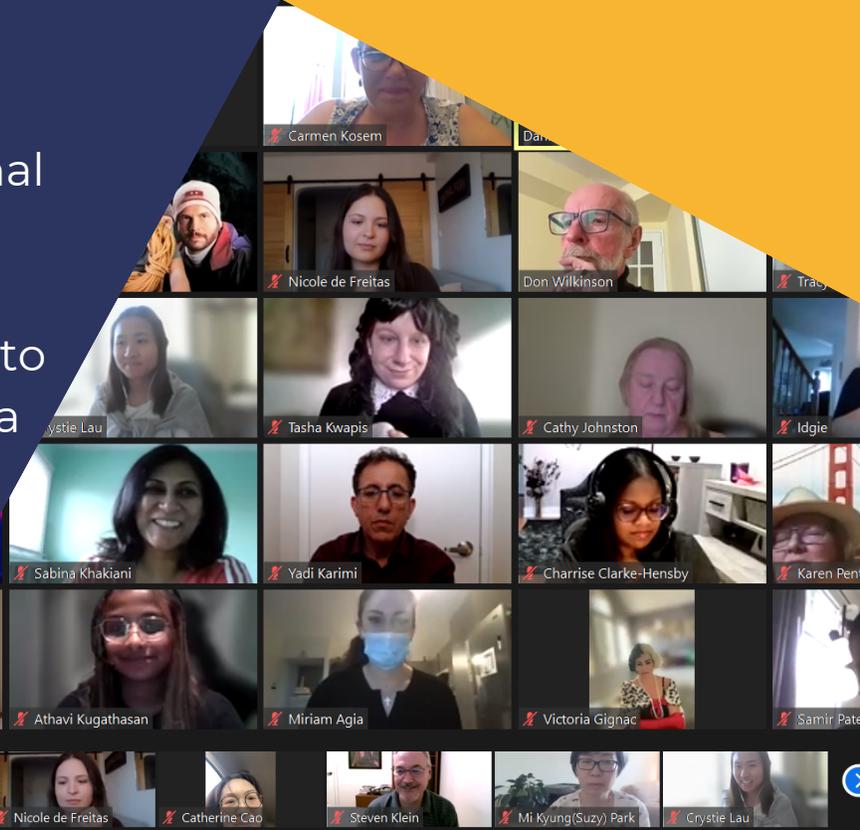
- York Regional Police delivered personal safety awareness training to CL VS employees working in the community.
- Maintained partnership with Etobicoke Senior Services (ESS) to provide increased opportunities to seniors, including the HEARTS educational series, holiday care packages and senior social teas.
- Partner agency with My Community Hub.
- CLYS spearheaded the collaborative meetings for over 30 organizations based out of the GTA
- Worked closely with York Region Public Health through COVID outbreaks
- 12th annual Por Lay Shek Scholarships were made available to the community.
- ME and Lau Family Foundation Scholarship made available to the community for the third year.
- Supported and utilized Centre for Behaviour Health Sciences, Mackenzie Health for FASO services.
- Partnered with York Catholic District School Board and the City of Vaughan to deliver Project SEARCH York Initiative



2023 STAFF APPRECIATION

"WE RISE BY
LIFTING
OTHERS"

Every day, Community Living York South employees work tirelessly to provide exceptional care to people with lived experience and their families. CLYS expressed appreciation to employees this year through a virtual staff appreciation, tokens of appreciation and bonuses throughout the year.



JAN-DEC

Tokens of appreciation & bonuses

APRIL

Virtual Staff Appreciation

THE SOCIAL COMMITTEE *presents*

CLYS OSCAR NIGHT STAFF APPRECIATION



AGENDA 7:00 PM | APRIL 13, 2023 | 8:30 PM

- 07:00 PM Welcome & Introduction
- 07:15 PM Service Awards & Games
- 08:00 PM Prize Wheel
- 08:20 PM C.A.R.E Crew Survey Draw
- 08:25 PM Outfit Competition Winners
- 08:30 PM Closing Remarks

WILKINSON GIFT OF THE HEART



The Wilkinson Gift of the Heart was established in 2018, inspired by Don Wilkinson who models and lives the values of being heart-centred and selfless giving to improve people's lives.

