

COMMUNITY LIVING
BURLINGTON



**66th ANNUAL
GENERAL REPORT**

Tuesday, September 28, 2021

“The Possibilities are Endless”

OUR MISSION & VALUES

The mission of Community Living Burlington is to enrich the quality of life and to promote full and meaningful inclusion in our community of people who have a developmental disability.

OUR GUIDING PRINCIPLE

That all persons live in a state of dignity, share in all elements of living in the community and have the opportunity to participate effectively.

OUR VALUES

Dignity: Each person is unique, to be respected and empowered.

Accountability: Everyone at Community Living Burlington is responsible for the safety, security and well-being of the people.

Human Resources & Leadership: We value the staff & volunteers that enable the organization to achieve the highest quality of service to the people we support.

Advocacy and Inclusiveness: We value, promote and protect the right to full participation within our community.

Service: We are committed to exceptional service approach based on the uniqueness of each person we support.

Partnerships & Outreach: We value and promote collaboration with our community.

OUR BOARD MEMBERS

BOARD OF DIRECTORS 2020-2021

Board Chair	Joe Nemet
1st Vice	Jim Boland
2nd Vice	Cathy Thomson
Treasurer	Michael Flintoff
Director	Scott Black
Director	Aurelie Dimandja
Director	Cam Jackson
Director	Alyson Kirkwood
Director	Chris Roswell
Director	Jessica Stevenson
Director	Ken Wong
Director	Stewart Wigg

COMMITTEES OF THE BOARD

Ethics Committee	Governance and Human Resources
Executive Committee	Resource Development Committee
Finance Committee	Risk Committee

It seems like Groundhog Day, but here we are again hosting our Annual General meeting virtually. It is hard to believe since March of 2020, we have been under the hold of this terrible and deadly virus.

Since the pandemic began, our agency has had to deal with 10 separate out-breaks, the most recent was in August of 2021. To say our employees and the people we support have been through the wringer is an understatement. We have been running on a bare minimum staffing complement and everyone we support has had to put their lives on hold.

But through these darkest times, we can now see a light at the end of the tunnel. Over the fiscal year, we have run two vaccination clinics and have had amazing support from Halton Paramedic Services. The people we support were also very brave getting their shots, even though many are terrified of needles.

We have seen our self-advocates learn at a much faster pace than most of us. They quickly picked up how to interact and use Zoom, FaceTime, and Microsoft Teams to see their families and their friends online. Our virtual programs started as activities determined by our employees, but now, many sessions are led by the people we support including book reading group, Zumba lessons, and jam sessions with friends who live across town.

As we move through the 4th wave, we anticipate that our day services will begin re-open, at a smaller capacity after Thanksgiving. Staff who were not allowed to work at two jobs, can return if fully vaccinated and with the vaccine passport, the people we support can now go to the movies, attend Special Olympics, and go to the gym.

We want to thank our employees, volunteers, and students who collectively worked so hard to get through this last year. Your resilience and support has not gone unnoticed.

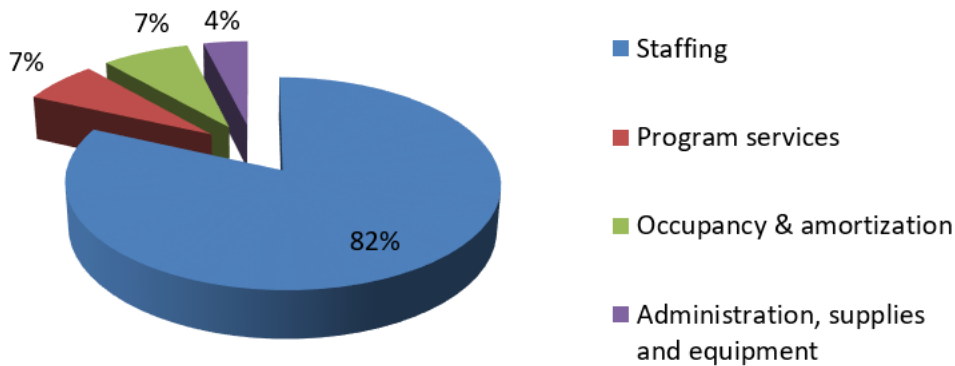
We also want to thank our Board of Directors. When you sign on to volunteer as a Board member, there is a time commitment that is expected. As President, I can assure you that the Board members have exceeded that time commitment during the last year dealing with Pandemic related issues. They have jumped on Zoom meetings, oftentimes with short notice, and they have been a great team working through matters that have come up.

We have high hopes that this next year will be a time where we will get back to being a bustling agency, continuing to offer great opportunities for everyone involved.

