INCLUSION
PROGRESSIVE COMMUNITIES ENSURE EVERYONE IS IN
Annual Report 2016/2017
Mission

Providing support to individuals who have an intellectual disability to ensure their quality of life in the community is meaningfully improved.

Vision

All people will live in a state of dignity and respect, share in all elements of living in a community which is welcoming, accepting and inclusive of all individuals. All people will have the freedom to make choices and decisions that enable them to achieve self-determination.

Philosophy

We believe that people who have an intellectual disability have the right to live in the community and to participate actively in community life. Each individual, regardless of the degree of disability, should enjoy the full rights of “citizenship” and the full experience of membership in the community. To be a “citizen” is to enjoy the same legal and human rights, the same access to community resources and services, and the same opportunity to contribute to the community as everyone else. To be a “member” is to be an integral part of the social fabric of the community, participating alongside and developing relationships with other members of the community.

We believe that each individual should be supported in efforts to exercise choice, to attain personal goals, to make friends, to learn, to work and to play. Each individual is unique and deserves support which recognizes and encourages that uniqueness, and which enables that individual to be a valued member of the community.

We believe that the whole community is enriched when people who have a disability have opportunities to participate alongside their non-disabled neighbours.
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Message from the President and Executive Director

The continued efforts of the Board of Directors and Support Staff of Community Living Mississauga for advocacy and resource development for the individuals supported by Community Living Mississauga has reached important milestones in our strategic objectives.

Issues that continue to be a concern include:
- The need for adequate funding for families by government
- The lack of provincially funded expansion of programs and supports
- The increase in crisis situations that Mississauga families are facing due to the lack of funding

Advocacy has been strategically coordinated by the Board and Senior Management to expand our “voice” in the regional advocacy groups & provincial ministerial circles. These issues continue to guide our advocacy efforts to ensure that the province and our local MPPs know the challenges that many families continue to face in our own community.

As a result, Community Living Mississauga has been able to:
- Take a lead role in the Peel Planning Group, meeting with and demanding additional financial resources for “Fair Share for Peel” service providers
- Along with family members, met with and voiced the desperate situation articulated in the petition in face to face meetings with most MPPs in Mississauga and Brampton.
- Drafted and circulated the “Unacceptable” petition signed by over 1100 Peel residents and culminated with the reading by MPP Jagmeet Singh in the April 25, 2017 session at Queens Park.

Community Living Mississauga’s supports and services have made great strides over the past year with flourishing programs. To name a few, in the Employment Resource Centre, 144 people are working in paid jobs which is a 25% increase over last year. Community on Campus also saw a slight increase in participants from the previous year.

Our Resource Development area has had exceptional success with our latest fundraising Tribute Dinner that saw us pay tribute to Jack Oliveira that raised a record breaking $600,000. In addition, due to the sustainable relationships nurtured by our staff, we were able to be the repeat benefactors of several third-party events such as the Whole Foods 5% Community Giving Day, the Kaneff Golf Tournament and the Tim Hortons Smile Cookie campaign. We are grateful for these opportunities and will continue our efforts to cultivate new partnerships as fundraising dollars are at a premium in today’s economy and resulting volatility.

It is because of these fundraised dollars and the generosity of others that there is an increased number of children and teens being supported in our summer programs, an increase in the number of weeks per person in our summer programs and a huge expansion in our Community Engagement Resource Initiative.

All of this is a result of many years of planning and listening to families and ensuring that program development is always geared towards our vision of maximizing efforts of community inclusion.

Overall, despite a year of many successes, we are not satisfied and continue to be driven to ensure that all individuals have the opportunity for adequate support and that all people are included and have the opportunity to fully participate in our community.

We would like to thank everyone for their ongoing support and are looking forward to another exciting year!
Board of Directors

Individuals

Continue to promote inclusion

Continue to enhance the quality of supports and services

Employee/Workforce

The organization values its employees

The organization is committed to enhancing the competency of every employee

Promote a workforce that is driven by a common set of goals and norms based on our mission and vision
On a fiduciary level, the Finance Committee has met monthly to review results and financial projections recommending the approval of next year’s budget to the Board of Directors and kept the Board updated with quarterly financial reports. We are very confident in the accounting processes and controls that are in place and the overall accountability structures are strong and appropriate to the Association’s volume of transactions and total expenditure levels.

