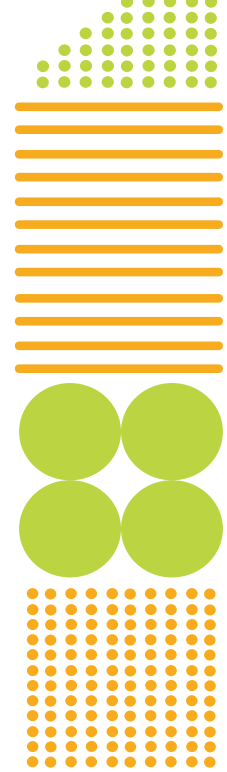




# ANNUAL REPORT

April 2022- March 2023



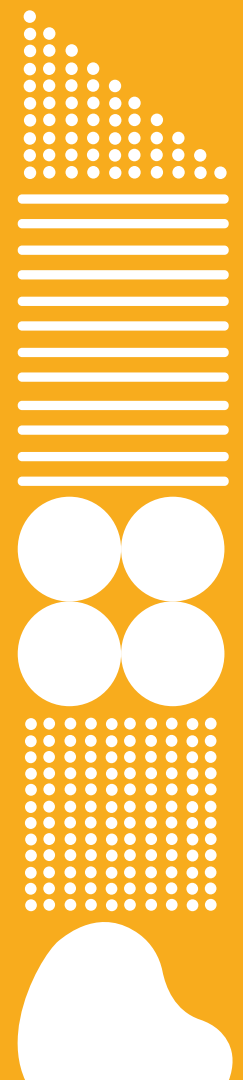
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# A Message from our CEO and Board President

It is hard to believe that another year has come and gone. Throughout the past year we continued to adapt to the realities of the pandemic and found ourselves better equipped to handle the challenges as it continued. As we come out the other side of the pandemic and learn how to adapt to a new normal, we can reflect on the lessons learned and focus on creating innovative and individualized services to benefit those people that we support.

The Ministry of Children, Community and Social Services' long-term vision for developmental services, outlined in their Journey to Belonging: Choice and Inclusion document, focuses on creating and supporting an environment where people with a developmental disability are empowered to make choices and live as independently as possible through supports that are person-directed, equitable and sustainable. Our Strategic Plan aligns with this direction and will position WDDS well as this transformation takes place. WDDS will continue to support people to make informed choices, live a life of their choosing and enjoy meaningful community participation and inclusion.

WDDS is very excited to be the successful recipient of the Ontario Trillium Foundation Resilient Communities Fund Grant. The 18-month project will focus on improving

and strengthening employee engagement, planning and implementing strategies to improve staff recruitment, orientation and on-boarding and will provide tools and educational resources in regards to health and wellness to employees, people supported and volunteers. This exciting work is scheduled to begin in June 2023 and will support an organizational culture of resilience, recovery and revival more than 3 years after the start of the pandemic.

WDDS would like to thank those that organized and supported another very successful on-line auction as well as acknowledge the generosity of our community partners. We hope that we will be able to proceed with an in-person Runway of Stars event in the coming year.

In closing, we would once again like to thank the amazing employees of WDDS! The dedication and resilience that they continue to demonstrate is truly an inspiration. The consistency and quality care that they provide ensures WDDS can be counted on to deliver high quality, innovative and responsive supports and services as we continue building a community where everybody belongs.

Respectfully,  
Pam Roe, Board President  
Kelly Christo, Chief Executive Officer

# WDDS

## Board of Directors

**WDDS has a strong Board of Directors** that plays an active role in determining the growth and direction of our agency. They are involved in long range planning and the development of long term strategies. Their ongoing contribution of time and sharing of expertise and resources is invaluable to the success of WDDS.

