



2024-2025 ANNUAL REPORT

Daniel Giroux, Board Chair
Linda Bissonette, Executive Director

Continuing our journey

We have had an exciting year which started off with celebrating the "Shine a Light on Community Living" campaign in May with the North Glengarry Township proclaiming May as Community Living Month. We were fortunate to have an inspirational guest speaker, Michael Jacques come out to Alexandria to promote inclusion of people with disabilities, by sharing his personal journey and experiences on his challenges and triumphs. Fundraising events, all held in person as we finally put covid-19 in our rear view mirror, were very successful due to the great support of our community. We were thrilled to re-instate our annual 3 partnership awards and our Tomorrow's Dream program following a 4 year hiatus, announcing all recipients during our \$10,000 wine and cheese fundraiser. People supported have been busy participating in community events as well as exploring leisure, social and recreational opportunities both within and outside our local area. Our organization strives to engage employees, families and our community to join our journey to help people lead awesome lives!

During this past year, we have also been busy implementing the goals outlined in our strategic plan shared with stakeholders in January 2024. A major focus has been exploring inclusive affordable housing options for the people we support that align with the Journey to Belonging, allowing for more choice in where a person lives. We look forward to building solid partnerships with businesses and organizations in Glengarry County that share our vision for creating accessible and inclusive housing for all members of the community. In conjunction with various community partners, including the township of North Glengarry, we surveyed the community to get a better understanding of the transportation needs specifically as it relates to serving people with disabilities and seniors. Another area of effort has been around staff recruitment and retention. As an organization located in a rural area, it can be challenging to find qualified staff as many of the younger graduates tend to head off to the larger cities. We've strengthened our recruitment strategy by advertising on more platforms; created an employee referral program and implemented a policies and procedures that embrace Equity, Diversity and Inclusion.

We look forward to continuing community engagement while creating more opportunities and experiences for people in our services.

Thank you to our board of directors for their steadfast support and guidance. Thank you to our employees: our front line support workers and management team for their dedication in providing safe, caring supports unique to each person and focusing on all aspects of people's lives creating opportunities for inclusion and belonging.

BOARD OF DIRECTORS 2024-2025

CHAIR

Daniel Giroux

DIRECTORS

Elaine Oetelaar
Debra Baker
Marilyn Blackwood
Réjean Boulanger
Jacques Cholette
Donna Orwell
David Forrest

3 KEY PILLARS OF STRATEGIC FOCUS

GOAL #1: To secure adequate funding to sustain current operation and support anticipated organizational growth.

GOAL #2: To excel in service delivery.

GOAL #3: To demonstrate organizational strength and leadership.

MISSION

Community Living Glengarry provides safe, caring supports unique to each person. We focus on all aspects of people's lives creating opportunities for inclusion and belonging.

