



ANNUAL REPORT 2017-2018

Community Living Oakville

We believe in people



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Our Vision & Mission

To be the service provider of choice in Oakville in support of people who have a developmental disability and their families. We encourage and support full community participation while providing quality services, supports and opportunities, enabling people with developmental disabilities to live active, rewarding and fulfilling lives.

2017-2018 BOARD OF DIRECTORS

Barry Thomson, President
Tom Whelan, Vice President
Greg MacDonald, Treasurer
Janet Lorimer, Secretary/Executive Director
Peter Nesbitt, Director at Large
Nick Norvack, Director at Large
Marlyne Van Exan, Director at Large
Shannon O'Neill, Director at Large
Thomas Crawford, Director at Large
Peter Hnatiw, Director at Large
Mags Shorey, Director at Large
Brenda Kerr, Director at Large
Brian Delorey, Director at Large
Paul Chiasson, Advisor
Nav Sandhwalia, Advisor

Message from the President

This is my second year as your President and all I can say it has been an exciting and challenging year for both Community Living Oakville and myself. Many changes have, and are taking place, and will continue to evolve over the next few years. In looking at opportunities for improvement and solutions to our challenges, the Management Team and the Board are reviewing what services we offer, as well as how and where we are doing it. Community Living Oakville wants to provide the people we support with the best possible services and quality of life. As we prepare to enter into the next decade with the challenges of an aging population, increase demand for services, complex diagnoses and limited funding, we recognize the importance of flexibility and resilience to remain sustainable in our changing sector.

Before I set out the steps which we are pursuing, I would like to again, congratulate and thank Janet and her team for all the hard work and dedication that they have given to this agency. Janet, with her skills and experience, leads a very hard working and committed staff. It is truly a pleasure to work closely with them. This team, again this year, scored 100% on the Compliance Inspection conducted by the Ministry. This is a very rare occurrence and a true feather in their caps.

I also wish to thank the Ministry of Community and Social Services and especially Michelina Longo and Carmela DiMondo. They have provided tremendous support throughout the year, and have worked closely with Janet in addressing our financial and other pressures. MCSS provided the funding to expand residential services and a new home was opened, as well as an Enhanced Supported Living situation. In spite of a number of financial pressures faced by our Ministry, they have been able to support our obligations and worked with us. As a result of the Ministry's support with pressures that would otherwise have created significant deficits, Community Living Oakville finished the year end within budget, and in fact had a small surplus due to the exemplary efforts of the Employment Team. With the major challenge of closing Speers Place Industries (SPI), following the directive from the Ministry, affecting fifty-three people, Management, with the support of the Board, embarked on a plan to offer these individuals a range of alternatives. This precipitated a review of how to support fifty-three people differently while effectively managing the other needs and goals of the Agency as identified in the 2017 Strategic Plan. These challenges have led the Board to form a Steering Committee to assist Management in the planning for a major initiative to restructure Community Living Oakville in order to be prepared for the next decade.

After discussion and input, especially from the younger generation of management and staff, the Committee selected a name for the project "CLO 2.0" to represent the next version of Community Living Oakville.

To better understand the mandate of the CLO 2.0 Steering Committee, I am enclosing the approved "Terms of Reference" established by the Board.

CLO 2.0

TERMS OF REFERENCE

PURPOSE:

To ensure that the services and physical structures of Community Living Oakville fully support the achievement of our Mission and organizational strategic goals, enable the quality of life goals of the people who use our services, facilitate quality services and supports, and provide the foundation for the agency to support future needs in Halton.

Senior Management, with the support of the Board, will embark on a comprehensive review to identify service, as well as physical structure changes to ensure success and relevance in relation to the organizational goals, and future needs in Halton region.

Using the 2017-2020 Strategic Plan as a beacon, the agency must enhance and expand its delivery system and facilities to match the future needs of the people we support, and the many people who are waiting for services.

The Committee's mandate is to support Management in the formulation of "CLO 2.0" and to provide, through a multiyear Capital campaign, Government support and other sources of financing, the financial capability to implement and support this mission.

ACCOUNTABILITY:

The Special Steering Committee is appointed by, is accountable to, and reports to the Board of Directors.

FUNCTIONS:

- Set up a timetable of regular meetings with the Executive Director and Management team to review the progress of the development of a "CLO 2.0" programme.
- Provide expertise, guidance, oversight and council to Management as requested and/or required.
- Coordinate all Capital initiatives to support the implementation of "CLO 2.0", including Fund raising, Government participation, Capital funding and Asset realignment.
- Recommend "CLO 2.0" to the Board for approval by the end of 2018.