In lieu of presenting this award to one individual staff, we are dedicating the award to ALL STAFF for their tremendous commitment and contribution to supporting the health, safety and wellness of people we support, families, themselves, each other and our community. Since March 2020, we have been daily witnesses to the demonstration of compassion, caring, professionalism and heart-centred support from our employees in the face of uncertainty during and throughout the COVID-19 pandemic. We are thankful beyond measure for the leadership in their roles and for bringing their best every day!



SERVICE AWARDS

5-Year Service Awards

Annie Desrochers
 Eunice Joseph
 Karen McGregor
 Hunter Meech
 Mi Kyung (Suzy) Park

10-Year Service Awards

Adebiyi Yemi Adetola
 Tazeem Bibi
 Faezeh Ghassemi
 Jillian Haid
 Lindsey Pritchard
 Iryna Zaika

15-Year Service Awards

Karen Chung
 Yadullah Karimi
 Yuet Mui (Eva) Lau
 Irene McDougall-Nugent
 Yvonne Pearson

20-Year Service Awards

Ritu Singarayer
 Maria Datol-Bello
 Fatemah Najibzadeh

25-Year Service Awards

Tracy Paiva
 Sandra Henderson

30-Year Service Awards

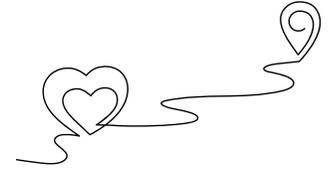
Silvia De Abreu
 Richard McCallum
 Jeffrey Pope

35-Year Service Awards

Karen Penton



THE C.A.R.E crew



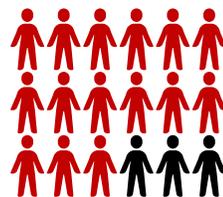
Community Living York South's C.A.R.E Crew (compassion, acceptance, resources, energizing) crew provides employees with all things related to wellness, mental health, and self-care. The association knows employees work tirelessly for the well-being of the people supported and their families, and the association wants its valued employees to ensure they take care of themselves!



This year, the C.A.R.E Crew developed and circulated self-care posters, released a self-care passport, hosted draws, and facilitated activities and provided prizes for both the associations United Way Campaign Celebration Event and the Staff Appreciation Event!



CLYS's C.A.R.E Crew Committee initiated an ongoing feedback survey to get input from our valued employees. The survey was designed to gain insight into what employees want and need as it relates to wellness. In March 2023, the top survey result revealed:



84% of CLYS employees that took the C.A.R.E Crew Survey said they would like to attend an in-person event!

Our C.A.R.E. Crew:
Ritu Singarayer, Sabina Khakiani, Kayla Slimkowich, Eugenie Lau, Lisha Virk, Miriam Agia, Tasha Kwapis, Yvonne Pearson, Esther Hon, Annette Cook, Nikhil Chaurasia, Maya Trendov, Thaniya Manohrarajah

*We are always looking for new members!
Join the C.A.R.E. Crew today by emailing kslimkowich@communitylivingyorksouth.ca*

SHARE YOUR FEEDBACK WITH THE CREW - <https://bit.ly/carecrewsurvey>



In Loving Memory Of

Janet Hughes

March 9, 1962 - October 16, 2022



Janet passed away peacefully on the evening of October 16th at Mackenzie Health at the age of 60. Janet moved to Community Living York South on April 2, 1986 and lived at North House. In 1993, Janet moved to Sir Kay and then moved to Cooperage in 2015. Janet loved listening to music especially the Chicken Dance, animals, colouring and listening to funny stories and jokes. She loved going to the cottage and soaking up the sun and wading in the water. Janet will be remembered for her spunk, humor and ability to welcome people into her world. Janet was always up for a party, a good time, dancing and a beer. Janet was a fighter and her personality was always bright and cheerful. She could always put a smile on anyone's face, and anyone she ever crossed paths with could instantly find a connection with her. Janet is missed by her family and friends and will always have a special place in our hearts. Rest in Peace Janet, you will be missed.