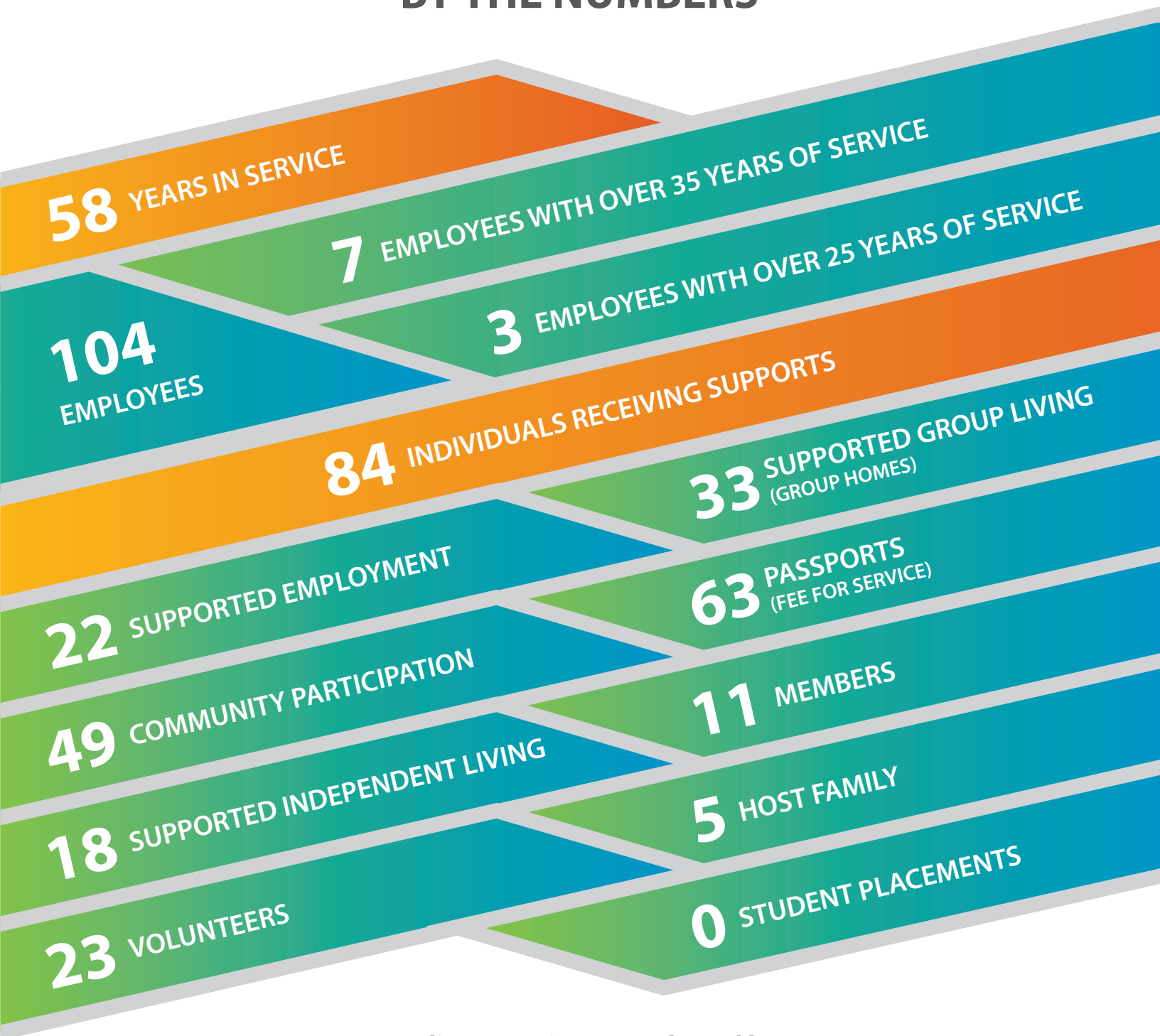
CORE VALUES

Trust
Respect
Honesty
Empathy

VISION

Join our journey to help people lead awesome lives!

COMMUNITY LIVING GLENGARRY BY THE NUMBERS



2024 Compliance Review – Conducted by MCCSS

Ministry of Children, Community and Social Services conducted their annual compliance review of services and supports provided by Community Living Glengarry from November 18-29, 2024. The compliance officer inspected the following programs: Dominion Residence, Bishop Residence, Roy Crescent Residence, Community Participation and Supported Independent Living. There are 200 indicators that our organization must achieve to demonstrate our commitment to quality and accountability and we successfully met almost all of them, with only five non-compliances and three recommendations noted. In follow-up of the review, we performed immediate corrective action to ensure we met compliance standards.

This is a remarkable accomplishment and a testament to our employees' dedication and hard work in providing high quality, compassionate services that align with our mission and vision.



TOMORROW'S

DREAM

Tomorrow's Dream is a special initiative created by Community Living Glengarry, — designed to fulfill the dreams of the people we support. For individuals on a fixed income, pursuing significant aspirations—especially costly ones— can feel out of reach. That is where this fund steps in. Each year, we strive to raise \$5,000 to help bring these dreams to life, and one of the key ways we achieve this is through voluntary employee payroll deductions. Employees who participate can claim their contributions on their T4.

The dream application process invites people we support to share their aspirations, and a committee—comprising of three employee contributors, one community member, one Manager, and the Manager of HR/Fundraising (non-voting)—reviews and selects a winner.

The winner of this year's Tomorrow's Dream is someone who has discovered a love for live musicals after attending The Lion King at the NAC. Her dream is to take this passion even further by experiencing a live Broadway musical in New York City. We are thrilled to announce that this year's winner is Manon Paquette! Congratulations, Manon!



A MILESTONE

FRIENDSHIP

“There are friends, there is family, and then there are friends that become family.” — Unknown

To this quote, we bring attention to Tom Gray, and his 30 + year friendship with Ann Poirier. Ann was once a support staff, who worked and advocated for Tom. She was instrumental in creating the monthly trips to Westport and the Rideau Lakes, where Tom was born. There, Ann supported Tom to reconnect with his family and helped nurture his love for Westport.

Through retirement, Ann has not only become a devoted volunteer but her bond with Tom has flourished into true friendship as they continue their monthly trips to Westport and reminisce the past together. We celebrate Friendships like Ann’s and Tom’s and encourage others to foster connections in the hopes of creating lasting friendships that can grow and bloom together for overall healthy living, inclusion and belonging.