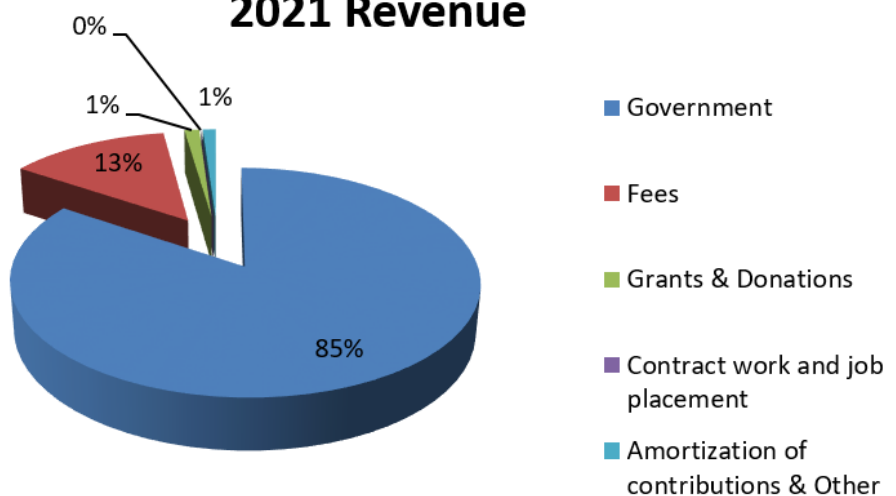
2020/2021 Financial Report

Financial highlights for the year ended March 31, 2021			in '000s
	2021	2020	
Total Assets	\$9,493	\$10,168	
Invested in Land and Building at Amortized Cost	77%	65%	
Total Liabilities	5,609	6,173	
Total Endowments	2%	2%	
Total Revenues	20,935	19,563	
Total Expenses	21,045	19,626	

