

WDDS

2015-2016
ANNUAL REPORT



"A community where everybody belongs."



MISSION STATEMENT

*"We provide opportunities and supports
for individuals with developmental disabilities
to live full lives within the community."*



2015-2016 BOARD OF DIRECTORS

The Board of Directors of WDDS play an active role in determining the growth and direction of the agency. They are involved in long range planning and the development of long term strategies. Their ongoing contribution of time and the sharing of expertise and resources is invaluable to the success of WDDS.

Carrie Innes Olah – *President*
Nancy Springstead – *Past President*
Janet Thomson – *Vice President*
Garry Honcoop – *Treasurer/Secretary*

Debra Brown
Mal Coubrough
Barbara Dabrowska
Ashlee Hall
Terry Harrington
Pam Roe

TABLE OF CONTENTS

Report from the CEO	4-5
Financials.....	6-8
FOCUS Accreditation.....	9
In Their Own Words	10-11
Human Resources	12-13
Job Links, Supported Employment/Social Services.....	14
Garden Fresh Box, Becky's Story, SOAR.....	15
Youth Camp, Communication.....	16
Options, Evolution, Family Support.....	17
Leisure, Respite Services, Runway of Stars.....	18
In Memoriam.....	19

MESSAGE FROM THE CEO

I am very pleased to say that this last year 2015/16 has been very productive marking two significant events in the history of WDDS.

Firstly, the **expansion and retrofitting of the WDDS** property at Bysham Park that started in the late fall of 2014, has now been completed. We are very pleased with the results. The additional space has created opportunities for WDDS to host large training events, and personal/family celebrations both for staff, partner organizations and members of the Woodstock community.

The new addition named, Toyota Motor Manufacturing Community Room, is in recognition of the substantial donation received from TMMC and was recently presented at the Open House in April 2016.

Secondly, the retrofitting of the existing space at WDDS has enabled a shift in the focus of services provided resulting in the **closure of ARC Industries** in February 2016. This is a significant time in the history of WDDS. ARC Industries has been the cornerstone of WDDS for many years. The Ministry of Community and Social Services has been working with agencies and families to move away from sheltered workshops, towards inclusive employment and other meaningful community participation. The focus of supports is now geared towards competitive employment and/or programs that have a skill building or social/recreational focus.

This process has taken several years for WDDS but is now complete. WDDS has taken a person centered approach

with this shift in services and people are now employed elsewhere or actively involved in community based leisure opportunities.

The success of the transformation of services is evident in the 17% increase in the number of services purchased through direct funding (Passport funding). Day Services have been individually tailored to meet this growing demand.

CAPITAL CAMPAIGN

The Board of Directors of WDDS thank the members of Woodstock and surrounding communities for the generous financial support received to date. WDDS continues the Capital Campaign (Community is Key) to generate the funds required to pay back the construction loan and to begin the process for the last remaining space to be retrofitted.



STRATEGIC PLAN

In late 2015, WDDS went through a strategic planning process with several of its stakeholders, resulting in a new three year (2015-2018) Strategic Plan. Three strategic priorities were established and are stated below. More details regarding the Strategic Plan can be found on the WDDS website.

- Enhance stakeholder engagement while strengthening relationships with the community at large
- Cultivate Human Resource Capacity and Potential
- Enhance service innovation/modernization to ensure WDDS is prepared for and responsive to system change and altering needs for service



“In March 2016, WDDS participated in the required on-site validation process resulting in being accredited for the third time extending its accreditation standing until 2020.”

◀ Kathy Straus, CEO receiving award from David Livingstone, FOCUS Accreditation representative

ACCREDITATION

As many of you are aware, WDDS is an accredited organization with FOCUS Accreditation, a quality improvement program that provides organizations with a comprehensive system that focuses on: results for people using services; organizational excellence; and community development.

A quote from Cheryl Whiteman, Executive Director of FOCUS states;

“Woodstock and District Developmental Services (WDDS) has achieved their third accreditation for the period April 2016 – April 2020. In addition, WDDS received 100% in meeting all standards, the first organization with FOCUS within the Developmental Services sector to receive such excellence! Woodstock and District Developmental Services engages many organizations and entities at the local, regional and provincial levels so as to embrace continuous organizational learning and strive for innovation. Stakeholders both internal and external to the organization commented on WDDS’s commitment to innovation and its “forward thinking” approach to strategic planning.”