HIPPOCAMPE

ALL TERRAIN WHEELCHAIR

We are thrilled to announce that Community Living Glengarry was the proud recipient of a grant through Desjardins Ontario Credit Union, in August 2024, to purchase the Hippocampe Beach and All Terrain Wheelchair. This special needs buggy enables access to difficult terrains, giving those with mobility impairments the opportunity to experience new leisure activities and discover new horizons!

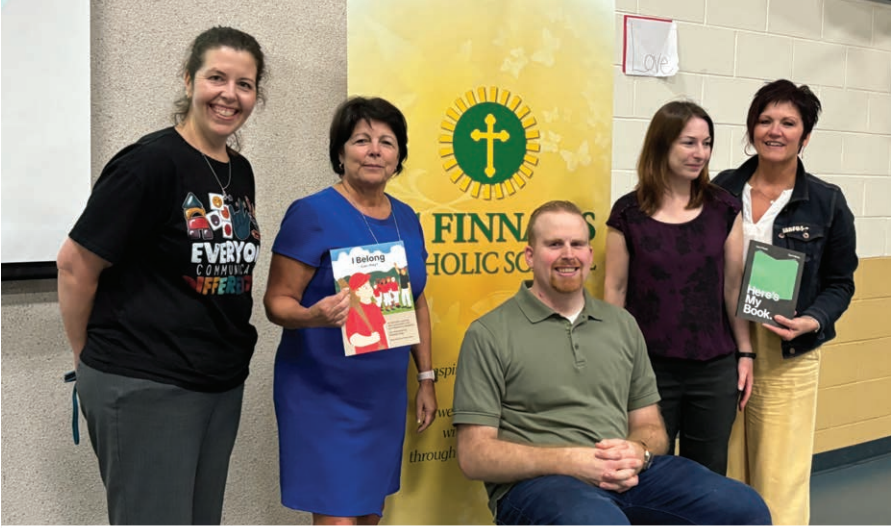


PASSPORT PROGRAM

Participants of our Thursday night cooking class were treated to a guest chef. Chef, Stacy Desrosiers, born and raised in Cornwall, graciously came out to Glengarry in January to teach us how to make Smash Tacos! Stacy went to culinary school in NYC. She has worked at Gotham Bar and Grill NYC, Walt Disney World Orlando, Windsor Court Hotel New Orleans, Wynn Las Vegas, Bobby Flay Atlantic City, Spartina Los Angeles, Cosmopolitan (Superfrico) Vegas. The last jobs, from Bobby Flay on tv, are executive chef or pastry chef. Stacy and Bobby Flay also won championship on Iron Chef. Stacy currently resides in Las Vegas.

A big thank you to Lisa Dupuis, passport support worker, for organizing this awesome opportunity!





COMMUNITY

LIVING MONTH

May is Community Living Month, a province-wide annual awareness campaign “Shine a Light on Community Living” to promote true inclusion for people who have an intellectual disability and their families. On May 1st designated buildings and landmarks across the province are illuminated in blue & green.

CLG’s 2024 awareness campaign consisted of illuminating our exterior buildings in blue & green; posted “inclusion” lawn signs around Glengarry County; distributed “Community Living Month” placements to various restaurants; made weekly cupcake deliveries (frosted with blue & green icing) to businesses & organizations in our county; held a Rod Stewart tribute show.

A special May event held, May 21, 2024, in partnership with St. Finnan’s School, featured guest speaker Michael Jacques, a passionate advocate for belonging and inclusion. Michael shared his journey and experiences to provide insight to the challenges and triumphs faced by individuals with disabilities. More importantly, he reminds us that inclusion is not just about physical accessibility but about fostering an environment where everyone is respected and valued for who they are.

Together we can create inclusion of all individuals in our communities.



THE PARTNERSHIP

AWARDS

The partnership awards are presented annually to recognize and honor a person, group, organization, employee or a business. We have so many great community partners that it was difficult to recognize only 3 recipients.

This year the awards were presented during our \$10,000 Draw, Wine and Cheese Fundraiser.

Employer of the year: "Inclusion of the Year Award"

For exceeding all standards and serving as an inspiration to other employers by supporting competitive employment in the workforce. Presented to Glengarry Memorial Hospital.

Friend of Community Living Glengarry: "Community Excellence Award"

For setting the bar high demonstrating selfless dedication in assisting people to exercise their rights and have a true sense of empowerment. Presented to Ann Poirier.

Community Builder of the year: "Community Spirit Award"

In grateful appreciation of your unwavering devotion and commitment toward our goals and for making our organization stand above the rest. Presented to the Royal Canadian Legion 423.

Congratulations to all recipients, we greatly appreciate your contributions.