We completed several major tasks in the prior fiscal period:

- Reviewed and approved the Financial audit process and final report
- Reviewed and approved a variety of financial reports for the Ministry of Community and Social Services and the Ministry of Children and Youth Services
- Reviewed and updated our current Investment Policy
- Completed a request for proposals (RFP) process regarding our Insurance Company and selected a new company which will result in some cost savings in the future

We again have not received any inflationary increases to cover the cost of items such as staff travel, heat, hydro, etc.

On a brighter note, our prior years of investing in future cost saving projects is continuing to pay off. This has given us some financial breathing room to be able to continue to maintain our properties at the highest standards and to continue to invest in technologies such as our new Document Management System (DocLink) that will produce financial savings in the future. We were also able to purchase a home which we had previously been renting.

As reported last year, Mississauga Homes for Independent Living ceased operations and we set up the Joan and Gordon Murless Fund. Through this fund families are able to continue the process of long term planning and the Fund assists families with the cost of developing a Will. This past year we have had 21 families finish the process and another 32 are participating.

In summary, 2016/2017 ended the year on solid financial ground.

We sincerely wish to acknowledge the incredible support from the generous efforts of families, corporate partners and volunteers.

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**Treasurer's Report**

**Sources of Revenue**

- **Government** 80.23%
- **Recoveries** 14.82%
- **Grants** 1.32%
- **Fees** 0.27%
- **Donations** 0.40%
- **Other** 2.96%

**Expenses**

- **Staff Related** 66.69%
- **Purchased Service** 20.95%
- **Occupancy** 4.88%
- **Supplies and Equipment** 2.34%
- **Administration** 3.32%
- **Amortization** 1.82%
Community on Campus
Building an Inclusive Campus for 20 Years

In 1996, a shift in public opinion on how to best support people who had an intellectual disability was taking place. Instead of looking at isolated individuals in remote institutions, away from public view; progressive organizations were looking for ways to develop inclusive, community-based programs and supports.

Fortunately, two such organizations – Community Living Mississauga and the University of Toronto Mississauga – found a way they could work together to build an inclusive campus environment.

For more than 20 years now, the partnership between the University of Toronto Mississauga and Community Living Mississauga has provided an opportunity for adults from 21 years of age to 30 to experience university life by participating in activities of their choice on campus. Participants can spend up to a maximum of 16 hours per week on campus for a period of three years.

The only program of its kind in Canada, Community on Campus is coordinated by April Forbes who schedules the activities, which are chosen by the program participants, while one-to-one support is provided by student volunteers.

“Community on Campus does more than just benefit the people who participate in the program,” said Forbes. “It also provides our volunteers with the opportunity to build their leadership skills while making a positive difference in someone’s life.”

Program participants are able to audit classes, join one of the many student clubs, participate in fitness classes at the gym or just play cards and socialize with other students. Over the years, they have also volunteered, and in some cases, worked at the UTM Student Centre, Women’s Centre, Early Learning Centre, book store, radio station and Bikeshare service.

“By being active in day-to-day in campus life, the people participating in our program are helping to promote an inclusive atmosphere that can be felt by everyone on campus,” said Forbes.

The program, which started as an experiment in 1996 with eight participants supported by 10 student volunteers, has grown to now include 20 participants who are supported by 55 volunteers.

At the 20th anniversary celebration for Community on Campus, held last November, the University of Toronto Mississauga’s Dean of Student Affairs, Mark Overton may have summed up the biggest impact of Community on Campus when he noted that “this program fosters a lifelong sense of community involvement… it helps our students become advocates and organizers for more inclusive spaces.”

And that is an impact that will continue for another 20 years.
A record crowd of more than 1500 friends, family and dignitaries raised $600,000 while honouring LiUNA Local 183 Business Manager, Jack Oliveira, at Community Living Mississauga’s 33rd annual Tribute Dinner on Thursday, March 30th.