MEMBERSHIP

The Chair and other members of the Special Steering Committee are appointed by the Board of Directors. The Executive Director and the Directors of Day services and Residential services also attend the meetings. Individuals who bring specific areas of expertise will be invited on an as needed basis.

Management, with the support of the Committee, are beyond the talking stage and are now engaged into the details. This fall will be an exciting time for the Committee and the Board.

The Governance Committee has also worked very hard this year to develop a new and strong slate of Directors to be presented to the membership for approval. A number of Directors are either not returning or have their term expiring. As a result we have seven new and very capable Directors who have joined the Board over the past six months and who have submitted their names for election.

It has been a pleasure to serve as President and work with a Board comprised of talented and committed Members. I sincerely thank departing Members Greg MacDonald, Treasurer, and Marlyne Van Exan for their many contributions, and I wish Nick Norvak an enjoyable one year hiatus and look forward to having him rejoin the Board in fall of 2019.

Lastly, I would like to personally thank a very special person. Nancy Steptoe has just retired, as Finance Director, after 23 years of service with Community Living Oakville. Nancy and I have worked together for over 10 years, starting with reorganizing the finances when the agency was in financial difficulty, and then setting up a control and reporting structure that has allowed Management and the Board to fully understand the financial position on a timely basis. Nancy's hard work and dedication to the agency and her willingness to learn and take on new ideas has been unbelievable. Nancy, thank you and enjoy your retirement. You have certainly earned it!

Barry Thomson
President



The past year has brought both successes and challenges.

We continue to work on our Strategic Plan and are making headway in many areas. Those of you who have regularly attended our Annual General Meeting will have noticed that the staff recognition awards are no longer presented here. As a result of stakeholder input into the development of the current Strategic Plan, it was clear that a separate

event dedicated to celebrating the milestones and achievements of our employees was appropriate. On June 19th forty-two employees celebrated milestones from five to thirty years, including five 25 year and two 30 year anniversaries! Through the generosity of Sybil Rampen, we were able to host the evening at the Joshua Creek Heritage Arts Centre and the event was enjoyed by all.

Organizational communication is always a challenge, and particularly so when employees are spread across many locations, we have instituted an Employee Newsletter and Town Hall Meetings to provide an informal opportunity to chat about what is going on across the agency, as well as gather input and ideas that facilitate quality services. We continue to send out our newsletter called Happenings to increase communication with external stakeholders as well.

Work continues in assessing the appropriateness of our physical settings as well as services. A number of people have experienced changing health and mobility with age, as well as changing activities of choice and goals. Two new small day services have been developed to specifically tailor supports for seniors, or those who prefer a quieter setting and smaller group.

We are in the midst of developing an organizational plan which will better position Community Living Oakville to provide quality services and meet the individual preferences of people we support. The plan will include looking at the amount and type of owned or leased spaces needed now and in the future. In early 2018, a new home was opened for three young men.

Speers Place Industries closed in July 2018 and the transition to a variety of alternatives for fifty-three people continues to evolve as people have opportunity to explore other activities such as paid employment, volunteer work, and recreational, social and educational opportunities.

Significant attention is being placed on goal attainment and measurement, as well as quality of life. We greatly appreciate a Trillium Grant that has allowed us to focus on quality of life using a tool called Personal Outcome Measures through the Council on Quality and Leadership. The project has included training for a number of

staff. We have applied for a second “grow grant” to further the training and embed the use of this tool in all service areas.

As you will read in the Governance Report, we have many changes in the Board of Directors and we are very fortunate to have a strong slate of members who bring a wealth of skills and experience. We will certainly miss Marlyne VanExan and Greg MacDonald and I thank them for their genuine commitment to Community Living Oakville and all of the support they have provided.

We are pleased to have rejoined Community Living Ontario this year, and have a great deal of respect for their work in promoting inclusive education and employment. As a member of OASIS, we are also pleased to support advocacy efforts for the developmental services sector. Both provincial bodies work tirelessly to inform, advise, and work with government to address the urgent needs of the developmental services sector.

In the absence of available services across Ontario many family groups are engaged in planning individualized services to ensure their sons and daughters have opportunities to enjoy the milestones that are typical for young adults. We are pleased to support the work of a local Oakville group The Community Oak Park. With resources provided through a Ministry of Community and Social Services Modernization grant, several young people will be able to make the move to a home of their own. The grant will also facilitate the continued creation of inclusive recreational, educational and social opportunities in the Oak Park community.