2022

2023

### Officers

President: Pam Roe

Vice President/Secretary:

John Bedell

Past President: Janet Thomson

Treasurer: Garry Honcoop

### Directors

Sue Dolan

Barbara Dabrowska

Carrie Innes Olah

Melissa Machin



# SERVICE *highlights*



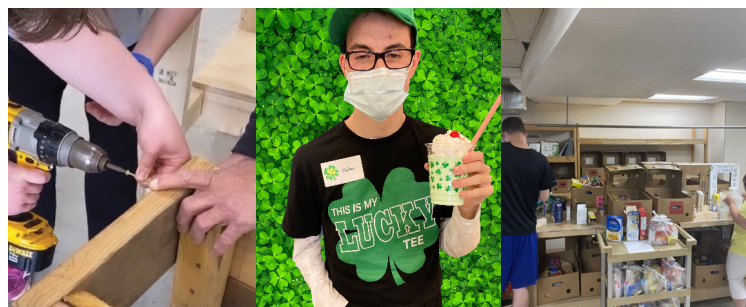
## Summer Camp

Summer Camp was held at the Woodstock Christian school again this year. We continued with offering two different age groups which proved to be successful. The COVID-19 pandemic limited what could be done in the community so instead, we brought guests to the school to teach Zumba, looming, reptile handling, painting lessons and so much more indoor fun. Thinking outside the box kept activities safe and local in the absence of day trips and outing availability.



## Options

Over the last year Options continued to offer online classes while also returning to in-person learning. Classes were slowly reintroduced and as of December 2022 we were back to 14 classes with 26 people accessing programs. Options offers a variety of in classroom and community learning and more recently have created community partnerships with Indwell and the Library.



## NEXUS

The Breakfast Hub is one of our most popular Nexus spots. Currently the team is serving 20+ guests breakfast each week. Through this Hub the participants are gaining work exposure in hospitality and leadership skills. Nexus will be opening a second Hub, The Lunch Bag Café. This has been created through the high demand and positive feedback for the Breakfast Hub. Nexus has created partnerships with the Salvation Army (Volunteerism), The Movement Church (Horticultural Hub) and The Greenhouse Academy. Currently in Nexus there are 12 people accessing services working towards pre-employment goals.



## Connections

Connections is our newest program and is still very much in the development stage. It is an opportunity for people to learn and participate in community based recreational activities and to make meaningful social connections in the community. In the past few months the Connections program has built professional relationships with the Badminton Club, YMCA and the Lawn Bowling Club in Woodstock. For Spring/Summer we have 8 different Connections programs being offered with plans to keep adding and growing over the next year.

# SERVICE *highlights*



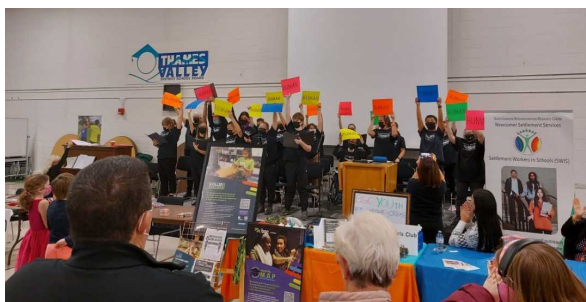
**DAY RESPITE** Over the past year, the Day Respite team has been providing an eclectic menu of activities for people who live at home with their families. At this point, full & partial days are offered. The general blueprint of what occurs throughout the day caters to individual & blended needs. Programming pillars include: Communication, the Arts, Learning, Social Networking, Stewardship, Literacy, Self-Expression & Kinetics. Group favorites include interactive singing, dancing, karaoke & horticulture.



**SUPPORTED INDEPENDENT LIVING** This past year has been a busy one! We have seen some new faces come into service and got to experience many new firsts as a department. This year has been about reconnecting and engaging in new activities post pandemic; helping people to connect with others and to help foster new relationships. We have seen people try things for the first time, whether it was a mud run, a high ropes course, first time at the beach or learning a new task at home! Supported Independent living focuses on helping people to live successfully with support in a way that works best for their unique needs and we are there to encourage and cheer people on.



**ACCOMMODATION SUPPORT** Teams continued to show their resiliency by supporting people to navigate through the remaining restrictions of the pandemic. With some restrictions lessening, people were able to attend more in person activities at WDDS and in the community. We organized a catered Christmas lunch for people to enjoy at home and planned themed activities for the month of December in lieu of the Christmas Dinner and Dance, which was put on hold due to COVID.



**FAMILY SERVICES** Family Services has been working with families with children under the age of 18 who require assistance in navigating services and supports, transitions and to achieve their goals as a family. Family Services continues to be involved in several committees within the community (Oxford Respite Network, Oxford-Elgin FASD Community of Practice, South Western Autism Network to name a few) to stay up to date with government information and come together to discuss ongoing and new programs that are available to families. The Family Support Coordinator and Manager completed certification to facilitate SIB shops and we are getting ready for another great summer with Youth Camp.