The evening, which was emceed by Marcello Di Giovanni - Sector Coordinator, Roads, Fencing and Landscaping - LiUNA Local 183, included silent and live auctions and treated guests to entertainment from Portuguese singer/impersonator, Fernando Pereira and local pianist, Ron Adea.

Also included in the evening program were remarks by Joe Mancinelli, Vice President and Regional Manager of LiUNA, the Labourers’ International Union of North America; the Hon. Charles Sousa, Minister of Finance; John Almeida, Senior Vice President, Aecon Transportation East, responsible for Aecon Construction and Materials Limited, Karson, Aecon Materials Engineering and Yellowline Asphalt Products Ltd.; and Jack’s daughters, Jessica and Danielle Oliveira shared memories and stories about Jack’s work and family life.

Following his piano performance, Ron Adea, who has an intellectual disability and has participated in Community Living Mississauga’s employment program, also shared some of his personal experiences with the organization and explained the impact it has had on his life.

Now in its 33rd year, the annual Tribute Dinner raises much needed funds to provide opportunities for children and youth who have an intellectual disability to attend summer camp programs.

“Community Living Mississauga has seen many changes since our first Tribute Dinner was held. During these 33 years, we have built an organization which has seen growth and expansion in opportunities that cover all aspects of life from residential opportunities to day support, employment, leisure and recreational activities,” said Eugene Nolin, President of Community Living Mississauga’s Board of Directors. “We are proud to host this event to honour Mr. Oliveira, who is also been building this community for more than 30 years.”

Jack A. Prazeres, Chair of the 2017 Tribute Dinner Planning Committee, echoed Nolin’s sentiments about the important role Jack Oliveira has had on our community.

“Jack is known and respected across Ontario for his loyalty, friendship and dedication to others,” said Prazeres. “Jack is responsible for building communities from the ground up…inclusive communities that will welcome people of all backgrounds, religions and levels of ability. For that reason, Jack Oliveira was an obvious choice as this year’s honouree.”
Community Partnerships

Building community capacity and social capital is the foundation of Community Living Mississauga. These connections prove time and time again how the quality of life of individuals who receive support are enhanced as a direct result.

Mississauga is a city made up of many unique communities - each of which has so much to offer. These communities are made up of people of like minds, with common interests, fascinations and passions to share with each other.

By building relationships in these communities, we are creating a city which welcomes and includes all people.

Here are just some of the highlights of the past year:

Partnerships in Programs

- 170 children and youth participated in our summer programs throughout Mississauga.
- 11 teens participated in our March Break Teen Activity Program.
- 23 individuals played softball every Monday evening in the Community Sports League.
- 106 adults have made new friends and tried many new activities through their participation in the Community Engagement Resource Initiative.
- 26 teens have made new friends and tried new activities through their participation in the Community Engagement Teen Initiative.
- 51 teens participated in our Weekend Respite Programs.
- 73 adults participated in recreational activities offered by the City of Mississauga with the support of the Inclusion Resource Team for a total of more than 2000 hours.
- The Inclusion Resource Team has trained over 1236 full-time and part-time City of Mississauga Recreation and Parks staff and volunteers on the value of inclusion and how to modify activities and classes so that everyone is participating. The team delivers specific Inclusion training for recreation staff on an ongoing basis to ensure that they have the knowledge and expertise to provide a welcoming and inclusive space to adults who have an intellectual disability.
Volunteering

Throughout the past year nearly 300 volunteers donated their time and commitment to enhance the lives of individuals who have an intellectual disability in all areas across the organization.

This year we were involved in numerous Corporate Volunteer Partnership projects including:

• Scotia Bank provided more than 30 volunteers for our Annual Golf Classic again this year and were joined by volunteers from Cummins Canada as well as Arla Foods volunteers who participated for the first time this year.

• Peel Professional City Club volunteers assisted our aid station at the Mississauga Marathon’s 5K and 10K race. Again this year, we were joined by members of the Peel Professional City Club.

• To help raise awareness about our organization while also giving back to a service club which has supported us for many years, Community Living Mississauga staff volunteered at the Amacon Rotary Ribfest.

Community Partnerships

Community Awareness

• With the ongoing support of our key media partners, Community Living Mississauga was able to promote awareness throughout the Mississauga community. We continued to have tremendous support from Rogers Television, The Mississauga News, and SNAPd community newspaper.