In closing, none of the successes that WDDS has experienced this year would be possible without the dedicated staff who give unselfishly of their time to provide quality supports and services for the people who access WDDS. To illustrate this I have included a quote from FOCUS:

“FOCUS observed and engaged with staff who are passionate about the work they do and are committed to being ambassadors of WDDS by providing quality services to people supported and their families.”

On behalf of the Board of Directors and myself, I thank the staff and members of the community who every day support the work that is done at Woodstock and District Developmental Services.

Kathy Straus

AUDITORS' REPORT

To the Directors of
 Woodstock and District Developmental Services

REPORT ON THE FINANCIAL STATEMENTS

We have audited the accompanying financial statements of Woodstock and District Developmental Services, which comprise the statement of financial position as at March 31, 2016, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

AUDITORS' RESPONSIBILITY

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors

consider internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

BASIS FOR QUALIFIED OPINION

In common with many non-profit organizations, the organization derives revenue from donations and fundraising, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the organization and we were not able to determine whether any adjustments might be necessary to donation and fundraising income, excess of revenue over expenses and cash flows from operations and the net assets for the year ended March 31, 2016.

OPINION

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of Woodstock and District Developmental Services as at March 31, 2016, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Woodstock, Ontario
 June 16, 2016

Symons, Wearn & Smith LLP
 CPA, CA, Licensed Public Accountants

Summary Financial Information

WOODSTOCK AND DISTRICT DEVELOPMENTAL SERVICES STATEMENT OF FINANCIAL POSITION As at March 31

	2016	2015
ASSETS		
CURRENT		
Cash	\$ 871,251	\$ 341,400
Short term investments	24,143	12,041
Accounts receivable	90,193	124,447
Grants receivable	-	44,850
Government remittances recoverable	47,350	64,049
Prepaid expenses	-	14,576
	1,032,937	601,363
FIXED	3,896,226	2,427,523
	\$ 4,929,163	\$ 3,028,886
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 17,137	\$ 162,710
Wages payable	395,544	271,646
Government remittances payable	16,645	18,388
Deferred program funding	125,686	31,308
Amounts held in trust	2,306	1,293
Furniture replacement fund	32,053	31,848
Callable debt, current portion	52,726	117,679
	642,097	634,872
Callable debt due thereafter	1,338,790	-
	1,980,887	634,870
RESTRICTED FUNDS	5,500	6,500
DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS	970,181	715,808
	2,956,568	1,357,180
NET ASSETS	1,972,595	1,671,706
	\$ 4,929,163	\$ 3,028,886

The audited financial statements are available upon request

WOODSTOCK AND DISTRICT DEVELOPMENTAL SERVICES
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
For the year ended March 31

	2016	2015
REVENUE		
Grants	\$ 8,686,244	\$ 8,390,167
Vocational Supports Sales	325,204	394,222
Other income	6,657	738
	<u>9,018,105</u>	<u>8,785,127</u>
EXPENSES		
Salaries	6,814,033	6,474,858
Benefits	1,035,400	1,025,411
Travel and training	68,989	90,229
Purchased services and supplies	847,567	846,476
Enterprise expenses	242,966	266,204
Occupancy	465,183	447,604
Transportation	171,852	151,204
Insurance	44,207	47,043
Other (net of recoveries)	(671,510)	(563,315)
	<u>9,018,687</u>	<u>8,785,714</u>
Net deficit from Ministry funded operations	(582)	(587)
Agency, other program funding and depreciation	289,471	203,636
NET SURPLUS	288,889	203,049
Transfer from (to) capital replacement reserve	(105)	12,553
Operating fund, beginning of the year	1,660,777	1,445,175
Operating fund, end of the year	1,949,561	1,660,777
Capital replacement reserve, beginning of year	10,929	56,531
Net expenditures and transfers	12,105	(45,602)
Capital replacement reserve, end of year	23,034	10,929
NET ASSETS, END OF YEAR	<u>\$ 1,972,595</u>	<u>\$ 1,671,706</u>

The audited financial statements are available upon request

Included above are City of Woodstock, Community Grants totalling \$10,000 (2015 - \$10,000)



**WDDS RECEIVES THIRD
FOCUS ACCREDITATION**

In March 2016, WDDS went through the FOCUS on-site validation for the third time. WDDS was successful in achieving Accreditation for another 4 years and because this is the 3rd round – has also received a Seal of Sustainability.