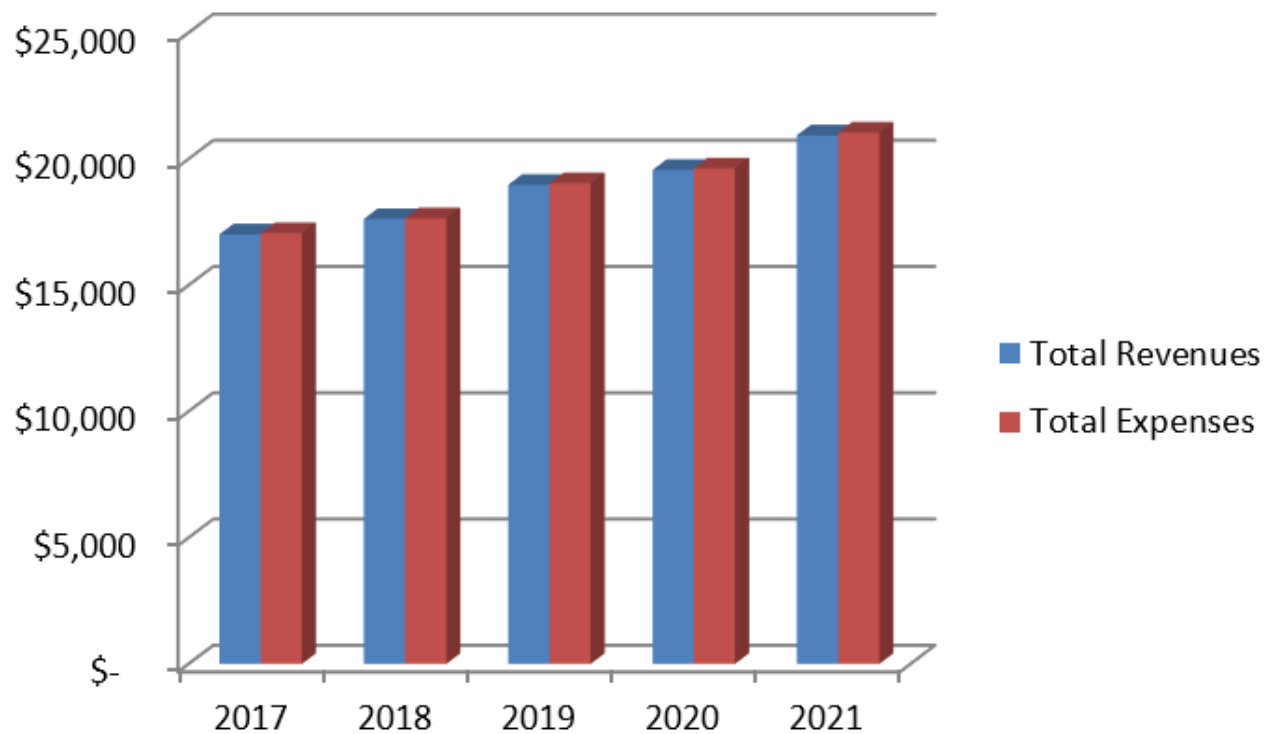
2021 Expense



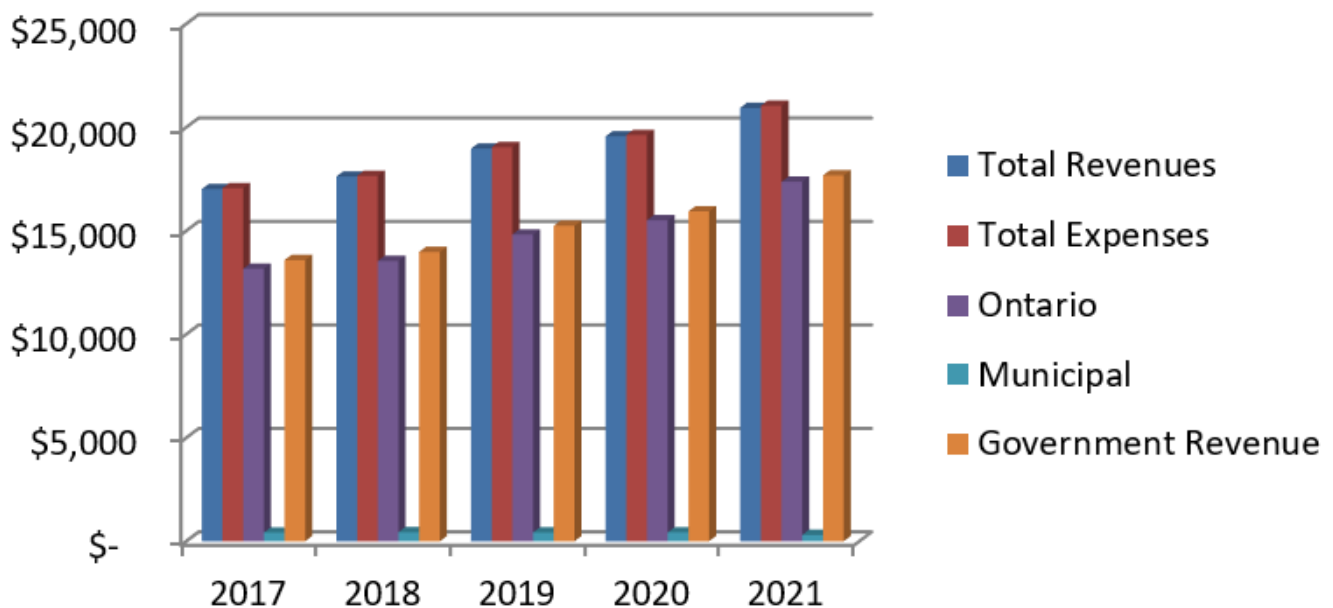
2021 Revenue



Total Revenue and Total Expense



Total Revenues



Virtual Buddies - Virtually Amazing!

By: Dayalini Mathai

Through a grant received from the United Way of Halton & Hamilton, Virtual Buddies a volunteer program was created to promote meaningful connections within our community.

This program has helped to increase social capital and decrease feelings of isolation for the people we support. The Virtual Buddies program has helped to connect over fifty adults supported by Community Living Burlington with a one on one Virtual Buddy in the community. The buddies meet on a weekly basis connecting over Zoom and phone calls. The volunteers looked forward to spending time weekly with their virtual buddy, working on goals, sharing interests and hobbies, while having lots of fun. Some of the activities that buddies participated in together include cooking, reading, music, fitness, arts, online games, and social mentoring.

An unintentionally positive outcome of this program was enabling volunteers to start running some of the virtual programs at CLB. CLB encouraged Virtual Buddies to take part in the planning, development, and execution of new projects. Some examples include volunteer running Zumba classes, cheerleading classes, a video game/anime group, an 'Empower Women' group, and a mindfulness workshop. Many buddies participated and benefited from learning new skills while making new friends. Thanks to the United Way of Halton and Hamilton, the Virtual Buddies program has been a great success and has helped to virtually connect people who have a developmental disability in our community to volunteers and post-secondary students. This has helped them cope with feelings of isolation and increased their connectivity during the pandemic.

From the feedback we have received our Virtual Buddies have been a huge success and have made a positive impact in the lives of those we support. Lindsay Watson, a virtual buddy says *"It gave me something to look forward to and made my day happier when I talked to my student buddy"*. Lindsay's sentiments were echoed by so many people.

The impact has gone further than just impacting the people we support. Karee Clement from Mohawk College says; *"My virtual buddies taught me more than I could imagine. They filled my heart with love and compassion. Each unique, special, and brave. Patience and kindness are what they gave. I couldn't have asked for a better placement. I gained more than just knowledge, to my amazement."*

As the program moves forward we will continue to use every opportunity to innovate and evolve, while continuing to meet the needs of the people we support in our agency.





I moved to Community Living Burlington's Nelson house on December 14, 2020. This was during the pandemic! It was a very overwhelming experience but I can say that I am very happy to be here with CLB.

Since I have been here, I have developed great relationships with the staff and they know what I need and how to support me, even when I don't always have the words to explain. This means a lot to me because I haven't always had that or always felt supported. I definitely feel supported here.