I want to thank our volunteers, supporters, and funders. We are very fortunate to have many long term friends who contribute in many ways.

Our donors are named in the Annual Report, and we will soon be unveiling our new donor wall.

We appreciate funding from United Way, the Oakville Community Foundation, the Oakville Foundation for Intellectually Handicapped People, Halton Region and the Ontario Trillium Foundation. We want to express sincere appreciation to the Ministry of Community and Social Services – they are our largest funder, and have also helped us again this year with repairs and maintenance, as well as some pressure situations which would otherwise have created deficits. We will continue to work with the Ministry to manage the costs of Bill 148. Thank you to our employees, Management Team and Directors who together accomplish a great deal each year. I am thankful to be working with a competent, caring Board of Directors who invest their time and expertise.

Yours very truly,

Janet Lorimer
Executive Director

Operations

The Governance Committee's main focus over the past year was ensuring the 2018-2019 Board of Directors would continue being effective noting the massive change in its membership that was occurring.

Given that three members completed their terms this year, and some resigned due to unexpected personal reasons, the BoD membership would decrease to three members in September 2018.

In order to ensure that prior knowledge and expertise of BoD members, who had completed three full terms on the Board, would not be lost, it was determined a change to the bylaws allowing an extension of an additional term would be brought to CLO membership at the Annual General Meeting for approval. In addition, an extensive search for new directors commenced in early 2018 using an external internet search program, contacting parents of people we serve and interviewing prominent members of the community.

After reviewing more than a dozen applicants, the Governance Committee is pleased to present its slate of directors to the membership for approval. We believe the slate presents a balanced Board which represents the diversity of the community in which we live.

The Committee thanks the two parents of individuals we support for their interest in sitting on the Board as they bring a personal knowledge of our residential and day programs. The internet search brought some new candidates who bring legal and business backgrounds. The Committee also wishes to thank the members of the community who came forward offering their expertise in fundraising, community out-reach and financial matters.

Finally, the Governance Committee over-saw the implementation of a computer program that allows the directors to access all documents, policies and minutes of the Board in one centralized location from home.

On a personal note, it has been my pleasure to serve as chair of the Governance Committee for the past eight months as I will be taking my mandated one-year leave from the Board. I wish to thank Greg and Marlyne for their service to the Board and look forward to re-joining this very talented BoD in September 2019.

Committee will meet with candidates to discuss the mission and values of Community Living Oakville, the governance model of the Board and to ensure there is an alignment on shared values and a clear understanding of the responsibilities of directors. The Board has also developed a practice of inviting prospective candidates to a Board meeting as a guest to experience the Board at work and to ask and answer questions. Recruitment to the board is ongoing through the year, and prospective candidates are often appointed to the Board on a temporary basis until they can be recommended to the membership for election at the next AGM.

Prepared by,
Nick Norvack,
Chair, Governance Committee

As in eight of the last nine years, the 2017/18 fiscal year ended with a surplus which amounted to \$24,861.

Revenues and expenses were both higher than budgeted by \$1.8M. The significant increase in both was the result of a number of factors, including the opening of a new residential location, grants, and one time funding.

The Ministry provided infrastructure funding and one time funding to:

Ministry Funding Update:

Ministry Funded Partner Facility Renewal Projects totaling \$41,100 was received

- \$8,500 for Nelson Street to replace roof shingles and eaves troughs
- \$5,900 for Nelson Street to repair the driveway and walkways
- \$5,000 for 238 Third Line to waterproof the foundation
- \$6,300 for 238 Third Line to replace flooring in certain areas
- \$8,900 for 298 Pinegrove to repair the foundation, patio and create a ramp
- \$6,500 for Victoria Street to regrade patio area and adding curbs on driveway

MCSS One Time and New Funding totaling \$830,845 was received

- \$190,000 annualized new funding to address ongoing financial pressures
- \$100,000 One Time Funding to help offset costs for the closure of the workshop
- \$109,398 One Time Funding to address ongoing financial pressures
- \$196,705 One Time Funding to address ongoing financial pressures
- \$125,250 One Time Funding for the purchase of furnishings and equipment
- \$11,250 One Time Funding for Regional Service System Planning.
- \$30,330 One Time Funding to offset 3 months of costs related to Bill 148
- \$67,912 One Time Funding to address ongoing financial pressures

Capital

The Capital Account closed the year with a surplus of \$237K. Fundraising had a surplus of \$64K vs. \$93K the previous year. \$30K more was spent on approved projects in this fiscal year than last.