# SERVICE *highlights*



**E-Solutions:** This endeavor continues to be a fruitful partnership, where the employer, and employment team work to role model an inclusive work atmosphere. E-Solutions hired five people last year, offering their place of employment as a stepping stone for skill development in a supportive environment. Joblinks continues to deliver individualized supports to those who work within E-Solutions ensuring that growth continues for all.

**TMMC:** This year, the Banding team has been able to regain its momentum post-covid with two staff a day, three out of five days per week. Aramark (within TMMC) and WDDS have been working together to support three people to work in their food services department. In December 2022, some members of our team facilitated a Lunch and Learn presentation where information about WDDS services, opportunities and supports were shared with the greater TMMC team.

**Tara Properties:** The partnership with Tara Properties continues to be very successful. The commercial cleaning team services many properties, including some of the WDDS buildings. This year, we facilitated the implementation of a Team Lead position to create a natural separation from Joblinks Employment Services and support the longevity of the work.

**Good Looking Lawn Care:** The 2022 spring/summer season was the first year working with the new business partner Jon, who owns Good Lookin' Lawn Care. Jon has taken over the responsibilities of cutting and maintaining lawns on all our WDDS properties. Jon is also committed to looking for a more inclusive workforce and hires workers from the Joblinks team.

**Training and Volunteer Programs:** The Coordinator of Training worked in collaboration with the London District School Board, The Southwest Public Health Unit and Produce Express to develop a partnership to bake mini banana bread muffins for a healthy snacks program. Every other week the team baked and packaged over 5000 muffins, using a specific recipe that met the very strict nutritional standards set by the Southwest Public Health Unit.

The Coordinator of Training continued to support with training and up-skilling of Joblinks Employment Services, through facilitation of training courses. A grant was secured by the employment team to develop and facilitate "Futures in Motion", which is a training course for anyone 15-29 years old with a disability or verifiable disorder who require accommodations to obtain their class "G1" driver's license.

**Garden Team Crew:** This was a new Supported Employment venture that launched in 2022, which was reworked from the previous Supported Employment venture – Yard Basics. The Garden Team is paid employment, which can be offered to a wider scope of people because of the nature of the work. The crew of 5 people worked each Monday broadening their skill set and using the supported and structured experience to decide whether garden work was a desired path long term.

**Joblinks Employment Services:** The Joblinks team continued to provide in person services as they had since the start of the pandemic. There was a more robust marketing strategy developed in the hopes of increasing presence within the community and in positioning ourselves as a leading Employment Supports Service within Oxford County. During this time the team attended/ provided information sessions at various high schools within the city, ran a successful lawn sign campaign, attended in person networking events, sponsored a Navy Vets game and hosted an open house, where VON was invited to also set up an informational booth to share their services and supports. The team worked very hard to build new partnerships and collaborated with community partners, such as Welkin. The team employed 30 new individuals and 23 additional jobs were secured by those accessing Joblinks supports.





Organizing and participating in Orange Shirt Day on National Day for Truth and Reconciliation.