I started Virtual Programming shortly after I moved in and I fell in love with the people and the exciting programs. It keeps me connected with my peers and I have made a lot of new friends.

Mental Health has always been one of my passions and interests but I noticed that there was no program that CLB was offering that talked about mental health. So I decided to reach out to Sara and James (Virtual Program Coordinators) to see if we could create a program. I didn't know if it would be possible but with support and guidance, I was able to launch a 4-week program in July 2021 called **"Healthy Minds, Healthy Lives."** This program encompasses mental health, the stigma attached to mental illness and resources for those experiencing difficulties and how to receive help.

I am very proud to have accomplished this and to have been able to provide tools and resources to people who may need to use those tools.

I feel very blessed to be with CLB and to feel supported, secure and have my voice heard so I can continuously move forward and grow to be the best version of myself. **I can't wait to see what the future has in store for me!**



The COVID-19 pandemic is proof that not all heroes wear capes. But they also don't have to work in hospitals or research labs either; **they** are also the people who work at our local grocery and homeware stores, doing their every day jobs. The heroes I am talking about are the essential workers working at the stores that remained open during each wave. These heroes are part of Community Living Burlington's Employment Service Program, and are supported by our Employment team every day to make a difference in our community.

Many of the people we support are front-line workers of the pandemic. They work to ensure the customer's safety, such as wearing masks and sanitizing used carts to prevent the spread of germs.

At the same time, they also work to provide customers with what they need, helping them find things and providing needed services during this pandemic.

Due to the pandemic, everyone in the program had to work even harder and more efficiently than ever, as customers couldn't go anywhere so workers had to do whatever they could to fulfill their customer's orders and get them the products they needed.

These heroes also had a lot of challenges during this pandemic. Throughout the pandemic, stores were constantly making changes, such as changing their hours and starting new curbside services. There were days that stores were short-staffed, doubling the work of the workers present. Workers had to be willing to adapt and work harder during these unprecedented times.

"We were busier than ever," Jordan, a self advocate working at the Burlington Home Depot, explained, "We had double the amount of customers so things were always busy. At times, we had low staff numbers, so I had to help two people at once sometimes. And because the stores were busy, we were busy constantly, doing more things than we usually do."

Thankfully, the hard work of all those employees did not go unnoticed. Managers worked to ensure the safety of their workers, such as providing extra masks and having a temperature check. To reward employees for continuing to work during the pandemic, incentives were given out, such as a pay raise and employee discount days. The heroes in our Employment Services Program were part of the solution to employee shortages in our community.

Because of all the hard work and resilience they have shown, stores were able to continue to provide customers with what they needed during the pandemic. These heroes were able to help a lot of people, both their staff and customers alike, simply by continuing to work during this hard time. As such, they are some of the types of amazing heroes we've seen during this pandemic.

Community Living Burlington's Heroes

Here are some pictures of our “**Pandemic Heroes**”, supported through Community Living Burlington's Employment Services Program.

Thank you to our essential Heroes!

LESLEY



KYLE



KATY



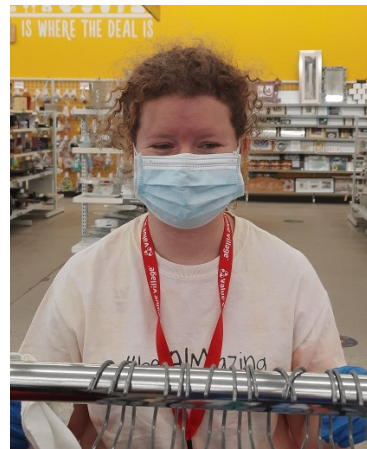
WILL



AMANDA



CHRIS



ALEXA



FORTINOS EMPLOYEE



MICHAEL



JACOB



JORDAN



NICHOLAS



KENNY

“The Possibilities are Endless”



Dream Weavers first started in July 2008. With a small group of about 5 people, the program has grown over time and has proven to become a successful group over the years. Presently the group consists of 19 participants and they are always looking for more members to join them.

Dream Weavers has organized CLB dances and has extended invitations to these events to other neighbouring communities in Halton and Hamilton. The Dream Weavers committee discuss things that are happening in the CLB news, as well as the things happening in the community around them. They have been known to meet up with other self advocate groups to plan events. This gives them an opportunity to make friends and become better known.

"Dream Weavers is Community Living Burlington's self-advocate group", says James Raeburn, "They meet to promote the awareness and rights of people with a developmental disability and their families who live in our community." It is a forum for those who would like to see changes in their daily life. Further to this, according to Foothills Academy, one such definition of "Self advocacy refers to a persons ability to understand their disability...this will help them communicate their needs to get help to meet their goals...includes an awareness of their rights."

