



2016 / 2017

Annual Report

An update from Woodstock and District Developmental Services



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. The Board of Directors provides leadership with advocacy, supporting our mission, provide financial accountability and oversee the planning and implementation of our Strategic Plan. Their ongoing contribution of time and the sharing of expertise and resources is invaluable to the success of WDDS.

Mission Statement

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

Carrie Innes Olah - *President*

Nancy Springstead - *Past President*

Janet Thomson - *Vice President*

Garry Honcoop - *Treasurer*

Mal Coubrough

Barbara Dabrowska

Ashlee Hall

Terry Harrington

Pam Roe

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Executive Summary

Message from the CEO

2016/2017 has been an extremely busy year that has resulted in a number of areas of growth. WDDS has seen an increase in the number of:

- People living in more independent settings.
- People purchasing services through passport funding.
- People receiving accommodation supports.
- People receiving employment supports.
- Community partners.

In addition to the increase in supports being provided to people, work has begun on retrofitting the last piece of the building that was the original ARC Industries. The space utilized for the sheltered workshop, closed in January 2016 and was considered the primary use of the building – it will now be used for cultivating micro businesses, as a communication resource area and to provide additional spaces for educational programs.

Strategic Plan

Upon review of WDDS' Strategic Directions (2015-2018), the following goals maintain our focus:

- Enhancing stakeholder's engagement while strengthening relationships with the community at large.
- Cultivating Human Resources capacity and potential.



- Enhancing service innovation/modernization to ensure WDDS is prepared for and responsive to system change and altering needs for service.

Accomplishments

- Enhanced partnership with the Woodstock Police Department; collaborating on service and system issues related to people needing support from the community safety department.
- Working in collaboration with the City of Woodstock Mayor to support initiatives of mutual interest, i.e. increase in public transportation, employment opportunities within the City.
- Developed focus groups to discuss emerging/challenging needs of people accessing supports to set standards of best practice related to housing models and support needs.

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- The use of training resources has shifted significantly to meet the educational needs of staff working with dually diagnosed individuals who may or may not have also experienced trauma in their lives.
- The development of a Core Team to provide person directed planning services focusing on the development of relationships and the use of community resources to support meaningful lives in the community.
- Working in collaboration with Bysham Park Housing Corporation to purchase properties to increase the number of alternative independent living options.
- Through work with employment resources we have increased the number of people employed for minimum wage or higher.
- An increase in community partnerships: Woodstock Little Theatre; CMHA, Indwell, Huron Park Baptist Church.
- “Evolution” a project funded through a 3-year Modernization and Employment grant concluded with the successful transition of all people previously employed in the sheltered workshop. From community involvement, competitive pay employment, and to the creation of micro-businesses – the efforts involved with this transition are commendable.

In looking forward with a continued focus on strategic directions, WDDS will:

- Concentrate marketing efforts to enhance WDDS’ branding to external stakeholders and to raise awareness in the community as to changing

services.

- Enhance employee recognition and strategically focus on staff engagement.
- Continue to prepare WDDS’ services to be responsive to community needs through increased collaboration and partnerships resulting in better outcomes for people.

Finally

There continues to be a significant expectation on the Developmental Services system for transformative change while experiencing a demand for service greater than ever before. Staffing continues to be a struggle to meet this demand and to provide the supports required. Secondary to the issue of demand, the needs of many of the young men and woman looking for supports are challenging us to continually adapt support strategies and living environments. The staff and leadership team has put a significant amount of effort into creative planning of alternative support models and living environments to maximize the positive outcomes for people.

At this time, I would like to express my sincere thank you for the flexibility and commitment demonstrated by the staff of WDDS to providing quality supports. The demands placed on the organization this year have been significant and the staff have risen to the challenge. The dedication to the support needs of the people supported by WDDS is overwhelming and truly appreciated by the Board of Directors and myself.