Week of appreciation for non-profit employees



Love is Love!  
Celebrating Pride month



We raised over \$13,500 with our second online auction



Huron Park and Community Employment Services Career Fairs



Volunteering at the Woodstock Truck Show





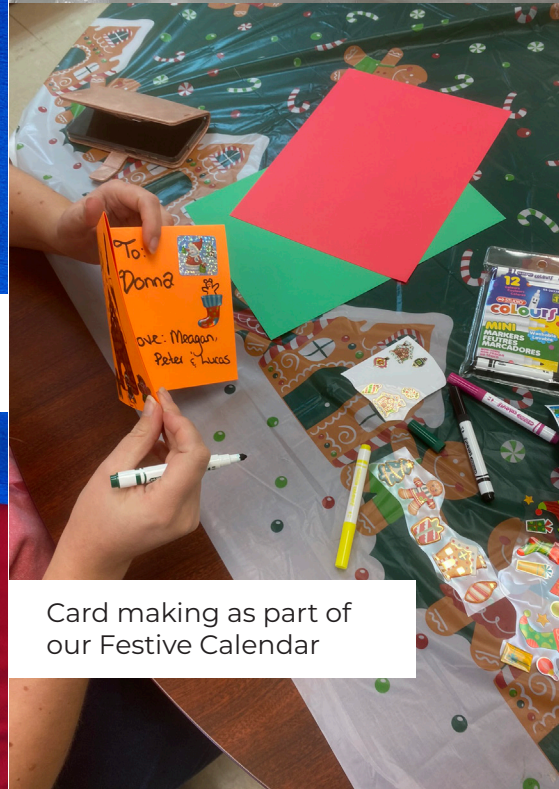
2022 Tallest  
Sunflower Challenge



WDDS Garden Team  
getting ready to work



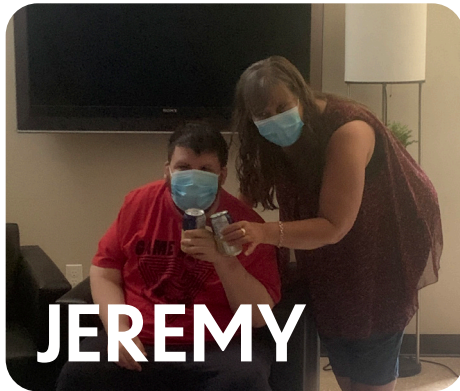
Health and Wellness'  
Festive Drink Trucks



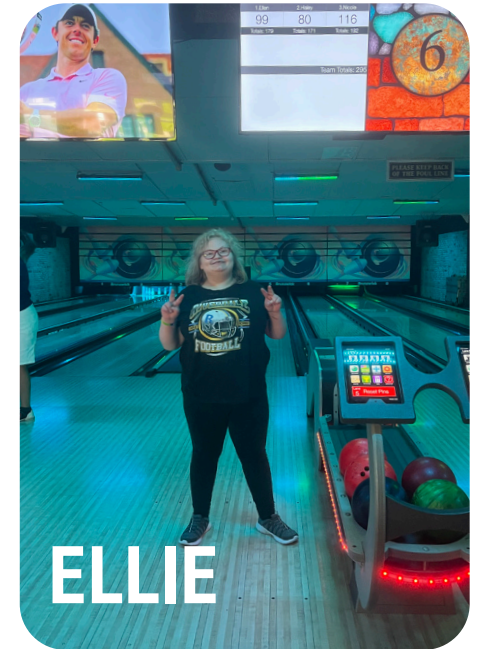
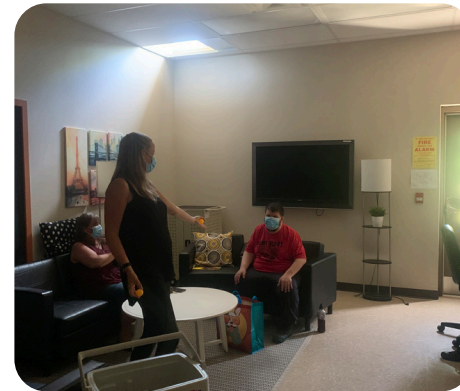
Card making as part of  
our Festive Calendar







Jeremy is a leader in demonstrating what it takes to let your true self shine as he welcomed people to his “Beer Pong” Planning Meeting. Jeremy surprised everyone with games and drinks which made his meeting fun and unique. He sure knows how to plan a celebration- Cheers to Jeremy!

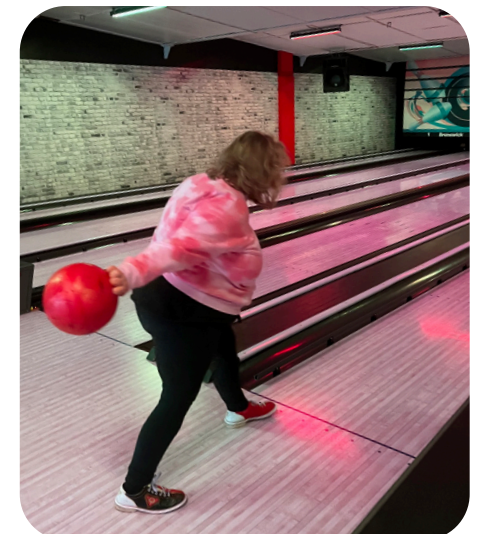


Check out Ellie on the lanes sending positive vibes during her game. Ellie loves bowling and was finally able to use some of her Passport Funding to spend a day at C&D Lanes. Nice form Ellie!