The Dream Weavers group works very hard, independently and together to make decisions. The program development team, being Candice Keem (Senior Manager of Community and Program Development), James Raeburn, and Sara Hignell (Program Coordinator), help oversee the group and provide staff support when it is required. *"We have also been very lucky to have placement students volunteer to help with the Dream Weaver, says James, and, " they help by taking minutes, and with the quarterly newsletter."*

Meetings for the Dream Weavers group before COVID-19 were held monthly at Mainway and since the Pandemic, the members are/were conducting their meeting via Zoom weekly at 3:30 p.m. on Thursdays. The current President of Dream Weavers is Mike B. and the Secretary is Katie B.

When questioned if there were any outside community players, as an example, some community sponsors or companies, that help the Dream Weavers achieve their objectives, James replied that, *"At present, we don't have any outside sponsors. We do receive support from places like the Halton Social Capital Committee to help spread the word about things we are doing and the things we are working on."*

A success and big achievement of the Dream Weavers program over the last year was the COVE Conference (Community of Voices Everywhere) which was held in June. COVE was done in partnership with self-advocates from Community Living Oakville, and Community Living North Halton. James said that, *"It was a full day and evening event with guest speakers about inclusion, diversity, and leadership. Planned by the self advocates."*

James went on further to provide a compliment to say that, *" We also just had a wonderful meeting with Community Livings Burlington's Board of Directors. This was an awesome opportunity for us all to understand the role the Board plays, as well as helping us learn to better ourselves as a committee."*

Dream Weavers obviously fit the Community Living Burlington motto, "The Possibilities Are Endless"...**way to go Dream Weavers!**

A THANK YOU for our Essential Workers



Thank you to our local Burlington Tim Hortons restaurants for donating coffee and cookies to each of our residential programs on March 11, 2021. This token of appreciation was meant for our front-line workers, to acknowledge the impact they have made in our community during this pandemic.

Thank you to Tim Hortons and our amazing staff!

Mainway Transformation

By: Candice Keem

Community Living Burlington strives to enrich the lives of the people we support. Our goal is to be an organization where the people we support and their families feel proud and valued as members. However, due to weather, as well as general wear and tear, the exterior of our Mainway location did not reflect our values and commitment to the community we serve. The side paneling on our building had been damaged, which made the appearance of the building look unappealing and uncared-for.



Instead of simply repainting the exterior of our building, we collaborated with local artist, Heather DeHann and came up with a new design for the panels. It was important that the design send a positive message to the community - a message of inclusion and pride. The updated look has beautiful bright colors, geometric shapes and inspirational words on each panel. This was truly a collaborative effort. The painting was completed by people who receive support at Community

Living Burlington and by many of our employees. The transformation of Mainway, called, '**Fresh Start with Art,**' was inspired by the fantastic people who receive support from CLB.

On **November 12th 2020**, many of us were able to gather safely outside for the first time in months at Mainway for the unveiling of Community Living Burlington's exterior new look. We were honored to have Burlington's Mayor, Marianne Meed Ward, attend the ceremonies and proclaim November, 12th 'Community Living Burlington Fresh Start with Art Day.'

We are proud that our building stands out on Mainway and we are encouraged that the updated look will help our agency and the people we support to be recognized in the community, instead of a population that is sometimes overlooked.



The Fresh Start with Art project began with the belief that, "**We all may be different sizes, colours and shapes, but we all fit perfectly in our community,**" much like the updated design on the Community Living Burlington building of geometric shapes, of different sizes and colors'. They are all different but fit perfectly and beautifully, as we should feel in our community.

Vaccine Clinic

By: Shawn McInnis



While April 1st is typically reserved for April Fools Day, Community Living Burlington had another cause for celebration.

With the help of the amazing paramedics from Halton Region, we were able to successfully facilitate our first COVID 19 Vaccination Clinic at Mainway.

The people we support and many staff were able to receive their first dose of the COVID-19 vaccine in a safe and convenient manner. The day was a great success which was evident by the amazing turnout as well as the amount of smiles and excitement on everyone's faces.

Our Halton Paramedics were back to help administer the second dose on July 8th, 2021. It was another great day that was filled with laughs, smiles and selfies. It was great to know that we as an agency were doing our part by keeping each other safe in the hopes of returning to a more normal future.

From all of us at Community Living Burlington, thank you to Halton Paramedics, volunteers, and CLB staff that made these days possible!



A Safe Environment... Thanks to our Health & Safety/ Pandemic Committee By: Jennifer Honey

On September 15, I was able to have some dialogue with Noor Mufi, Director of Human Resources and Management Member to learn about CLB's Health and Safety Committee & Pandemic measures.

Noor stated during our discussion, that the Ontario Occupational Health and Safety Act indicates that a Health and Safety Committee is required when you have as many employees and staff as does CLB.

The purpose of the Occupational Health and Safety Act (OHSA) is to protect the worker from potential health and safety hazards in the workplace, and as Noor stated, *"Everyone should be able to work in a safe environment and be able to return home to their families."* Having said this, not only are the workers of CLB benefiting from the rulings of the Act, but so are the residents of CLB and all those who are not employees but are part of any of the programs that CLB may have in place for their participating members.