Kathy Straus
Chief Executive Officer

Human Resources

The 2015-2018 Strategic Plan and the Strategic Directions and Priorities continues to be the focus of the Human Resources department

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 once again addressed by offering twenty-nine (29) 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 add one (1) additional full-time position to our current full-time complement. 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 the continued investment in staff development. An additional thirteen (13) staff were sent to the intensive thirty-five (35) hour Advanced Behaviour Full Course and four (4) staff were sent to the fifteen (15) hour Advanced Behaviour Refresher both facilitated by RSA. As well, four (4) staff received training in Advanced Behaviour Analysis and thirty-one (31) staff were trained in CPI Applied Physical training. Fourteen (14) staff have now been trained and certified as ASIST instructors. ASIST (Applied Suicide Intervention Skills Training) is an intensive, interactive, and

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

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practice-dominated course designed to help caregivers recognize and review risk, and intervene to prevent the immediate risk of suicide. 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.

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. 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. Eighteen (18) new staff have received their Core Competencies training facilitated by our internal instructors and an additional six (6) staff have successfully completed the Leadership Development Series.

The Leadership Development Series was initially created in partnership with the DSHR Strategy but has recently been revamped with more staff scheduled to complete the new and improved Leadership Development Series in 2017/18. Further investment in continuing education for management staff has also occurred at the Rotman School of Management and the University of Delaware. 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 new avenues to recruit potential talent using social media and other innovative approaches to attract candidates with the skills needed to be a successful in the field today and tomorrow. 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.

When planning for the success of the organization in the future, an active and effective talent management and succession planning process is necessary.

Symons, Wearn & Smith

Chartered Professional Accountants

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, 2017, 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.

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Auditors' Responsibility Cont'd

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, 2017.

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, 2017, 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 13, 2017

Symons, Wearn & Smith LLP

CPA, CA, Licensed Public Accountants

Summary Financial Information

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

	<u>2017</u>	<u>2016</u>
ASSETS		
CURRENT		
Cash	\$ 1,006,519	\$ 871,251
Short term investments	36,319	24,143
Accounts receivable	113,714	90,193
Government remittances recoverable	<u>61,059</u>	<u>47,350</u>
	1,217,611	1,032,937
FIXED	<u>3,804,375</u>	<u>3,896,226</u>
	<u>\$ 5,021,986</u>	<u>\$ 4,929,163</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 9,968	\$ 17,137
Wages payable	378,365	395,544
Government remittances payable	14,773	16,645
Deferred program funding	37,421	125,686
Amounts held in trust	3,023	2,306
Furniture replacement fund	32,727	32,053
Callable debt, current portion	<u>62,035</u>	<u>52,726</u>
	538,312	642,097
Callable debt due thereafter	<u>1,276,641</u>	<u>1,338,790</u>
	1,814,953	1,980,887
RESTRICTED FUNDS	4,500	5,500
DEFERRED CONTRIBUTIONS	<u>1,013,788</u>	<u>970,181</u>
	2,833,241	2,956,568
NET ASSETS	<u>2,188,745</u>	<u>1,972,595</u>
	<u>\$ 5,021,986</u>	<u>\$ 4,929,163</u>

The audited financial statements are available upon request

Summary Financial Information

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

	<u>2017</u>	<u>2016</u>
REVENUE		
Grants	\$ 9,076,361	\$ 8,686,244
Vocational Supports Sales	263,470	325,204
Other income	9,799	6,657
	<u>9,349,630</u>	<u>9,018,105</u>
EXPENSES		
Salaries	6,896,526	6,814,033
Benefits	1,084,616	1,035,400
Travel and training	66,119	68,989
Purchased services and supplies	1,105,374	847,567
Enterprise expenses	188,611	242,966
Occupancy	347,721	465,183
Transportation	145,768	171,852
Insurance	50,405	44,207
Other (net of recoveries)	(533,770)	(671,510)
	<u>9,351,370</u>	<u>9,018,687</u>
Net deficit from Ministry funded operations	(1,740)	(582)
Agency, other program funding and depreciation	<u>205,615</u>	<u>289,471</u>
NET SURPLUS	203,875	288,889
Transfer from (to) capital replacement reserve	0	(1,105)
Operating fund, beginning of year	<u>1,948,558</u>	<u>1,660,774</u>
Operating fund, end of year	<u>2,152,433</u>	<u>1,948,558</u>
Capital replacement reserve, beginning of year	24,034	11,929
Net expenditures and transfers	<u>12,278</u>	<u>12,105</u>
Capital replacement reserve, end of year	<u>36,312</u>	<u>24,034</u>
NET ASSETS, END OF YEAR	<u>\$ 2,188,745</u>	<u>\$ 1,972,592</u>

The audited financial statements are available upon request

Included above are City of Woodstock, Community Grants totalling \$10,000 (2016 - \$10,000)



Cut & Sew Co.