The FOCUS on-site validation took place March 8-10, 2016 and was conducted by a team of 4 validators. Over the course of the three days, validators spent time observing services, reading information and collecting input from various people who have a stake in the services being provided. Input was sought through interviews, either in person, by telephone or via e-surveys. Interviews were conducted with:

- 13 People Using Services
- 10 Family Members
- 8 Board Members
- The Executive Director
- 8 Managers/Directors
- 23 Staff
- 9 Community Partners (via e-survey)
- 1 Funder
- 1 Volunteer (via e-survey)

The FOCUS team members spent time visiting 9 Homes, the day program and Options sites, a SIL apartment and a community based employment site.

A wrap-up meeting was held on March 10, 2016 to discuss the findings and recommendations.

The validation covered 15 Domains and 181 applicable standards. WDDS met all 181 Standards achieving 100%, the first Developmental Services provider to do so in Ontario through FOCUS Accreditation.

A few key highlights outlined in the report:

- Based on observations of interactions and interviews, WDDS holds the rights of all people in the highest regard. FOCUS observed this in the homes of people supported by WDDS. Staff ask people using services prior to going into their bedrooms, ensure consents are signed prior to disclosing personal information and staff's actions were observed as respectful towards people supported.
- People using services are encouraged and supported to learn about responsible citizenship through volunteering and by completing courses offered through WDDS related to citizenship.
- WDDS has created the Core Communication Team to ensure that people using services are supported to communicate effectively using methods they prefer and to learn alternative methods where appropriate.
- The WDDS Board described the organizational culture as “open”, “innovative” and “continuously learning.”
- Staff throughout the organization told FOCUS about WDDS’ commitment to and support of training and professional development.
- Families of people using services described WDDS staff as caring, committed to people using services, kind, good listeners who want to help and are passionate about their work.
- FOCUS observed and engaged with staff who are passionate about the work they do and committed to being ambassadors of WDDS by providing quality services.

The full report can be found at wdds.ca.

In their Own words



Matt prepares a healthy salad.

MY NEW HOME

By: Jodilyn

Hi my name is Jodilyn. In 2015, my goal was to live more independently and to one day live on my own. With the help and support of many people in my life, I have learned to cook at home, take the bus to and from WDDS' Options classes, stay home alone, and get ready in the mornings with less support. I even registered for classes that focused on building my independence in many different areas of my life. In January 2016 I did it and moved into my new home! I love my new place and have learned so much:

- To be safe at home with less support from staff.
- Taking the bus to and from WDDS' Options classes every day.
- Cooking and practicing at weekly cooking classes, where I learn new recipes.
- Budgeting and saving for the things I really want to do.

Recently I began attending College Avenue Church where I have met new people, as well as reconnecting with an old school teacher! I have developed a stronger relationship with my family and have been able to spend more time with them. I had an open house to show off my new home to my family and friends and to meet my new neighbours.

"By seeing the possibilities of what can be, Jodilyn has embraced change and has been open to trying new things one step at a time. She has many goals for her future and living more independently is only the beginning of where she is directing her life to be." Natasha Scheerhoorn, Manager of Independence, Growth and Development



LEARNING TO BE INDEPENDENT

By: Brendon

I began participating in the Transitional Living Program in January 2016, when I moved to an apartment at 60 Young Street. I wanted to be more independent... not live at home forever. I go home on weekends, but through the week, I stay at Young Street and learn how to do more things for myself. Since January, I have grown and developed so much!

- I have learned to cook my meals and use a microwave oven.
- I do my laundry and can fold like a pro!
- My apartment is kept clean and tidy.
- I've started working at the WDDS' Friendship Café and at Yard Basics Lawn and Garden Care.
- I am learning to take the bus.