Currently, the OHSA rules suggests that, *".... twenty or more workers in a workplace must have at minimum, one worker and one employer member sit on a Joint Health & Safety Committee (JHSC).* CLB exceeds this criteria and our JHSC currently consists of the following members;

1. Shelly Pavan (Developmental Support Professional & Workers Member)
2. Samya Mohammed (Developmental Support Professional & Workers Member)
3. Shawn McInnis (Operations Manager and Management Member)
4. Noor Mufi (Director of Human Resources and Management Member)

During these turbulent times, with the Novel Coronavirus COVID-19 and the Delta variant being a threat to the health of people, CLB in its wisdom, has also created an extended JHSC and Pandemic Committee comprising of;

1. The members listed above (Shelly, Samya, Shawn & Noor)
2. Jen Harley (Developmental Support Professional & Chief Union Steward)
3. Bonnie Aura (Associate Program Director)
4. Judy Pryde (Executive Director)

Noor praised the Pandemic Committee for being such a *"resilient group"* and stated how well they worked together during these COVID times. *"No one gets extra pay for being a member of the Health and Safety Committee"*, says Noor. The committee members frequently communicate back and forth and their dedication is *"unbelievable"*. Everyone so it seems is happy to be part of the efforts. All members of each of the two committees were praised.

Operations Manager, Shawn McInnis is CLB's main Personal Protection Equipment supply person. *"Without him and his support, initiatives, and dedication, it would have been very hard to manage a consistent amount of PPE supplies for a large agency like ours"*, said Noor. *"The measures taken by Shawn has made the CLB environment a much safer place."*

Health & Safety (cont'd)

Shawn stated at the beginning of COVID-19, CLB “...had to purchase quite a bit of Personal Protective Equipment (PPE) such as masks, sanitizer, reusable and disposable gowns, thermometers, disinfectant wipes as well as cleaners and disinfectant sprays.” Much of the PPE had been sourced out and CLB took the initiative to closely work with other Community Living locations in the vicinity to share supplies with one another. “We were also very fortunate that so many members in the community donated supplies as well such as homemade masks, gowns and ear savers” said Shawn. Thank you to our Burlington community for keeping everyone safe through your generosity and support.”

It should be noted that eventually, the Ontario Government came out with a weekly survey report to be filled out by CLB. CLB is/was to indicate the amount of PPE supplies on hand and what would be the expectation of what is/was needed for the following and upcoming week. This worked out well as CLB does/would receive from the Ministry the PPE needed, “...which became distributed to all 30 of Community Living Burlington's residences”, said Shawn.

Since the onset of the extended Health and Safety Committee, “...the members met on a weekly basis review things to ensure there is enough PPE to help avoid and prevent COVID-19 cases.” During these meetings CLB policies are discussed and reviewed; everyone works together to ensure safety.

According to Shawn McInnis, “...the pandemic committee holds meetings every Tuesday afternoon to discuss any updates or mandates from the Ontario Ministry regarding health and safety concerns regarding the pandemic that is relative to Community Living.”

CLB has some very good protocols put in place. You will find postings in all areas that the employees work with how to keep safe from COVID-19. Typical examples are the washing of hands, maintain physical distance and that masks are a requirement, etc. Of course these protocols are measures that go beyond the safety of just the employees, they also take into account the visitors and other CLB members and participants.

And if it wasn't enough for the JHSC, the Committee has also the responsibility to ensure the different areas and buildings are a haven for a safe working environment. Noor indicated that each CLB location is visited monthly with members conducting an internal safety observance (inspection) to check that the environments are free of unsafe conditions and when needed make recommendations to provide for safety. The inspection is conducted by two employees one developmental support professional and one management team member.

Further to all of this, the Health and Safety Committee is also involved with keeping up to date with the Workplace Hazardous Information System (WHMIS) and First Aid. Once a year a WHMIS review has to be conducted. First Aid and CPR, has a “refresher course and certification course for CPR offered every two years.”

As you can see the Committees have much to do and several responsibilities. It has been a trying time to say the least. Every person involved is an asset to the well being of all Community Living locations. A special thanks and appreciation goes out to, “Shelley, Samya, and Jen who kept on top of things and brought ideas to the table”, said Noor “....and all should be commended.”

Thank you to our amazing Joint Health & Safety Committee for keeping everyone at CLB safe!

Virtual Programming Update

By: James Raeburn

Community Living Burlington's virtual programming continues to provide a platform for many individuals supported by CLB, as well as outside of our agency, to maintain friendships, connections and experience a full day of music, learning, fitness and socializing. We have developed new friendships in neighboring communities, as well as within local school boards. Attendance has continued to grow throughout the year. The virtual programming team has also expanded this past year with the addition of a new staff member, Sara Hignell, who has helped this ever growing virtual community hit greater heights.

Virtual programming's monthly calendar has proven to be exceedingly diverse, and receives much praise for its variety and commitment to keeping things fresh, current, and with as much exposure to new activities as possible, while maintaining the staples of programming we have all come to know and love.