From ARC Industries to Empowered Innovation

On a frigid morning on April 22, 1986, Woodstock's Mayor Joe Pember scooped the first pile of dirt to start the construction of ARC Industries at 212 Bysham Park Drive. Today, the familiar sound of construction crews ensues, this time with a different focus in mind.

The layout for accessible classrooms, workspaces and a communication room are beginning to take



Above: Deb, Nancy and Shantelle

form in the space that was once ARC Industries. After fifty-three (53) years of operation in Woodstock, of which thirty (30) years was at 212 Bysham Park Drive, ARC Industries has closed. For many, this has been a confusing and challenging time. Yet through this time, we have dug deeper into the interests, talents and passions of the people we support. Instead of completing piece-work based employment, other alternative employment opportunities have been founded and are flourishing such as competitive pay employment, microbusinesses and social enterprises.

Cut & Sew Co. is one of several micro businesses that has roots tied to WDDS. Deb, Nancy, Shantelle, Sandy and Ashley create handmade sewn items. From baby bibs, shawls, reusable lunch bags to scarves and kid's clothing; these ambitious women work diligently to meet their orders. When speaking to Nancy, "I felt nervous at first. I learned how to sew by my Mom, I did take a sewing class when I was younger". Baby bibs are Nancy's favourite pattern to sew. When asked what she'd like to learn next, Nancy answered, "I like to learn more about how to sew on a sewing machine". Cut & Sew Co. educates on self-reliance, promotes innovation and maintains a positive and rewarding work environment. Feelings of losing one's job, and purpose have been renewed with feelings of opportunity and possibility. When asked about her future sewing goals, Nancy explained she would like to make her own clothes. The renovation of ARC Industries paves the way for future success stories like that of Cut & Sew Co.

Accreditation

FOCUS Accreditation completed an on-site validation March 8-10, 2016 which resulted in WDDS receiving a four (4) year Accreditation from April 2016-April 2020. The validation covered 15 Domains and 181 applicable standards. **WDDS met all 181 Standards achieving 100%.**

As part of the Accreditation Process, annually, WDDS must submit a Quality Improvement Plan (QIP) to FOCUS Accreditation. The QIP is a process by which to provide an update and evaluation of the progress that WDDS has made over the last year in regards to the organization's commitment to embracing a culture of continuous learning. The updates in the QIP are reflective of WDDS' Strategic Plan (2015-2018) and the progress that is being made towards achieving the identified priorities in that plan.

WDDS was able to provide several examples of how improvements have been made in the following areas:

- Enhance Service innovation/modernization to ensure WDDS is prepared for and responsive to system change and altering needs for service.
- Ensure that every person receiving supports has an individualized life plan that is customized to meet their specific needs and provides for the best opportunity for full community inclusion.
- Cultivate Human Resource Capacity and Potential.
- Enhance Stakeholder engagement while strengthening Relationships with the Community at Large.