Symon is a long-time Fan Expo attendee and this year was no exception. Every year he shows off his cosplay skills with a new outfit, and always returns with amazing stories, pictures, and signatures.

Munib has been expanding his Yu-Gi-Oh knowledge and collection. Munib attended Fan Expo in Toronto this year to explore the world of Yu-Gi-Oh. While there he found a Yami Yugi Funko Pop and had a great time exploring the various vendors.



# ENDLESS POSSIBILITIES.





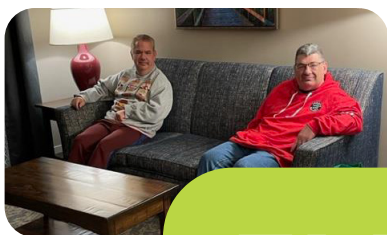
**ROBERTO**



Welcome to Blue Mountain! Wayne and Roberto have been planning their trip to Collingwood for a few years. The COVID pandemic put a pin in their plans but did not stop their dream. They enjoyed sight seeing, good food, and each others' company. Where there is a will there is a way and Wayne and Roberto are an example of how determination and patience can help dreams become reality.



**+ WAYNE**

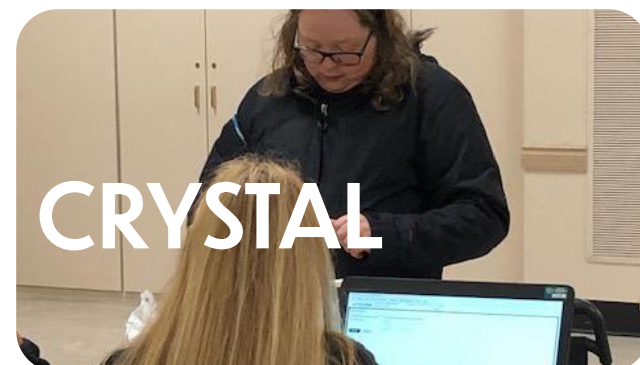


Donna has been working hard over the past few years to stay healthy, feel strong, and improve her overall health. This year Donna wanted to run the 5k Foam Fest. Not only did she run, but she finished with a smile on her face. Congratulations Donna!



# ENDLESS POSSIBILITIES.

Casting your vote has never been easier. Crystal is excited to share that she was able to have her voice count during the last municipal election. Great job setting an example for the rest of us Crystal!



**CRYSTAL**



# STUDENTS *and volunteers*



**FANSHAWE**



**CONESTOGA**

Connect Life and Learning



**COMMUNITY  
EMPLOYMENT  
SERVICES**

This year we welcomed several students for placements from the PSW and DSW programs at Fanshawe College. We had six students joined us from their respective locations in London and Simcoe. We're happy to share that two of these students applied for positions within the organization after their placements.

One of our goals this year was to engage with more students interested in this work. As part of that goal, we partnered with Fanshawe to conduct mock interviews for their students multiple times throughout the year. These practice interviews will hopefully help set students up for success in the sector.

Conestoga College also invited WDDS to attend the Supportive Care Career Fair where we were able to inform current students about careers in their field. We really enjoyed connecting with these programs to provide information and resources.

Since restrictions have eased, we have put intentional effort into Volunteer recruitment including hosting a Volunteer and Career Fair, as well as promoting volunteering at a CES Career Expo at Huron Park Secondary School.

Volunteers Joanne, Josh, and Krista were amazing assets in supporting people to access events and activities in their community. Krista has been a huge asset at our Nexus Breakfast Hub and has been providing encouragement and support for people to add more physical activity into their day.

We can't thank our volunteers and students enough for all of their time, expertise and commitment. You are such valuable members of our community and we couldn't do it without you!





Join us for a

# FAMILY NETWORK MEETING

Open to all families



Old St. Paul's Church | 723 Dundas St

Relationships | Community | Conversation

 **WDDS**

# FAMILY Network

The Family Network was informally created in early 2022 by a small number of families to navigate and support each other with COVID-related directives during a very unsettling and uncertain time. Throughout the year, additional families joined the network and WDDS began to provide support to the network by sharing information about upcoming meetings and actively working with the network to improve communication.