There are many goals that I want to achieve for the future... going golfing, getting my fishing licence and continuing to work and make more money! I am happy that I have proven to my mom and myself, that I can be more independent. I am already starting to explore what I will do when the Transitional Living Program ends in December 2016. My goal will be to live on my own.



NEW TO TOWN!

By: Matt

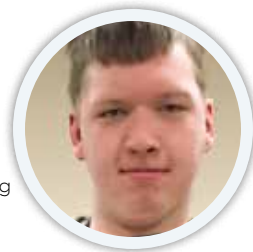
Hi, my name is Matt. I moved to Woodstock at the beginning of December 2015. Since I moved, I have been learning and experiencing a lot! People typically describe me as a jokester, a friendly and easy person to get along with. Through the support of WDDS, my friends and my own exploration, I have found new hobbies and interests.

Cooking! Before moving to Woodstock I did not cook my own meals or know any cooking recipes. Since December I have been taking cooking classes at WDDS' Options each week and making home cooked meals for myself and sometimes my friends.

I have a wide variety of recreational interests including: floor hockey at the YMCA, Special Olympics baseball, walking along the trails and working out with my personal trainer once a week.

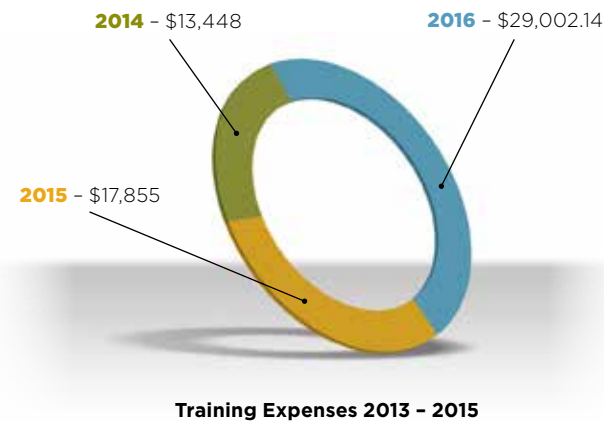
I have been connecting with different people within my community by participating in different community events such as: the WDDS Ring Toss Fundraiser, local dances and the Ontario Law Enforcement Torch Run.

In the years to come I am looking forward to meeting new people and trying new things in my community!



STAFF AS OF MARCH 31	2016	2015	2014
EMPLOYEES			
Full-Time	107	97	98
Part-Time	93	104	108
ARRIVALS			
Full-Time	20	9	5
Part-Time	33	34	27
Summer Students	2	5	6
DEPARTURES			
Full-Time	10	9	7
Part-Time	44	36	22
Summer Students	2	5	6
TOTAL	200	201	203

TRAINING	2016	2015	2014
Staff Development Hours	5,171	4,087	3,141
In-House Instructor Hours	185.5	302	140
COST	29,002.14	\$17,855	\$13,448



HUMAN RESOURCES

The Strategic Plan for 2015-2018 was introduced this fall by the WDDS Board of Directors. The following new value statements and the Strategic Directions and Priorities were set out for the Human Resources department.

New Value Statements Staff and Volunteers

The quality of our teams exemplifies the excellence of supports and services provided. Each staff and volunteer is an ambassador for WDDS and as such are valuable assets of the organization.

Leadership

To be a leading organization that is recognized for strong leadership and that is responsive to the evolving needs of the people supported.

Strategic Directions and Priorities 5.2 Cultivate Human Resource Capacity and Potential

Many staff spoke of the challenge that they face having multiple part time jobs as the work force is largely part time. Staff spoke of the difficulty in being able to develop strong relationships with the people that they are supporting and the lack of consistency as a result of staff turnover.

This issue was addressed by offering twenty (20) Casual Part-time employees a permanent Regular Part-time position which includes benefits (Extended Health, Dental and Life Insurance) and an increase in scheduled hours. In addition, we were able to increase our full-time complement by adding an additional ten (10) permanent Full-time positions. WDDS will continue to look for opportunities to make this a "job of choice".

The changing needs of the people supported (dual diagnosis, FAS, autism) requires a changing skill set for staff. Training and development of staff is a key investment for a continuously evolving organization. Opportunities to enhance knowledge and skills prepares staff to respond to the evolving needs of the people supported.