Certificate of Accreditation

This is to certify that

**Woodstock and District
Developmental Services**

has successfully met the organizational and service standards established by



Cheryl Whitman
Cheryl Whitman, Executive Director

Accreditation Period
April 2016—April 2020

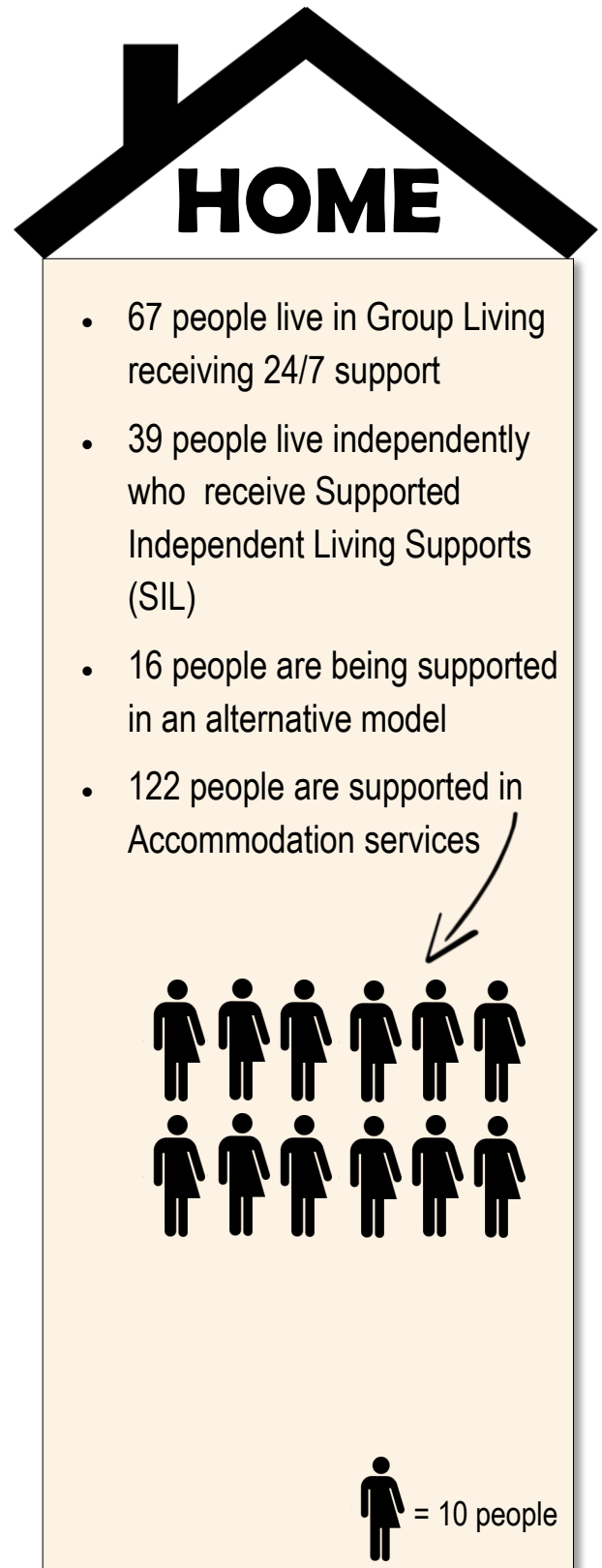
Sheila Simpson
Sheila Simpson, Board Chair

Independence, Growth & Development Update

WDDS spent the last year focusing on the importance of adapting supports and services to meeting priorities that have been identified by the Ministry in their plan to transform developmental services. The team working at Young Street, in particular, have been supporting people who have moved in to their own apartments, promoting increased independence and community first. Person centered plans have been developed to ensure that each person receives supports based on their individual needs. Collaboration across the agency has been key to the success of these people to continue to learn and grow. The team has demonstrated flexibility and resilience as they support people to connect with their community and to be as independent as they can be.

WDDS will continue to explore alternative living models for people who are looking for something different than the traditional Group Living and SIL models—investigating ways to increase independence through the use of technology if appropriate.

WDDS will continue to focus on improved planning with people by providing training and support to Developmental Support Professionals.



Job Links, Supported Employment & Social Enterprises

Happiness at Work: When Passion and Opportunity Collide

Justin, age 24, is no stranger to hard work. Having been employed at Yard Basics for (4) four years, Justin works with a crew completing yard maintenance in the Woodstock area.

Justin is skilled in understanding machinery and technology, and this year Justin landed a labourer position at E. Solutions in Ingersoll. Initially his job was 2-3 hours twice a week sorting electrical materials. From there, he expanded to (1) one full day a week along with his job at Yard Basics. Justin is in charge of skid inventory, breaking down, sorting and recycling used electrical materials. When speaking to Evan, owner of E. Solutions, he states that Justin is “one of the best worker I’ve got”.



Job Links

Over the past year, Job Links continues to build on their community partnerships. JobLinks created a weekly employment drop in service at Salvation Army so people accessing the food bank had the opportunity to talk with a Job Developer, which has provided another referral source for clients. As a result of the relationship that was built, Salvation Army hired two (2) people for their cashier and inventory positions when in the past Salvation Army has only provided unpaid or volunteer opportunities for JobLinks clients. Vuteq hosted a Health and Wellness Fair and JobLinks worked with Vuteq to provide an opportunity for JobLinks to be a representative there to provide information to staff about the services JobLinks offers. JobLinks continues to partner with Canadian Mental Health Association (CMHA) and the ACT team as referral sources for clients.