• Representatives from our organization made presentations on behalf of the United Way of Peel as part of its Speakers Bureau.

• For the seventh consecutive year, we rallied more than 20 volunteers to assist at a refreshment station during the Mississauga Marathon’s 5K and 10K race. Again this year, we were joined by members of the Peel Professional City Club.

• To help raise awareness about our organization while also giving back to a service club which has supported us for many years, Community Living Mississauga staff volunteered at the Amacon Rotary Ribfest.
Community Partnerships

Support in Fundraising

- Community Living Mississauga relies on fundraising events throughout the year to raise monies for unfunded programs. These events include:

  - In August of 2016 the more than 220 golfers participated in the 13th Annual Community Living Mississauga Golf Classic.

  - During the week of September 12–18, 2016, the Tim Hortons Smile Cookie Campaign in Mississauga raised $92,000 for Community Living Mississauga. In addition, Tim Hortons also donated proceeds from their sales at the Southside Shuffle.

  - On March 30, 2017 the 33rd Annual Community Living Mississauga Tribute Dinner honoured Jack Oliveira. The event generated over $542,000 in revenue. Additional pledges from LiUNA Local 183 of $51,750 and Ralph Chiodo of $6,250 raised the grand total to a record $600,000!

  - Several 3rd party events dedicated to raising funds for Community Living Mississauga included the I. Kaneff Charitable Foundation 44th Annual Golf Tournament, the Iggy Kaneff Walk/Run for a Lifetime and Whole Foods Market 5% Day.

Employment Supports

- We currently support more than 280 people to secure and maintain employment while working with more than 185 different employers.

- New employers include Metro Logistics, FedEx, Renewed Computer Technology and Citizenship and Immigration Canada.

- Job Path continues to support people with little to no work experience to secure employment at places such as Tim Hortons and Duroflex Specialty Papers Inc. In September 2017, Job Path will be revamped to include an extended in-class learning experience of six weeks.

- The partnership with the Dufferin Peel Catholic District School Board continues to expand and now includes five schools throughout Mississauga. In the first year, two students were supported to secure paid employment following graduation. This year, we are also introducing a summer program component that will support students to secure paid employment over the summer months.

- The Year Round Part Time Program and Summer Work Experience Program continues to prepare students for work and has led to the success of several individuals securing paid employment with partners such as Costco, A&W and Five Guys Burgers and Fries.
Inclusion Resource Team Connects People to Community Activities

Until recently, on a nice, calm afternoon, you may have seen Cecilia Leung and her son Timothy playing badminton in the schoolyard near their home.

“I played badminton when I was younger and thought it would be a great activity for Timothy to keep him active and to give him some exercise,” explained Cecilia.

With his excellent hand-eye coordination, Timothy took to the game quickly and loved playing any chance he could.

While his mother would have loved to register him in a badminton club, Timothy has an intellectual disability and requires a level of support that community-based clubs could not offer.

However, just over a year ago, Community Living Mississauga and the City of Mississauga partnered to create an initiative designed to promote inclusion in programs offered by the City of Mississauga. With the support of Community Living Mississauga, the City of Mississauga hired staff and created an Inclusion Resource Team specifically to assist individuals to meet their recreation goals.

As soon as she heard about the program from Timothy’s Service Coordinator at Community Living Mississauga, Cecilia recognized that the Inclusion Resource Team Project could ensure that Timothy received the support he required and allow him to participate in a community-based badminton program.

An Inclusion Facilitator met with Timothy to discuss his recreation goals and develop a personalized plan which involved joining a badminton program.

Each Sunday over the past year, Timothy and 12 to 15 other adults meet up at the River Grove Community Centre to play badminton.

The Inclusion Facilitator has been working with Timothy and his coach to teach him different types of shots, understand the rules of the game and support him to meet and get to know the other players.

Timothy is now active, included and improving his badminton skills. His excellent returning ability has earned him the nickname “The Human Wall” from his fellow players.

Timothy says that simply holding the racquet makes him feel happy and his mother can see it as well.