This issue was addressed by investing an additional \$11,000 in staff development. The entire workforce was trained on Autism Spectrum Disorder and this training is now part of the orientation of new hires. In addition, numerous staff have received training on Fetal Alcohol Syndrome as well as Behavioural Intervention/Therapy. WDDS will continue to seek comprehensive training opportunities for staff development which will strengthen our workplace to assist in the provision of the unique supports that are required.

When planning for the success of the organization in the future, an active and effective talent management and succession planning process is necessary. Core competencies have been implemented as a standardized tool/approach for personal development at all levels in the organization. Further development in this area ensures a strong leadership foundation that will support WDDS' strategic direction.

WDDS continues to cultivate Human Resources capacity and potential by embedding core competencies into HR functions to strengthen our employee-base and in turn, improve the support provided to the people accessing our services. Monthly core competency meetings with staff not only assists employees with future personal development, but it also reveals the superior performers for future consideration when advancement opportunities become available.

Continued investment in current employees is occurring with the Leadership Development Series. The Leadership Development Series was created in partnership with the DS HR Strategy and to-date 37 employees have successfully completed the program. Effective talent management and succession planning will continue to be a major focus as our workforce ages and we look internally for our next leaders.

As we move forward, WDDS will continue to seek opportunities to improve and enrich the staff experience as an employee and ambassador of the organization. Development of an active and effective succession plan and talent management process is key to ensure that the organization is well-positioned for the future.

**Did you
know?**

WDDS
Provides Support
to over
300
PEOPLE

50%
of the leisure
ACTIVITIES
are in the
COMMUNITY

Taste of
Woodstock
catered over
300
EVENTS



Taste of Woodstock caterers looking very sharp in their new uniforms



Justin hard at work... now making minimum wage!



Mark busy in the kitchen making sandwiches.

JOB LINKS

Greg began his employment journey with Job Links in 2013. He was very nervous about re-entering the workforce, but after undertaking three (3) months of employment preparation, he gained the courage to begin submitting resumes with the encouragement of his Employment Counsellor.

Greg was hired as a cleaner at Tara Properties, beginning with working four (4) hours a week and then gradually increasing up to eight (8) hours. Within a year, Greg was hired at Toyota Boshoku overseeing the laundering of safety gloves and maintaining inventory of gloves on site.

With the experience of both these jobs Greg continued to gain confidence and with the guidance of his Employment Counsellor he was interviewed for a position at the Woodstock ReStore and was hired. Greg's duties include training new staff and volunteers, handling cash, as well as going on truck deliveries and assisting with inventory. Greg is now working full time at the ReStore and enjoys meeting new people every day.

SUPPORTED EMPLOYMENT/ SOCIAL ENTERPRISES

WDDS continues to successfully operate social enterprises including Taste of Woodstock Catering, YardBasics Lawn and Garden Care, the Office Cleaners, and Takuetsu.

TASTE OF WOODSTOCK CATERING

Taste of Woodstock Catering had a great year enjoying their new kitchen and an increase in sales! As with previous years the business prides itself in offering small and medium size customers great food and service. The business continues to provide development opportunities to 16 caterers. This year the business focused on skill development and restructuring to provide opportunity to build independence and growth for caterers. Training plans were introduced to identify strengths and development areas, visual recipes were created to foster independence for those could not

follow recipes independently and a mentorship program was developed to provide leadership opportunities for caterers.

YARDBASICS LAWN AND GARDEN CARE

YardBasics reported another great season of increased profits with an ever increasing customer base. Two (2) crews are busy during spring and fall cleanup and lawn cutting throughout the season. The business now supports fifteen (15) employees with five (5) new employees for the spring/summer season. The Crew Coordinator has developed training plans to determine skills and areas of development, allowing opportunities for increased wages.

OFFICE CLEANERS

The Office Cleaners has decreased its customer base as a result of cleaning staff retiring and moving on to competitive employment with other area employers. The Office Cleaners currently employs seven (7) cleaning staff.

TAKUETSU

Takuetsu continues to employ twelve (12) crew members and operates with two (2) crews Scanning and Chipping five (5) days per week. The team members do a great job and have built many relationships with other Toyota team members. This has been a great partnership with Toyota and we look forward to future opportunities to work on-site with them.