Financing Activities

Community Living Oakville repaid \$245K on its mortgages and notes in 2017-18. Total liabilities at fiscal year-end stands at \$4.9M with total assets of \$6.6M.

Best Pack

Best Pack closed the year with a surplus of \$55K on revenues of \$924K. There has been a notable uptick in revenue generation and new customers. It is important to note that Best Pack contributed approximately \$293K annually to Community Living Oakville's overhead costs and Speers Place Industries. In this new fiscal year SPI is no longer part of the production team. \$241K is no longer being paid to Community Living Oakville to support the Vocational program. Best Pack will continue to contribute to rent, utilities and other building expenses while it is still operating at 301 Wycroft Road.

Ministry

The Ministry continues to provide the majority of Community Living Oakville's funding, which was 82% in 2017/18. However, the agency faces continued financial pressure relating to increasing costs in all line items, changing needs of people we support as they age, crisis situations, the legislated pay equity obligation, Bill 148 costs and the transition of Speers Place Industries. Despite these issues, Community Living Oakville has maintained its mandate to provide a caring and well run organization.

Next Year

Management prepared a balanced budget for 2018-2019 to the Finance Committee and the Board of Directors, which was submitted to the Ministry. In light of new legislation, Bill 148, the anticipated deficit is too significant to be manageable with existing funding levels. While the budget submitted was balanced it included an anticipated revenue increase from the Ministry for Bill 148 and ongoing pressures in the combined amount of over \$900K.

We want to express our sincere appreciation to our Director Finance Nancy Steptoe and her team. New challenges this year have been well managed and documented through their efforts.

Unfortunately we are losing Nancy to retirement. Her expertise and dedication to keeping our finances on track have been greatly appreciated and will be missed.

It is also important to note the work of all our staff under the very capable direction of our Executive Director Janet Lorimer. We thank her, all of our employees, our Board of Directors and most importantly, those we serve.