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JobLinks hosted Job Developer training that was open to other agencies here at WDDS utilizing Taste of Woodstock Catering services. The training was facilitated by Ontario Disability Employment Network (ODEN) and went extremely well with very positive reviews about the training, facility and food. The Job Links team attended ODEN Northern Employment Summit in North Bay. This training opportunity provided the JobLinks team with valuable information on current strategies and techniques used in Job Developing that has assisted JobLinks to stand apart from their competitors. As a result, JobLinks has had a very successful year, securing employment for twenty-two (22) new clients. JobLinks continues to develop strong relationships with businesses throughout Oxford County and has become a preferred employment service that 6 (six) businesses now contact first for their recruitment needs. Those businesses are TC Custom Clean (Sysco Location), Tandoori Knight, Dana Hospitality, Tara Properties, Vuteq and Aftermath Contracting. Because of these relationships, there were a total of three (3) fulltime positions and fourteen (14) part time positions secured for JobLinks clients. Over the next year we will be rebranding JobLinks and will have new marketing material to assist in conveying our message to the community and area businesses...Think abilities, think success!



Above: Crystal preparing sandwiches for an order with Taste of Woodstock Catering

DID YOU KNOW?

This year 3 fulltime
positions and 14 part
time positions were
secured for JobLinks
clients.

Social Enterprises

Social Enterprises at WDDS continues to be an important and innovative avenue for employment. Yard Basics, Taste of Woodstock Catering and Takuetsu continue to generate employment opportunities and inspire individualized supports. We are looking forward to working with Pillar and Ontario Disability Employment Network (ODEN) to continue to redefine and improve social enterprises.

Yard Basics

The Yard Basics Crew currently has twelve (12) employees who are making a competitive wage. There are currently over fifty (50) customers utilizing lawn maintenance and clean up services. Yard Basics is modernizing the business model to stay current.

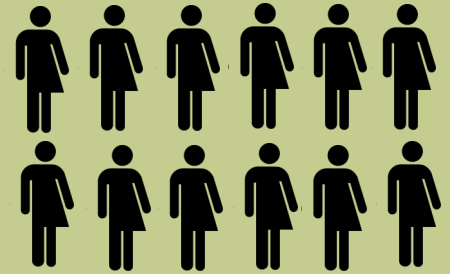
Taste of Woodstock Catering

Taste of Woodstock Catering provided catering services to over 100 (one hundred) customers including many repeat customers throughout the year. Their services include offering small and medium sized customers great food and catering services. Taste of Woodstock Catering provides food for both casual and upscale events. The team is working towards incorporating single serve, easy on the go meals, to be sold at the Saturday Market and to area seniors.

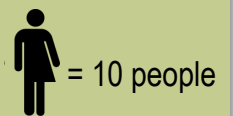
Takuetsu

Takuetsu continues to employ crew members and operates two crews in Scanning (Administrative Department) and Chipping (Recycling Department). The team members work hard and have built many relationships with other Toyota Motor Manufacturing Company (TMMC) team members. This has been a great partnership and we look forward to future on-site opportunities.

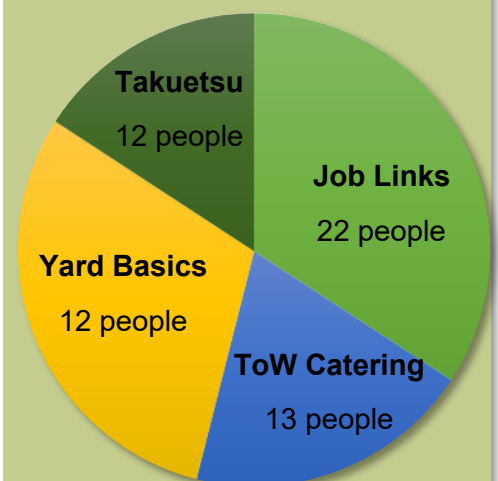
Employment Support



121 people receive employment supports through ODSP-ES



Social Enterprises Employ



Options/Learning

Options continues to provide learning opportunities to seventy-one (71) adults living with developmental disabilities. Each person has a unique learning path towards their personal goals. We currently offer forty-two (42) learning options that fall into 4 areas of concentration: life skills, pre-employment, personal development and essential skills.