GARDEN FRESH BOX

The Oxford Garden Fresh Box initiative has been a partnership between WDDS, the Town of Ingersoll, Tillsonburg and the Woodstock and Area Community Health Center.

This initiative promotes healthy eating, local farmers, bulk buying power and environmental benefits of buying locally grown produce. We currently buy produce from Cary's produce, Red Barn Berries, Lettuce Alive, White Crest Mushrooms and Thames Valley Melons.

WDDS continues to be actively involved with this initiative by packing and distributing on site with people supported through our services. We continue to provide extra produce to Operation Sharing and look forward to another successful year.

BECKY'S STORY

Becky was a full time employee of ARC Industries up to its closure in January of 2016. With the impending closure, Becky had many conversations with her support team to decide what she would do with her day. One of the things that Becky was interested in, was to be more active and spend time with friends. From this, a "walking group" was developed.

Becky gets together with her friends and goes to the walking track at Cowan Park, three (3) times a week. She has been going for five (5) months now and is a recognized member. Becky has shared that being active has made her feel great and she also enjoys being with friends and seeing other members of the walking track every time she goes.

SOAR

The SOAR Committee (Speaking Out About Rights) meets regularly to discuss individual rights and to advocate regarding issues that are relevant in their own lives and in the community as a whole. The committee organized presentations at the biannual Get the Scoop meetings rights education and created Rights Challenges to facilitate further learning about the WDDS Bill of Rights. The SOAR Committee also held three dances to help raise funds to support their goals and partnered with the Woodstock Moose Lodge in a Spaghetti Dinner fundraiser to spread the message of rights into the Woodstock community. The annual SOAR Committee Rights Calendar went out for 2016 and showcased the people of WDDS exercising their rights.





Linda and Liz volunteering at Calvary Church



Sheri, Liz and Becky at cooking class



Options Adult Learning Centre

YOUTH CAMP

The camp is open to youth age 12-21 years who have a developmental disability. Staff are qualified Direct Support Professionals who believe that a camp experience is about having fun and meeting new friends! The structured daily schedule is a collaboration between campers, parents and staff. Boredom is not an option!!!

This past year fifteen (15) campers were registered for Summer camp and ten (10) campers registered for March Break Camp with many new campers. Many great memories and friendships made!

The WDDS Youth Camp continues to operate through the generous donations from our community.

COMMUNICATION

The Communication Core Team provides a number of services and supports to people who use alternative forms of communication and their support teams. Services include: training for teams, developing visual schedules, visual tools and personal devices support. The team also provides direct supports to people who use alternative models of communication to help them learn how to use their tools to communicate effectively outside their direct supports.

The Communication Team offers chatterbox groups daily to 12 people using alternative forms of communication to practice conversational skills to further support social connections. The team also supports a new Social Literacy group for people who use augmentative forms of communication to develop their skills in a practical way in their community.

This year the team has supported a few people with visual work tools to help them understand their workplace expectations. This support has helped people transition out of ARC Industries into new employment.

OPTIONS

Options continues to offer a wide range of opportunities to support people towards their identified goals. We currently offer 45 courses focusing on four foundations of learning; Work readiness, Life skills, Personal development and Essential skills. This year we added several new courses; GLOW (support self-esteem development and body image), Reflections (grief education and coping strategies), Financial literacy (personal budgeting) and Zendangle (yoga for the brain). We continue to develop work experience partnerships in our community which expanded this year to include Salvation Army and Innerkip Church. We have several partnerships to enhance and support our learning, they include; Calvary Church (Horticulture), Fusion Center (Reader Theater), Woodstock Theater (Theater Arts), Woodstock Public Library (Book Club) and Woodstock Weaver's Guild (Beyond the Yarn).

Options continues to host monthly Lunch and Learns to promote education around rights. This year we have expanded this learning opportunity to include people outside of Options. Our focus continues to center around rights education but has expanded to include citizenship, celebration of achievements and WDDS updates to help people understand the transformation of services.

The Social Network is an inclusive committee supported by Options. People are mentored to connect in an organized way. Zach continues in his role as webmaster ensuring members are informed of Let's Get Social events. The committee plans social events the first Tuesday of each month from 6:00 pm- 8:00 pm. Events this year included; games nights, movie nights and Java Jams. The events are open to anyone who wants to meet people..