In Loving Memory Of

Jordan LaPointe

April 23, 1982 - January 16, 2023



Jordan became a part of our CLYS family on December 9th, 2002. Jordan lived at North House until moving to Silver Linden and then Highway 48 before moving to Camp Prospect (currently Improving Lives) in 2009. Jordan was a happy, outgoing man who loved interacting with people. He made friends easily wherever he went and enjoyed entertaining one and all with his humorous stories. Jordan was kind and caring and would always greet you by saying "Hello my friend!" Jordan had a great love of animals and always appreciated when staff would bring their dogs to work at his home in Beeton, and he enjoyed owning various fish and small pets over the years. When Jordan was a young man he enjoyed playing sports and was involved in Special Olympics. In more recent years, Jordan enjoyed fishing and doing jigsaw puzzles and he loved going out into his community and enjoying a meal at his favourite Sushi restaurant. Jordan loved spending time with his family and would spend time in Niagara visiting his mom. Jordan will be very missed by all who knew and loved him.



In Loving Memory Of

Michael Kallicragas

January 2, 1959 - December 21, 2022



With heavy hearts, we share the peaceful passing of Michael Kallicragas on Wednesday, December 21, 2022, at Hill House Hospice in Richmond Hill. Beloved son of the late Rachel and Eraklis; older brother to James and Paul (Lois); uncle to Andrew, Jason, Amy, Jack and Alex; and great uncle to Averie, Ivy, Emeric and Mira. Michael has been supported by his Community Living York South family since 1973; he lived in Markham for most of his life before moving to Richmond Hill two years ago. Michael was a gentle soul who touched many lives with his kindness and caring. He greeted you with a smile and a handshake when you came in and a bow when you were leaving. He enjoyed the simple pleasures of life, a cup of coffee and sweets. He loved Christmas and country music, seeing live musicals and travelling to Disneyland. Michael loved bowling and had many trophies to show for it. He was a member of the Hagerman's church. He took delight in his role as an usher and enjoyed handing out bibles to his fellow parishioners. He will be deeply missed by his family and his Community Living York South family, especially Roger, Graham, Kevin, Bill, Nicholas, Danny, Annette and his Bathurst and James Speight staff teams. Michael, you will be missed and will forever live in our hearts.

Thank You Donors!

Your donation makes a difference. You make a difference.

- David Butt
- Don & June Hamilton
- Minken Employment
- Michelle Lau
- Jim Veres
- Toronto Police Foundation
- Mariana Chu
- Northern Comfort
- Ted Langdon
- Teresa Palmieri
- Maureen Wilkinson
- Rainmaker Strategies
- Amir Geranmayegan
- Martin Volkhammer
- Donna Johnstone
- David Sweeney
- Ben O'Shea
- Nancy Ferris
- Kenneth Hersh
- Susan Hicks
- Glen Mumberson
- Helen Volkhammer
- Ralph Volkhammer
- Marylynn Bullock
- Paul Brown
- Bernadette Vitta
- COSTCO
- Decksterity Carpentry Contracting Ltd.
- Dollarama
- Eagles Nest Golf Club
- Esther Yau
- Hockey Hall of Fame
- Holland Marsh Wineries
- Longo's
- Natures Gifts & Organic
- Spa
- Niagra Parks
- Pedal Pub
- RBC
- Reptilia Zoo
- ROM
- Saje Wellness
- The Science Centre
- The Keg



TO DONATE
SCAN THE QR CODE
WITH YOUR MOBILE
DEVICE CAMERA



An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario



United Way
Greater Toronto



Richmond Hill

101 Edward Avenue, Richmond Hill, Ontario L4C 5E5

Markham

5694 Hwy 7 East, Unit 13, Markham, ON L3P 1B4

Vaughan

190 Marycroft Ave, Unit 5, Woodbridge, ON L4L 5Y1

 1-877-737-3475  905-737-3284

 info@communitylivingyorksouth.ca

 www.communitylivingyorksouth.ca