There have been several feedback sessions offered from the program development team. A chance for participants, staff, family, and supportive friends to give important feedback into the programs that are offered. We have discussed the things we really enjoy, the things we didn't enjoy as much, why, and things we would like to see in the future, as well as feedback into how each program is delivered, to ensure we are providing the best experience.



A growing component of programming is leadership. Individuals supported through CLB have been planning and leading various programs such as the always popular reading group on Mondays, morning stretches, "Around the World" information programs, where we learn about the backgrounds of the host and their families, and Information Station, giving all CLB updates and sharing our successes. There have also been considerable contributions from participants in the planning and co-hosting of other programs. These programs have been very well attended, showing so much support and encouragement to our peers.

Student placements have also been a welcome addition to virtual programming, bringing some creative ideas for programs, planning and facilitating programs. The students have also been available to add evening and weekend programs for all to enjoy.

The success of virtual programming is one we all share. Strong community partners, well planned and attending programs, variety, consistency, and encouragement from staff, family and support workers, are values that have kept programming a popular activity that truly highlights the resiliency of Community Living Burlington and every individual that participates.

This past year has been a challenging year for fundraising and resource development. Our signature events were either moved to a virtual platform (Annual Walk'n Roll) or postponed to another year (Community Living's Got Talent). During this transition, we have turned our focus to applying for grants as well as pandemic emergency funding, to help us continue to provide exciting opportunities to the people we support.

Between April 2020 and March 2021, our Resource Development department raised over \$250,000 in funds through various foundations and grants. **Thank you to our funders for your continued support.**

BURLINGTON FOUNDATION

April 2020 - Granted \$8,000 to help launch our Virtual Programming.

March 2021 - Granted \$7,000 to extend the Virtual Buddies Program for 3 months.

UPS FOUNDATION

June 2020 - Received \$22,000 (\$15,000USD) to expand our Virtual Programming.

UNITED WAY OF HALTON & HAMILTON

May 2020 - Received \$20,000 in collaboration with Community Living Oakville to purchase technology for the people we support. Funds were used to purchase Samsung tablets for 40 people.

November 2020 - Received \$52,700 to hire a Volunteer Coordinator to launch "Virtual Buddies" and purchase 40 iPads for the people we support.

ONTARIO TRILLIUM FOUNDATION

January 2021 - Granted \$110,400 to hire a Program Coordinator for one year and continue supporting our Virtual Programming needs.

NEW HORIZONS SENIORS

March 2021 - Received \$25,000 to fund the "Enabling Technology for Seniors" project that will help promote independence and reduce isolation of the seniors we support.

FOUNDATION FOR HUMAN DEVELOPMENT

Between April 2020 to March 2021 - Funded \$25,000+ to help support our Virtual Programming, provide supplies to each residential home, and other various initiatives at Community Living Burlington.

Resource Development (cont'd)

TO OUR FUNDERS: Thank you to our grantors and the greater community for your continued support and generosity to Community Living Burlington.

CELEBRATING 40 YEARS OF WALK'N ROLL (VIRTUALLY)

Walk'n Roll has been an integral part of Community Living Burlington's fundraising efforts over several decades so we wanted to make sure this special 40th Anniversary event was as close to "normal" as possible for the people we support. On May 30, 2020, CLB held our first ever virtual-walk-a-thon. On that Saturday, managers dropped off Tim Hortons coffee, BBQ



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foods, and Walk'n Roll t-shirts to each of our 30 group homes. This was reminiscent of past events held at Spencer Smith Park and Bronte Creek Provincial Park. Participants were invited to walk 4,000 steps in their neighbourhood (or their homes) to celebrate 40 years of Walk'n Roll. Afterwards, everyone enjoyed a home BBQ and virtual concert with JP & Deanna Shalala while celebrating with their peers or families. Through online fundraising efforts, CLB exceeded our target of \$20,000 and raised close to \$25,000 in net proceeds.

CHRISTMAS CAMPAIGN



Thanks to the support of our donors, sponsors and community, we were able to raise over \$16,500 through our Christmas Campaign. This campaign successfully provided 160+ stockings to the people we support, 51 gifts through our Secret Santa Program and the purchase of 200+

meals for our individuals and staff on December 21st. Houses were also challenged to fun competitions like building the best gingerbread house and "ugliest" Christmas sweater contests. Despite not being able to celebrate together at our annual Christmas Dinner & Dance, we were still able to enjoy a meal and connect over a virtual dance together.