WDDS staff have started to attend the meetings and have partnered with the network to provide resources, information and clarity where needed. Guest speakers were invited to share information about Passport funding, Wills, Power of Attorney, and Henson Trusts. All participants have found the meetings to be helpful, informative and have provided families with an opportunity to develop a community of support. If you have any questions or would like information about the Family Network, please contact:

**Vicki Cannon**

[vcannon@rogers.com](mailto:vcannon@rogers.com)

**Joanne Elliott**

[elliottbjnew@yahoo.ca](mailto:elliottbjnew@yahoo.ca)

**Natasha Scheerhoorn**

519-539-7447 ext 251

# COMMITTEE *updates*

## ★ RUNWAY OF STARS

Due to COVID restrictions, we transferred our efforts into our second annual online auction. With help from almost 90 sponsors, businesses, and donors from our community, we raised over \$13,500! Look forward to another Runway of Stars in 2024.

## TECHNOLOGY

The technology committee was able to help someone to set up a GPS watch so they could go for walks independently but maintain safety. The committee is exploring watches and other personal devices that can support people with their health goals and independence.

## HEALTH AND WELLBEING

The committee meets monthly to discuss the ongoing needs of the people supported within our agency. Our focus right now is more on the aging population and how we can best support people to age at home. Committee members continue to attend trainings and workshops in relation to Dementia and Palliative Care.

## HEALTH AND SAFETY

The Health and Safety Committee focused on taking all reasonable precautions to protect the health and safety of all staff. The Committee played an integral role in providing staff with information and training in regards to the safety measures required by the Ministry of Health and Southwestern Public Health throughout the pandemic. Several of the Health and Safety Committee members were certified in N95 mask fitting last year.

## QUALITY ASSURANCE

The quality assurance committee has been working diligently to complete compliance audits. The team completes regular audits for ministry compliance guidelines, and has put focus on educating all teams on what the compliance committee does and each staff's role to ensure the standards are met.



## BEHAVIOUR SUPPORTS

Over the last year the Behaviour Support Committee (BSC) has worked with Regional Support Associates (RSA) to review and adapt people's Behaviour Support Plans and Safety Plans. These plans help us maintain a safe and consistent approach to supporting people to overcome challenges and meet their goals in life. The BSC has continued to act as a resource to teams in their day-to-day support.



## MENTORSHIP

The committee has remained a strong support for new hires joining the organization. Mentors meet new hires during orientation week and provide information about the mentorship experience and set up shadow shifts. Throughout the year Mentors helped welcome new hires through the "welcome to WDDS" email and have celebrated with employees for their 1 year work anniversary. The committee will play a valuable role as we roll out the modernized core competencies to the agency in 2023-2024



## HEALTH AND WELLNESS

The health and wellness committee was excited to offer a few new opportunities for the staff this year. We started off with sharing ongoing resources and training from the cultivating community wellness group including free access to the Participaction App. We offered a summer and winter drink truck as a way to bring people together while enjoying the festivities of the season, and provided teams with sunflowers as a way to build team spirit. The committee was also able to assist with the organizing of Mental Health First Aid Training and the Nonprofit staff appreciation week including the very popular Mindful Mike who came to speak during this week.



## COMMUNICATION

The committee has developed an agency training presentation and has developed a new hub called "Spill the Tea". The group will run 1-2 times a month with a focus on helping people to learn different types of Communication tools and to have opportunities to socialize with others. This time will also be used to help train staff on Communication Devices.





Nothing like a clean car courtesy of Brent's skills



Getting a cold Tim Hortons Iced Capp on a hot day



Lynsey using her loom to make scarves



A visit to historic Dundurn Castle in Hamilton



Robbie on board a boat cruise







Kyler catching a thrill on the rides at the CNE



Check out Wayne's amazing raised garden!



Stretching it out at Yoga Night



Enjoying the views at Pittock

Aragorn visiting the Butterfly Conservatory





# DIANA ALVES

2022 Les McKerral Award

“Diana advocates for Christopher with his day to day supports, medical appointments, and ensures that he has every opportunity presented to him in life, despite the challenges he may experience. Christopher had lived his life without family connection until he met Diana. He now thrives with this relationship and looks forward to their time playing and learning together.”