EMPLOYEE

ENGAGEMENT

Community Living Glengarry recognized employee “Years of Service” milestones with a catered lunch on October 10, 2024 at the Glengarry Golf & Country Club.

We truly appreciate the dedication, compassion and enthusiasm our employees demonstrate. Congratulations to the following employees being recognized:

5 Years: Autumn Riley, Daniel Ladouceur, Daniel Walsh, Donna Secord, Henry Tepogosoglou, Jacques Lavigne, Jamie Deguire, Karen Lefebvre, Kayla Brazeau, Kristine Flaro, Lisa Marie Johnson, Martine Bourgon, Michelle Valade, Matthew Fox, Sarah Joly and Sylvain Lavigne.

10 Years: Jennifer Ouderkirk, Kaitlyn McKay, Lisa Daoust and Melissa Robinson-Masson

15 Years: Constance Laframboise, Daniela Rupp, Diane Merpaw, Krista Blohon, Lisa MacDonald, Philippe Maheu, Richard Hutt, Maurice Dupelle and Sue Klickermann.

20 Years: Kateri Dubeau

25 Years: Linda Duval

30 Years: Chantal Desjardins, Claudette Poirier, Lee-Ann Smith

35 Years: Carol White, Connie Hurtubise, Donna Ouimet, Lori Gallant and Yvette Rudy

40 Years: Danielle Duranceau

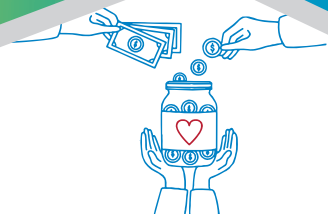
RIGHTS

PROTECTION & PROMOTION



Between 2024 and 2025, the Rights Committee met four times and reviewed 42 instances of rights restrictions. Our committee is comprised of volunteers, including a pharmacist, a family member, a police officer, and two individuals who receive support. We work in partnership with the individual and their support team to better understand each situation and help address or resolve any restrictions on their rights.

FUNDRAISING



Community Living Glengarry held several fundraiser events in 2024-2025. We started the year off in May, with the Rod Stewart Tribute Show held at the Angora Center in Cornwall as a wrap up to our "Shine A Light on Community Living Month" campaign. In June, the Ted Orwell Memorial Summer Classic Golf Tournament took place at the Glengarry Golf and Country Club, selling out with 144 registrations. Mother Nature graced golfers with a beautiful sunny day as they played 18 holes, followed by supper and prizes under the big tent. In mid December the \$10,000 Wine & Cheese draw was held at the Glengarry Sports Palace. After 3 years of holding it virtually due to Covid, it was great to finally return to an in-person event. The place was packed with a huge crowd anxious to see who would be the \$10,000 winner. Congratulations to Eddie Oetelaar & Ian Kinloch (last 2 ballots remaining in the elimination draw) to split the \$10,000 grand prize. A special fundraiser held just prior to Christmas to win a customized motorcycle was organized by Zach Chenier and Mike Deschamps. Draw proceeds were split between CLG and Carefor.

Congratulations to Freeman Murdoch! In addition to our regular fundraising events we ran weekly bingos, throughout the year, in partnership with the Cornwall Bingo Center on Wednesdays where we received funds from the pooling proceeds. We were also very fortunate to receive donations from social clubs, families and members of the community.

Thank you to everyone who has supported our fundraising initiatives!

FINANCIALS

STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2025

| REVENUES | \$ | EXPENDITURES | \$ |
|--------------------|---------------------|---------------------|---------------------|
| MCCSS subsidies | 5,839,563 | Salaries & Benefits | 4,962,724 |
| Other grants | 140,379 | People Supported | 441,823 |
| Accommodation Fees | 386,929 | Administration | 476,690 |
| Fees for Services | 417,210 | Buildings expenses | 420,683 |
| Other income | 228,831 | Other expenses | 442,214 |
| Fundraising | 300,545 | Fundraising | 260,833 |
| TOTAL | \$ 7,313,457 | TOTAL | \$ 7,004,967 |

Copies of completed audited financial statements are available upon request.

INFRASTRUCTURE & FUNDING

Community Living Glengarry was successful in obtaining funding for two of its residences.

The Bishop residence received funding for renovations in one of the attached apartments. Renovations were completed in March 2025 which consisted of refreshing the painting throughout the whole apartment.

Roy Crescent had the floors in the living room, dining room and kitchen area removed and new flooring installed. MacDonald Blvd received funding to replace the cement curbs and repaint parking lines on the driveway; this work should be completed and finalized sometime in the summer of 2025. As well, three electrical panel boards, original to the building being constructed, were replaced to ensure modern, reliable operation.