Staff Anniversaries

40+ years

Joyce Jagt

30-40 years:

Debbie Hixson

Alan Martin

Anita Stevenson

Sheila Gillies

Susan Aubert

Fiona Gardiner

Maria Colucci

Debra Neill

Nicole Sauer

Michele Pacheco

25-30 years:

Cheryl Kielt

Bonnie Wight

Chrystlyn Thompson

Susan McGarry

Jennifer Minstrell

Martina Boyd

Traci Hurley

20-25 years:

Cathy Makin

Debbie Turner

Jennifer Chesterton

Joanne Karaiskakis

Lola McGregor

Laura Maillet

Marilyn Desjardins

Shelly Pavan

Tracy Boudreau

Melanie Bonnes

Meghan Tyrrell

Christine Hobbins

Mandy Guibao

Lorie Fletcher

Lisa Callen

Tina Fernandes

Janet Mayer Lawson

Gema Rondon

15-20 years:

Lisa Morton

Tracey McCarthy

Amy Jancar

Sharon Earle

Lindsey Blumenauer

Bonnie Clay

Kim LeVie

Nicole Algar

Caroline Martin

Judy Pryde

Beverley Coleman

Sigrid Collas-Robichaud

Alison Hird

Jennifer Harley

Lara Arnold

Renee Chafic

Theresa Kiehn

Tammy Penk

Charmaine Hanson

Patricia Ferrie

Lorie White

Keverne Postma

Nadina Toric

Alysha Evans-Demarco

Chrissy Armstrong

Kim Southe

Steve LaBorde

Abigail Izerein

Tisha Forbes

Genoveva Lam

Kelley Andrews

Nicole Brainard

Leanne Sheehan

Mandy Taylor

Alicia Gerrard

Marsha McLean

Krystal Conway

Janel Harris

Cassandra Small

Maria Aguilar

Faridah Namirembe

Linda Lysko

Wanda Strupinska

Ashlee Marshall

10-15 years:

Brenda Sheehan

Heather Scullion

Kimberly Lamoureux

Samya Mohammed

Hilary Keeves

Lucy Oduraa

Patricia LoRegio

Rakiyah Moynan

Priyanganee Jayathilake

Candice Keem

Elizabeth MacDonald-Whelan

Katie Iampietro

Almaz Gebremichael

Sheryl Jurak

Chelsey Clay

Sharon Hewitt

Rajwattee Singh

Carrie Batt

Jennifer Bowdidge

Akinola Muritala

Winnetta Chiasson

Emily Huang

Mariam Vartanian-Vieira

Elzbieta Przada

Heather Martell

Chelsea Staton

Bonnie Aura

Dayalini Mathai

Shannon Teiko

Janice Evans

Sandy Phillips

Shaminder Rana

Joshua Adams

Derek Hall

Angelica Ortego

Bonnie Convey

Amber Armstrong

Laura Archambault

Thelma Stamp

Patience Simbanegavi

Wendy Hunter

Bonnie Berardo

Edris Mignott

In Memory of



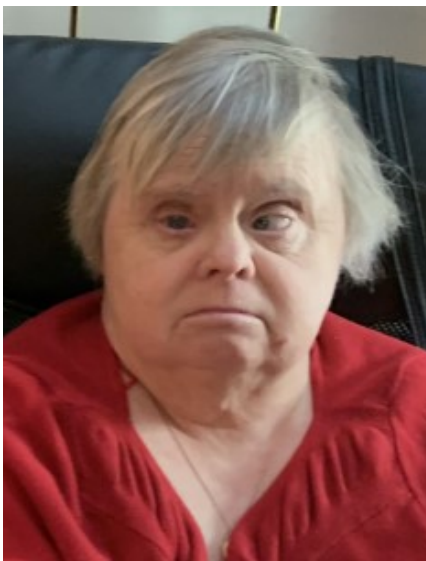
Gary Chenevard

April 27, 1961 - May 5, 2021



Kelsey Hiltz

May 19, 1989 - September 30, 2020

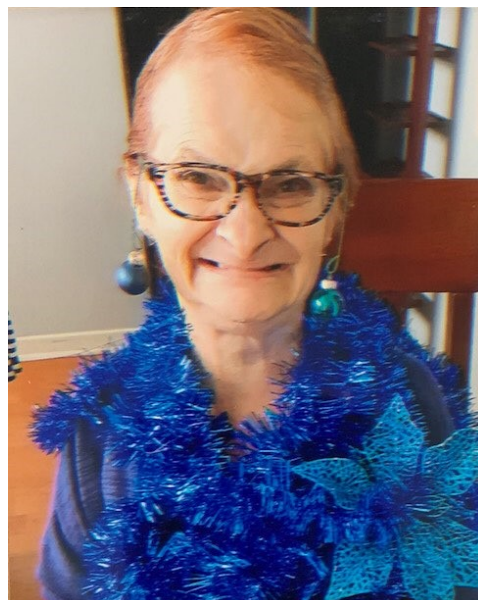


Lynne Stickley

August 28, 1957 - July 4, 2021

Susan Allen

Nov 4, 1961 - August 30, 2020



Carol Murray

April 19, 1948 - July 2, 2020

Those we love can never be more than a thought away... for as long as there's a memory, they live in our hearts to stay.

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Nadine & Bryan Eaton

In Memory of Susan Allen

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