Diana has enhanced Christopher’s life through her love, acceptance and generosity and has helped the agency to build its capacity around communication. She truly is one in a million and we are so grateful to her for everything she has done.”

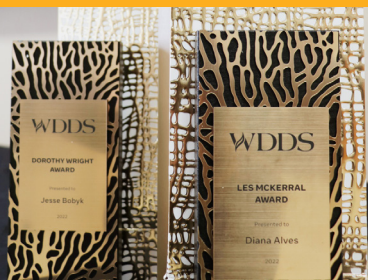




# JESSE BOBYK

2022 Dorothy Wright Award

“Jesse has put in a lot of hard work and dedication in his new job. He has great pride and you can tell when you speak with him, that meaningful employment has had a great impact on him. He has cleaned the streets of downtown, cleaned up and maintained a garden bed, and helped provide sanitation service at this year’s StreetFest. Jesse has also showed incredible growth by dealing with difficult interactions at work by addressing them with his employer.”





# FONDLY *Remembering*



*Timothy*  
Carson

December 11, 1958 ~ June 23, 2022 (age 63)

CARSON, Timothy Gordon - Beloved brother of Patricia Anne Chater (nee Carson), James William Carson, and Richard Bruce Carson passed away at Woodstock Hospital June 23, 2022. Pre-deceased by his mother Marjorie M. Carson and his father J. William Carson. He leaves behind several nieces and nephews as well as great nieces and nephews. Interment was held on July 6th at Mt. Pleasant Cemetery in London, Ontario.



*Hilda*  
Winspear

January 25, 1961 – October 2, 2022 (age 61)

WINSPEAR, Hilda Bernadette Rita - Hilda's journey ended on Sunday, October 2, 2022 at the Woodstock Hospital after a brief illness. Precious daughter of the late Anna Isabella (nee Thompson) Winspear (2021) and the late Ernest Winspear (2008). Cherished sister to Tony (Monikhone), Michael, Christopher (Sandra), Mia (Peter) Kirby, Lynn Thompson, Ed (Catherine), Trudie Douglas, Teresa and John (Tara). Cherished aunt to Ernestine, Ambrosia, Aurielle, Nathan, Colby, John (Mallory), Carter, Mykayla, Luke, Jared (Kim), Kirsten, Paige and Meghan and the late Tyler (1986). Many thanks to the staff of Woodstock and District Developmental Services for the compassionate care provided to Hilda over many years. You were a second family to Hilda with your ongoing love, support and unwavering dedication. You are truly appreciated. Thank you to the doctors and nurses at Woodstock Hospital for their compassionate care. Service was held at the Brock and Visser Funeral Home on Thursday, October 7th, 2022 with interment at St. Mary's Roman Catholic Cemetery.





# Malcom Coubrough



April 17, 1947 ~ July 22, 2022 (age 75)



It is with great sadness that we share the news of Mal Coubrough's death. Mal was a strong advocate for people living with a developmental disability. He made the difference by joining the WDDS' Board in 2001, becoming Vice President in 2003 and then serving as President from 2005 to 2009. He remained on the Board until his untimely death July 22, 2022. He was an active Board Member who served on many WDDS' committees, participated at events and celebrated many of WDDS' milestones throughout his years of involvement. He will be greatly missed.



COUBROUGH, R. Malcolm "Mal" – Passed away at the Woodstock Hospital on Friday July 22, 2022, in his 76th year. Beloved husband of Suzanne "Sue" M. (nee Stockman) Coubrough for over 48 years. Cherished father of the late Laura "Zanne" Coubrough, Taryn L. (Don) McKinnon and Melissa L. Coubrough. Loving grandfather to Rhys, Zane, and Tess. Dear brother of John (Valerie) Coubrough and brother-in-law of Linda Hood and Timothy (JoAnne) Stockman. Cremation has taken place. A private time of remembrance will take place at the family cottage at a later date. If desired, memorial contributions to the W.D.D.S. (Woodstock and District Developmental Services) would be appreciated and may be arranged through the Brock and Visser Funeral Home.