EVOLUTION

MCSS modernization funding has provided the investment to complete the shift of WDDS employment supports away from a sheltered workshop (ARC) to individualized plans

resulting in the closure of ARC in January 2016. People have transitioned to social enterprise, learning, volunteerism and leisure supports.

As part of the shift to individualized supports we have supported Zach in a microbusiness. This business speaks to Zach's love of technology and builds in the flexible day that best meets his needs. Zach's budget friendly computer repair and refurbishing business is currently operating out of WDDS. We look forward to helping Zach build his business and hope this is the first of many microbusinesses.

The Evolution project also funded our new AIMS planning database. This software will be key in measuring outcomes and shifting staffing resources. A committee was established to implement software and provide training for all staff.

FAMILY SUPPORT

Assistance is offered to families, with a youth under age 18, who has been diagnosed with an intellectual/developmental disability. Help is offered to families with completing applications and referrals for funding/services, advocate at school, coordinate services and share other beneficial community resources. Family Support collaborates with and has positive community connections with many agencies. Many families are thankful of the support to assist in navigating through available services and agencies, keeping track of appointments, facilitating team meeting with service providers and helping the family to understand what assistance is available and the benefits of the supports to their child. Families have also been very grateful for having support with the school system, confirming appropriate accommodations and supports are in place to ensure a successful educational experience for their child.



LEISURE

WDDS Leisure Supports provide each person the opportunity to actively participate, try new things, follow their passion, develop meaningful friendships, and explore their community.

- Leisure supports are provided for people based on individual plans and expressed interests.
- Explore leisure interests available in the community such as health and wellness, local art galleries, museums, senior's centers, fitness facilities and local parks.
- Onsite leisure options include music therapy, pet therapy, horticultural experience, and much more.
- For those who interact through their senses, leisure options include sensory based activities and experiences.
- Daily social groups for people who use augmentative and alternative forms of communication to promote skill development with devices/tools in order to promote pro-social skills and relationships.
- Communication Core Team provides needs assessments to determine supports and referrals to additional resources as needed.

RESPITE SERVICES

WDDS Respite Service provides caregivers a short term break and opportunities to build new relationships and experience increased independence away from home.

WDDS currently has five (5) locations available for respite. During the 2015-16 fiscal year, fifteen (15) people accessed Respite totalling 243 days of service.

Don't miss Runway of Stars September 22, 2016



In Memory of...



Jacqueline Nicole "Jackie" Rowsell | January 4, 1970 – October 5, 2015

It was with great sadness that we said goodbye to Jackie. Jackie had a zest for life. Her family and friends were very important to her. She was a great fan of all creatures of the earth, admired butterflies, birds and squirrels. Her two pugs, Daisymae and Bosco, were dearly loved and pampered. She also enjoyed sports, she always looked forward to watching the Blue Jays in the playoffs, and enjoyed participating in the Special Olympics bowling league, swimming and baseball. Jackie will be greatly missed.



ANTONY TREVOR REYNOLDS | September 14, 1968 – March 6, 2016

It was with a heavy heart that we said goodbye to Antony. Antony lived at 507 Parrott Place with Tim, Joanne and Becky. They will miss him dearly. Antony loved laughter and could always bring a smile to the faces of those that knew him. He loved to go camping, listen to Willie Nelson and would never miss a chance to enjoy a cup of coffee. Antony always was the first to greet visitors and to see them out, he took pride in keeping things neat in his home often putting things away before people were finished with them. Antony taught people around him to be patient, to overcome struggles and to not take life too seriously. Antony will be missed by everybody that knew him.



George Dertinger | April 17, 1946 – March 24, 2016

It was with a heavy heart that we had to say goodbye to George. George lived his last years at Woodingford Lodge but spent a number of years living in his own apartment. George was very social. He will be greatly missed by his good friend Harry. The two guys loved spending time together, especially when they ordered their favorite meal - Hawaiian pizza. George was a big fan of the Toronto Maple Leafs and the Toronto Blue Jays. He loved to spend his time playing euchre, UNO and completing word search puzzles. George will be missed.



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