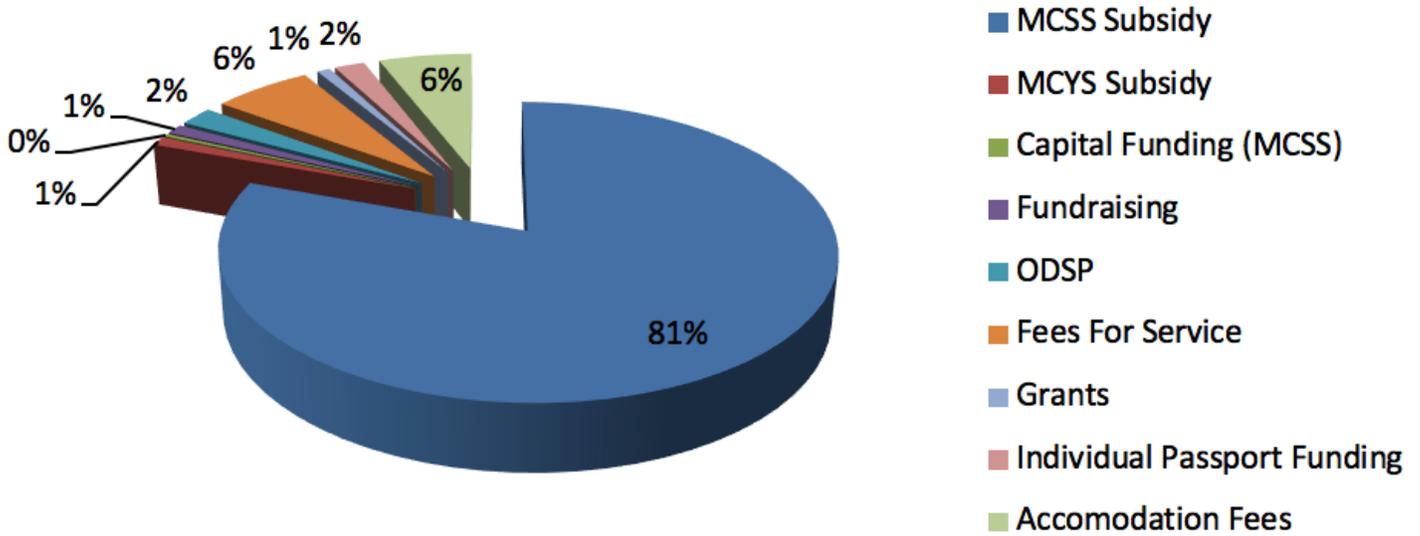
Thank you

Greg MacDonald

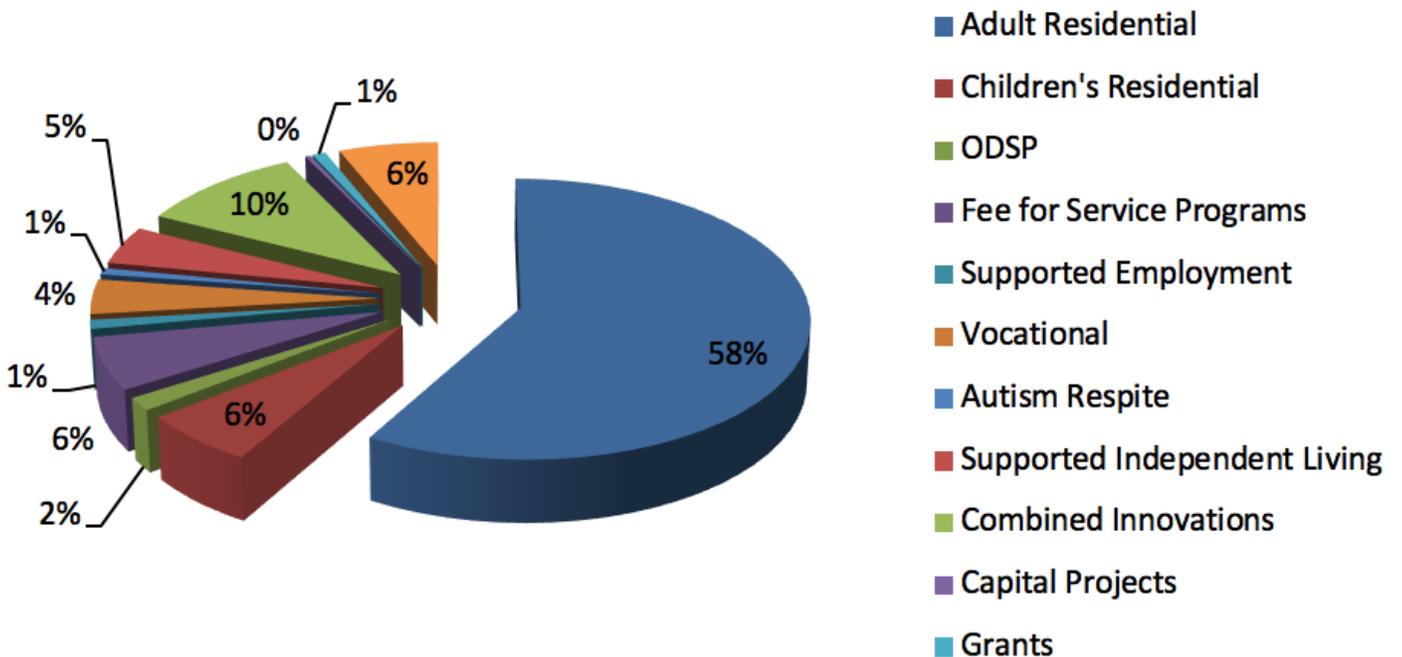
Treasurer

2017-2018 FINANCIAL ACTIVITIES AND SUPPORTS

SOURCES OF REVENUE



EXPENSES BY CATEGORY



The Development Committee (formerly called the Fundraising Committee) held several meetings through the year with an expanded mandate supported by the Board of Directors to increase our fundraising initiatives and activities.

In 2017, Community Living Oakville retained Frank Cerisano of FCM Network to perform a fundraising audit of our current fundraising activities. In June 2017 Frank Cerisano prepared a Fundraising and Directional Plan, which was supported by the Board of Directors. The fundraising strategy, in addition to continuing with the annual golf tournament, is to hold bi-annual gala events, and to start a major gift capital campaign to support Community Living Oakville into the future.

The 2018 Golf Tournament that was held in June was another success with net revenues of \$54,000. Planning is already under way for the 2019 Golf Tournament. We wish to thank Brenda Kerr and Marlyne Van Exan for co-chairing the event and also wish to thank the many volunteers who helped out with the tournament. We also thank the sponsors and participants for supporting this event.

A new subcommittee is being organized to start the planning for a Tribute Gala to be held in the fall 2019. This fundraising event will replace the Chair Affair Events, which were so successful in raising donations in the past. The committee is also developing a major gift strategy to build a significant capital fund to support future growth of Community Living Oakville over several years. A Major Gift Advisory Committee will be organized in the near future to initiate this capital campaign.