“He has such a positive attitude when it comes to badminton and I can see how excited he is just in his body language,” said Cecilia. “What is great about the program is that Timothy is not just there…he is treated like everyone else and has the opportunity to play with all of the other members.”
Donors and Funders

Sponsor ($50-99)
Leonard Aglieri-Rinella
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Anna Marie Barranco
Gordon Barratt
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David and Diane Oliver
Fani Parcharidis
Michael and Margaret Pawelchuk
Tom Pippy
Trevina Shum
Gurmit Singh
Mahesh and Anju Singla
Anna Sobieraj
Donors and Funders

Bronze ($500-999)

- John Stark
- Roman and Lynda Towarnicki
- Tamara Williams
- Yat Ping Yiu
- A. Youssef

Bronze ($500-999)

- Barbara El-Nesr
- Brett and Claudia Langill
- Dorothy Martel
- Kamran Sheeraz
- Mary Ellen Stoll
- Sue Taggart

Silver ($1000-2499)

- Gordon and Janet Baker
- Gladys Cameron
- Shawn Dunn
- Loretta Miller
- Laura Sluce
- Don Whatley

Gold ($2500-4999)

- Bob Millar
- Rick and Nadia Pellizzer

Platinum ($5000+)

- Eros Gerardi
- Alasdair McKichan
- Greg Symons

Service Clubs

- Mississauga Central Lions Club
- Mississauga Fire Fighters Benevolent Fund
- Rotary Club of Mississauga
- Rotary Club of Mississauga West

Corporate

- Cristo Rei Parish - Irmandade D’Espirito Santo
- CoyleComp
- DUCA Financial Services
- Faraday Metaltron Corporation
- Lending Matrix Inc.
- Ontario Power Generation Inc.
- Provincial Employees Community Services Fund
- RBC Royal Bank
- St. Thomas A. Becket Anglican Church
- TD Securities Underwriting Hope Fund
- The Benevity Community Impact Fund
- Tim Hortons / Hoey Foods
- Travelers

Foundations

- Aqueduct Foundation
- CIBC Children’s Foundation
- Frank Fowler Foundation
- Ontario REALTORS Care Foundation
- The Catherine and Maxwell Meighen Foundation
- The Community Foundation of Mississauga
- The Harry E. Foster Charitable Foundation
- The Lloyd Carr - Harris Foundation
- The Marion Ethel & Frederick John Kamm Foundation
- Winners Merchants International L.P.

Special Thanks to:

We would also like to extend a special thank you to all of monthly donors and the individuals who have given gifts in memoriam or in honour of friends and loved ones.
2016 - 2017 Award Recipients

Above and Beyond: Special Thanks and Recognition
Cathy Burnett
James Collins

Above and Beyond: Leadership Initiative Values Enthusiasm
Cheryl Eadie
Paul Grajauskas
Evelyn Mweene

Above and Beyond: Building Social Capital and Community Connections
Elizabeth Martinez
Joanne Kroeg
Jerome Cruz
Paula Nelson

Employer of the Year
Metro Logistics

Ron Lenyk Media Award
Senso Magazine

Emerging Partnership Award
Dufferin Peel Catholic District School Board

Donor Recognition Awards
Pristine Printing
CIBC Children's Foundation
Peel Regional Police

Excellence in Student Practicum
Crystal Adonis
Ana Maria Cordoba
Monique Dewar-Ellis
Vanessa Fera
Michelle Gilbert
Ben Guillermo
Raquel Hudson
Amanda Lowe
Aqeel Mansuri
Tooba Mashhadi
Jenei Roache
Sarita Shrestha
Jasmine Singh
Erika Tavares
Emily Tjan
Gowry Vaithalingham
Shelby White

Volunteer Years of Service Awards

5 Years
Dewan Afzal
Shayan Alam
Laurie Eschli
Candice Roberts
Ron Shum

10 Years
Diane Gauthier
Debbie Porter

15 Years
Jason Okolisan

Volunteer MBC Leader of Tomorrow Award
Grace Barakat
OUR GOALS

Quality ● Inclusion ● Advocacy

OUR PRIORITIES

Highest quality of supports and services

Meaningful community participation

Commitment to continued advancement

OUR VALUES

Respect ● Caring ● Integrity