We added several new courses to meet the requests of learners: Video production, Audio Remix, Mindful Movement, Fairy Tales on Trial, Positive Relationships, Au Natural and Coscon. Options continues to work hard to ensure that courses offered are relevant and reflective of the learning needs of people accessing our services. This year we also expanded our community outreach initiative with three social hubs, each hub offers an opportunity for people to come together for coffee and conversation. We currently host at Huron Baptist Church, Indwell Apartments and People Care nursing home. Our hope is to give back to community, create opportunities for people to connect and build relationships.

The Community Garden continues to inspire learners as they cultivate, harvest and learn the benefits of eating fresh. This year the course has expanded to include the gardens hosted by Public Health Oxford County. The Social Network Committee hosts events the first Tuesday of each month at WDDS. Each month was themed with the intent to bring people together for a fun-filled evening. The group focused this year on Java Jams, Games night and Movie nights. Although taking time off for the summer months to enjoy the great weather, they will be back planning for the fall.



Above: Andrew working on a project for his video production class

Communication

The Communication Team provides a number of services and supports to people who use alternative forms of communication. Using iPads or other assistive devices, the Communication Team facilitates two classes: Chatterbox and Social Literacy.

These classes support communication development. The Communication Team then relays this information to members' support team.

Services include:

- Training for teams
- Interactive learning on Smart Boards
- Developing visual schedules
- Personal device support
- Assistance creating social stories
- Basic American Sign Language (ASL)

The team's goal is to provide support to people who use alternative models of communication to assist with learning and practice using their tools to eventually communicate without support.

"In Chatterbox we share small details from what we had for breakfast, to asking thoughts and opinions on current events. It is a great way to share and become comfortable initiating conversation using an assistive device!"

- Communication Team

Right: Cathy sharing during her Chatterbox class



Passport Services

Passport Funding is a direct funding program that adults living with a Developmental Disability can apply for through Developmental Services Ontario. This funding gives people money to pay for activities that encourage learning and personal development and to build social, emotional and community-participation skills.

Passport Funding gives people more choice and flexibility, allowing them to purchase the services that are right for them, from the people that they wish to purchase them from.

Fee for Service Activities:

- Pre-Employment Supports
- Volunteer Supports
- Competitive Employment
- Learning, Life Skills and Essential Skill Supports
- Leisure
- Communication Supports
- Personal Interests
- In Home Supports and Learning Opportunities
- Health and Fitness
- Arts and Cultural Opportunities
- Sensory Supports
- Respite Supports
- Person Directed Planning Services

*52 people are currently using their
Passport Funds to purchase services
from WDDS*

Day Services

Day Services has focused on creating individualized plans through a 3-year Modernization and Employment grant. Currently, there are twenty-five (25) individualized plans. June has a blended schedule of leisure, learning and volunteering at Winchester Street Public School with the snack program. She also is a member of a knitting group out of Ingersoll with ladies with similar interests. They work on projects to give back to the community.

Day Services has formed eight (8) new community partnerships that greatly enrich the individualized plans of the people we support. Some of these partnerships include Stratford SPCA, Ingersoll Senior Center and Winchester Street Public School.

The purchasing of new sensory items have enhanced the experience of the sensory room. As well, the room is available afterhours for people who need a quieter environment during the day.



Above: June working on one of her many knitting projects

Youth Camp

Youth Camp is available for youth between 12-21 years of age. Camp is about having fun, enjoying new experiences and meeting new friends in a safe environment. Games, crafts, activities and trips are planned around weekly themes. Staff are qualified Direct Support Professionals who ensure campers have a great camp experience!



Above: Tyler and Megan participating during a water day at camp!

Family & Respite Services

Family Services

Family Services offers assistance to families with a youth under the age of 18 who lives with an intellectual/developmental disability. Family Services strives to match families with supports and tools that suit their needs. Family Services assists with the following:

- Applications
- Referrals for funding/services
- Advocacy at school
- Coordination of services
- Sharing helpful community resources

This year, a family information session was held. WDDS provided an overview of services and brought in partnering agencies to provide information on their services including Oxford-Elgin Child & Youth Center (OECYC), Victoria Order of Nurses (VON), Developmental Service Ontario (DSO) and Royal Bank of Canada (RBC). This was an educational experience that provided tools and resources to families. Moving forward, our goals are to provide information to families through online forums, or other methods that best suit them.