The Development Committee will have a full agenda for the coming year, and will be building its subcommittees to work on our fundraising events. For anyone wishing to volunteer and contribute, please contact the CLO office.

Prepared by,
Peter Nesbitt
Chair, Development Committee

YEARS OF SERVICE AS OF MARCH 31, 2018

We congratulate and thank the following employees for their commitment, and achievement of the following milestones:

5 YEARS

Janet Lorimer	Pauline Lemon
Irene Cvetkovski Dukic	Marni Chhon
Rose Agbor	Rachel Parry
Yun Xu	Heather Lobban
Melissa Maclean	Kadeian Thompson
Agnes Kamara	

10 YEARS

Mark Vincent	Lance McNeil	Dana Brennand
Trudy Honour	Abby Johnson	Lucy Oshodin
Mike Coleman	Kendra O'Neill	Kingsley Ubani
Mike Kelloway	Stacy Johnson	Maureen Reid
Lolita Cabiles	Bushra Manj	Therese Woodrow

15 YEARS

Melany Moro

20 YEARS

Terry McKnight

25 YEARS

Leslie Hendriks

30 YEARS

Anna Herod

MEET CODY

Cody has been supported by Community Living Oakville since the fall of 2011. Symbolically arriving during a season of change, he grew and flourished to reveal his determined character – keen insight and powerful ability for logical thinking. His natural insight into human nature, often shows in his humour. He is perhaps our biggest critic and a formidable energy when being persuasive. His story is one of finding suitable outlets to share his personality – strengths and skills. Speaking out about concerns is essential to this committed advocate who joined the Raise Your Voice council where his desire to communicate need for progressive service for peers, discovered a suitable outlet. He gives voice to the frustrations that come with living with a developmental disability and societal attitudes which are at times somewhat primitive. We should listen to Cody - at times there is strong value to his observations.

Keen insight and razor reasoning are balanced and tempered by thoughtfulness, gentleness and compassion. Mother's day was made memorable when he purchased roses for all support staff working on May 13th 2018. He amazed people with notable action that is genuinely touching and sincere, showing appreciation for life and those around him. Family is highly important to Cody.

These days you may see Cody working at the busy front desk at the main office – actively fielding multiple calls and politely directing visitors to the person they are coming to meet. His quiet – gentle and unassuming demeanour and his soft-spoken manner makes visitors feel welcome in the organization.

At home, cooking is his passion – when he sets his mind to a meal his culinary creativity shines. His dinners include words like 'pesto' and 'reduction' that translates a meal into a gourmet experience for everyone. He will advocate for menu choices that push the envelope of variety - creating the sense and contentment of a home environment. He gets as excited about the addition of kitchen appliances and utensils as Martha Stewart or Jamie Oliver.

Technology is important – from the setup in his bedroom to access the latest movies to his personal cell phone, Cody characterizes his home – like he did when he introduced everyone to and cared for his pet Guinea pig – Waffles. His innate need to care for and protect once again met with a suitable outlet.

On a more personal focus – Cody and his girlfriend are often out and about exploring local restaurants, sharing moments and creating memories by enjoying many opportunities their wonderful hometown, Oakville, offers. One has to imagine a person willing to purchase roses to acknowledge importance of being a mother, must be a good partner and friend. What is most remarkable is that Cody has experienced incredible challenges as a young person but with resilient determination independently sculpted and defined himself as the person we know and respect today – someone who not only receives service but also contributes to the evolution of our service.



Who we are

Home is much more than “where we live”. Home is a place where we like to be, a place where we feel comfortable, safe and in control. It is a place where we can create our own personal environment and enjoy family and friends.

Community Living Oakville is committed to encouraging lifestyles for people that promote their independence, participation, inclusion, friendships and citizenship in the community. We believe in being respectful of the uniqueness, dignity, well-being and privacy for each person receiving support.

Community Living Oakville provides a variety of residential supports for people based on their individual needs.

MEET JOEL

A true entertainer, Joel is what one would call a multi-talented artist who can sing, dance, and rap and play piano. His many talents don't end there! Joel has been a pivotal reporter for "In The Loop Media" where he interviews inspiring people of all demographics, reports on events in the community and reviews some of his favourite happenings such as the Niagara SkyWheel and Hornblower cruises. If you type "In The Loop Media" on YouTube, you will see Joel in his element. His camera presence will impress even the most experienced reporter and you can't help but feel the excitement and enthusiasm he emits in his interviews and reviews.

He greets new guests with the utmost professionalism and contagious enthusiasm. Hence his ability to attract interesting people who would jump at the opportunity to be interviewed by this amazing reporter. "In The Loop Media" has a strong focus on teamwork and professionalism. Joel is always pleased to lend a helping hand, a personality trait for which he is well regarded and recognized in his community. If you took a stroll around Oakville you can witness firsthand Joel's presence in the community and his amazing ability to connect with people. It's not uncommon for him to run into people in the community who he knows and there is always positive reminiscing and kind words exchanged. He has a big heart and anyone he meets would have a hard time forgetting him. He leaves a great impression with everyone and is genuinely interested in other people's well-being.

He is always very supportive of his "In the Loop Media" team mates and his natural ability to motivate and encourage people helps them build confidence and shine during their performances.

Joel has been a proud employee of a McDonalds restaurant in the Oakville area, where he has been employed for the past four years. Joel's pleasant disposition has played a significant role in his ability to connect with the customers and to be recognized for his exemplary customer service.

If you are lucky enough to meet him you will be captured by his vibrant personality and zest for life.

So check him out on our various social media channels and see for yourself! Search "In The Loop Media" on YouTube, Facebook, Instagram and Twitter.

<https://www.facebook.com/intheloopmedia/>



By believing that each person is unique and has the right to make their own choices, Community Living Oakville helps to ensure that people receiving services enjoy an active and central role in identifying and choosing their work, volunteer and recreational activities.

Community Living Oakville offers a number of Community Day Service locations throughout the Oakville Community. The goal of each location is to provide an opportunity to participate in meaningful day time, educational, leisure and, social opportunities. Each person directs the activities they wish to participate in both within the organization as well as various areas of individual choice.

A heartfelt thank you to our generous donors

BENEFACTORS

- The Balogh Family Foundation
- The Civitan Club of Oakville
- Gladys and Ed Cross
- First Canadian Title
- The Fleck Foundation
- Dona and Clinton Justice
- Joy Justice and Jim Slattery
- Justice Holdings Inc.
- Marquest Asset Management Inc.
- Petrina and Peter Nesbitt
- The Oakville Foundation for Intellectually Handicapped
- RBC Foundation
- Royal Bank of Canada
- Saw-Whet Golf Course
- SKYWAY Canada
- Margaret and Gerald Sutton
- Tarrison Products Ltd.
- Liz and Barry Thomson
- Mary West

PATRONS

- Peter and Sandra Corcoran
- Dominic Gammiero
- Chris Govan
- John Hoey
- Christopher Invidiata
- The Premier Golf Charity Golf Classic
- Robertson, Eadie & Associates Ltd.
- Elva and Alan Telfer
- United Way of Oakville

BUILDERS

- Assante Capital Management
- Cindy Avis
- Beayni Group Ltd.
- Blazer for Men
- Budds' Chevrolet Cadillac Buick GMC
- Mary & Piero Cardomone
- Roy and Clemence Chard
- Cheney Window and Door Specialists
- The Estate of W. Cochrane
- Barry and Ann Coles
- Chris DiFonzo
- Linda Disch
- Falconbridge Limited

- Anell and Bill Francis
- Nihal and Abdurrahman Gecekusu
- Godin Productions
- Bill Goodbrand
- Jeannie Hall
- HSBC Securities (Canada) Inc.
- William Humphrey
- IBM Employees' Charitable Fund
- Ignite Activation Inc.
- Ingenico
- Helen and Don Johnston
- Tim Justice
- The Estate of Robert Roy Kelley
- Mr. and Mrs. Peter Kenny
- Brenda Kerr
- A & A King Family Foundation
- L.B.T. Investments Inc.
- Jane Lancaster
- Elizabeth Large
- The Estate of Betty MacLeod
- Mars Petcare
- The Estate of Harold Martin
- Match Marketing Group
- MM/SAM Ltd.
- Moen Canada
- Morguard Corporation
- Mary and Naiem Nairouz
- The Oakville Beaver
- O'Connor MacLeod Hanna LLP
- Brenda and David Pasioka
- POI Business Interiors
- William and Laurie Shutt
- Stuart H.B. Smith
- Doug Stone
- The Taylor Group
- The Toskan Casale Foundation
- Thrive Marketing
- Viewstone
- W.H. Shutt & Associates Inc.
- Drew, Eloise and Andrea Wallace
- Dorothy and Bill Watson
- Williams Wilson Sherport Foundation
- Eve and Peter Willis