Respite

Respite service provides families and caregivers a short-term break while providing opportunities for their loved one to build new relationships and experience increased independence away from home.



DID YOU KNOW?

This year we had 242 respite stays across our 5 locations.

Committee Updates

S.O.A.R. Committee

The S.O.A.R (Speaking Out About Rights) Committee meets monthly to discuss individual Rights and promotes the advocacy of these Rights personally and in the community. The committee organizes a monthly rights challenge inspired by the WDDS' Bill of Rights. These challenges engage people across the agency. The creation of the S.O.A.R calendar shows people exercising their rights. The S.O.A.R Committee organized three dances to raise funds to support their goal. They also partnered with Moose Lodge for a community spaghetti dinner fundraiser that was well received. The S.O.A.R Committee continues to create inviting and educational experiences to engage about Rights.

Health and Safety Committee

The Health and Safety Committee had two members attend certification training. Existing committee members completed training with the management team on health and safety procedures. Several existing policies and training were updated to satisfy new legislation requirements. The Health and Safety Committee has developed and implemented monthly goals to increase education and awareness. Monthly goals included; safety talks, further education for staff, assistance with transitioning to an online platform OTR (Our Training Room) for delivering streamlined Health and Safety training and information to staff.

Planning Committee

The Planning Committee meets regularly to share success stories, complete interactive training and explore novel ways to connect the people we support to their community. The Planning Committee unveiled a new agency approach to person centered planning that has provided more consistent planning. The committee focuses on ways to recognize relationships that go beyond services and works collaboratively to turn goals into lived realities while promoting independence and self-determination.

The Dorothy Wright Award

Jim has volunteered over forty (40) hours in the past two (2) years with the Salvation Army Christmas Kettle drive at various retail locations in Woodstock. Jim has received a plaque each year from the Salvation Army for his time and effort. Organizers have shared that Jim has been a great asset to their campaign!

As well, Jim has given back to WDDS through his volunteering at Runway of Stars. For the past two (2) years Jim has been a “model” alongside someone from his community at the WDDS organized fashion show.

Consistent with his love of sports, Jim has been a member of the Woodstock Navy Vet Fan club for the past two (2) years and can be found most Friday night home games cheering on his team! However, Jim hasn't stopped there. Jim is a visible member of the Salvation Army church and attends every Sunday. This summer Jim started attending his church community ball games and is one of their biggest fans and can be heard cheering on his church family! Jim's efforts have been commended at this year's Christmas Dinner and Dance.

**Congratulations,
Jim!**



The Dorothy Wright Award is presented to a person living with a developmental disability who has shown extraordinary effort in attempting to meet their own goals. It was named after Mrs. Dorothy Wright, an exceptional teacher of students with developmental disabilities. This year's winner is Jim Bull. One of Jim's goals has been to do more in the community.

In Memory Of...



Adam Alexander

Adam passed away after a brief battle with cancer on May 24, 2016, in his 37th year. Adam was an amazing man. He was very active with his friends and staff at WDDS within their many programs such as: Job Links (Toyota), Life Skills classes (Options) and S.O.A.R (Speaking Out About Rights). He was also involved with Woodstock Special Olympics where he participated in Curling, Softball, 10 Pin Bowling and Floor Hockey.



Alexander "Alex" Mills

Alex passed away peacefully at Caressant Care Nursing Home on December 23, 2016 at the age of 85. Alex had a great sense of humour and is remembered for his love of music. Some of Alex's favourites were André Rioux and Rita McNeil. Alex loved history, and had a special interest in stories about War.



Mitchell Hamacher

Mitchell passed away on October 29, 2016, in his 27th year. Mitchell was involved with the S.O.A.R Committee, was a regular member at Friendship Café and worked a part-time job at a local church. Mitchell will always be remembered for his sense of humour and friendly disposition. He is missed greatly by his housemates and friends at WDDS.

For each thorn, there's a rosebud...

For each twilight—a dawn...

For each trial—the strength to carry on,

For each storm cloud—a rainbow...

For each shadow—the sun...

For each parting—sweet memories when sorrow is done

- Ralph Waldo Emerson



Woodstock and District Developmental Services

212 Bysham Park Drive

Woodstock, Ontario

N4T 1R2

Telephone: 519-539-7447

Fax: 519-539-7332

www.wdds.ca

info@wdds.ca



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Woodstock and District Developmental Services

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