SPONSORS AND FRIENDS

- Aardvark Inc.
- Abbey Animal Hospital
- The Acheson Family Foundation

- AGF Investments Inc
- Allworth & Associates
- Altana Pharma Inc
- Carol and Robert Amyotte
- Dave Antonacci
- Appleby College
- Argo Development Corporation President
- Paul and Sharon Barley
- Mark and Vanessa Barr
- Susan Bates
- Iris and Robert Batt
- Mary Bettridge
- Lauren Bradley
- Brampton Curling Club
- Robert Breens
- Bob and Margaret Brennan
- Brukar Inc.
- Mary Ann Buist
- Robert Burgess
- Maureen Burseay
- Rob Campbell
- Steve and Karen Campbell
- Can-Ross Environmental Services Ltd
- CI Investments
- CIBC World Markets
- Paul Chiasson
- Robert and Vicki Clarke
- Classic Care Pharmacy
- The Clorox Company Foundation
- Jean and Sam Cluderay
- Cooper Construction Limited
- David Copeland
- Ron and Carol Copland
- Cowan Insurance Group
- Irene, Michael and Steven Cranstone
- Tom and Lynda Crawford
- Creative at Work Advertising
- Bill Cripps
- Daemar Inc.
- Deb D'Arcy
- Brian and Shelley Delorey
- Steve Dhaliwal
- DHR International
- Carole Dickinson
- Drew L. Stewart Insurance Inc.
- Thomas Dutton
- Corrie Eerkes
- Christine Fera
- Helke and Robert Ferrie
- Otto and Karina Feth
- Fidelity Investments - Raphael Cundari
- Shirley Fielding

- Karen Finnell
- Erin Fischer
- John Ford
- The Harry E. Foster Foundation
- Garvey's Mens Shops
- Betty Goodbrand
- Meritt & Liz Goddard
- The Granary Foundation
- Greenrock Capital Partners
- Gilles Groulx
- Grace Harris
- Marie & Donald Harris
- Lori Harris
- Chris Hetherington
- Graeme & Elizabeth Hibberd
- Gary Hickson
- HMI Developments Inc.
- Peter & Patti Hnatiw
- Scott & Sue Hobson
- Tamara Horton
- HSA
- William Richard Humphrey
- Neil Jamieson
- Colleen Jarvis
- Edward Jenkins
- Robert Jones & Joan Manwarring
- Michael & Paula Judge
- David Justice
- Margaret & Roy Kelley
- Kennedy Ford
- Claire Kent
- Bob Kerr
- Ed & Donna Kirk
- The Kitchener & Waterloo Community Foundation
- Henry & Judy Knight
- Knights of Columbus
- Michael and Valerie Kozak
- Dwight Lacey
- Gray Lancaster
- LANDMARK Aviation
- Ella and Julian Layne
- Roy and Joyce Lessels
- The Frank and Azniv Lochan Family Foundation
- Lockwood Kia
- Lush, Bowker, Aird
- Victoria & John Lydall
- Greg MacDonald
- Lorene MacPhee
- Rod Malcolm
- Mary and Frank Manley
- Laura Marin
- Massive Tank Studios
- Frank & Ruth-Anne McAuley
- Sheila & Gordon McCarthy
- McCarthy Tetrault LLP
- Joseph and Helen McDermott
- The McGraw-Hill Companies
- Christine McKelvie
- Peggy McMahon
- Kathleen & Doug McPhie
- Megaloid Laboratories Limited
- Mercedes-Benz Oakville
- Merrit Insurance
- Metropolis
- Monique Midgley
- Trevor Miller
- Ministry of Children & Youth Services
- Ministry of Community & Social Services
- Sally and Mel Mitzel
- Francesca Modestino
- Alan Murphy
- Murrion's Cabinetree
- Cam Natale
- National Bank of Canada
- Nick and Dale Norvack
- Oakville Sight and Sound
- Mark & Tara O'Connell
- Beverly Odbert
- Sharon Odegard
- Garry O'Neill
- Shannon O'Neill
- Ontario Trillium Foundation
- Michael Pallant
- Pearson Dunn Insurance Inc.
- Bill & Cindy Perras
- Charlotte Perrenoud
- John Platt
- Polar Securities Inc.
- Polymark Manufacturing
- Shaun Porter
- Courtney Pratt
- Margaret & George Prichard
- Procor Limited
- Janet Quinn
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We wish to extend our gratitude to all donors, including those not listed who wish to remain anonymous. Every effort has been made to ensure the accuracy of this list. If you discover an omission or error, please accept our apologies and notify amber.hughes@oakcl.org. We will ensure that this is rectified in the next Annual Report.