

Supporting Rights and Choices

of People with an Intellectual Disability



COMMUNITY LIVING TORONTO

fosters inclusive communities by supporting the rights and choices of people with an intellectual disability.

Our Vision

A society where everyone belongs.
A society where everyone is valued.

Our vision is driven by our core values.



Community



Choice



Integrity

Careers at Community Living Toronto

Come join us and be a part of an organization that envisions a society where everyone belongs and everyone is valued.

Our team provides services and supports in the following areas and there's so much more:

- **Community Supports:** Behavioral Services, Early Childhood, FamilyLink and Home Management
- **Community Participation Supports:** Individualized Passport Supports, Youth to Work, Adult Development Program, Employment Supports and Community First
- **Residential Services:** Specialized Resource Homes, Group Living, Supported Independent Living, STEP Up and Individualized Supports
- **Fee for Service:** Community Junction, Shadow Lake Camp, TIFS Toronto and Creative Village Studio

We value integrity in what we do!
It's a career that matters!

Join our team of:

- Support Workers
- Behaviour Consultants
- Individualized Support Workers
- Program Managers and Supervisors
- Community Support Workers
- Project Management, Information Systems and Technology, Human Resources, Public Relations, Learning and Development, and Finance

For current opportunities, please visit our website at:
www.cltoronto.ca/careers/

Why join our team?

- Make a difference in the lives of individuals and the community
- Leading edge within the developmental services sector
- Progressive change strategy
- Learning and development opportunities
- Career advancement
- Comprehensive benefits package
- Opportunities for new graduates and student placements

Our Memberships

Community Living Toronto is one of over 300 agencies in Ontario supporting people with an intellectual disability. We believe that by partnering together, we can increase opportunities for people and their families. Some of our memberships include:

- United Way Toronto & York Region (member since 1959)
- Ontario Agencies Supporting Individuals with Special Needs (OASIS)
- Community Living Ontario
- Canadian Association for Community Living (CACL)
- Provincial Network on Developmental Disabilities
- Imagine Canada
- Toronto Developmental Services Alliance (TDSA)
- Ontario Association on Developmental Disabilities (OADD)
- American Association on Intellectual and Developmental Disabilities (AAIDD)
- Toronto Board of Trade
- Ontario Non-Profit Network

Our Organizational Structure

Community Living Toronto has over 80 locations across Toronto that provide supports to people with an intellectual disability and their families. We have four main offices located in Central Toronto, Etobicoke/York, Scarborough and North York. Our work takes place in neighbourhoods and communities all across the city of Toronto in order to keep our grassroots connections and enhance our community partnerships in the areas in which we operate, and where the people we support live. All of our business/corporate services operate out of our head office location at 20 Spadina Road.

Our Funding

2017/2018 FISCAL YEAR

Core

Ministry of Community and Social Services and Ministry of Child and Youth Services 69.3 million
United Way 900,000
City of Toronto 2.9 million

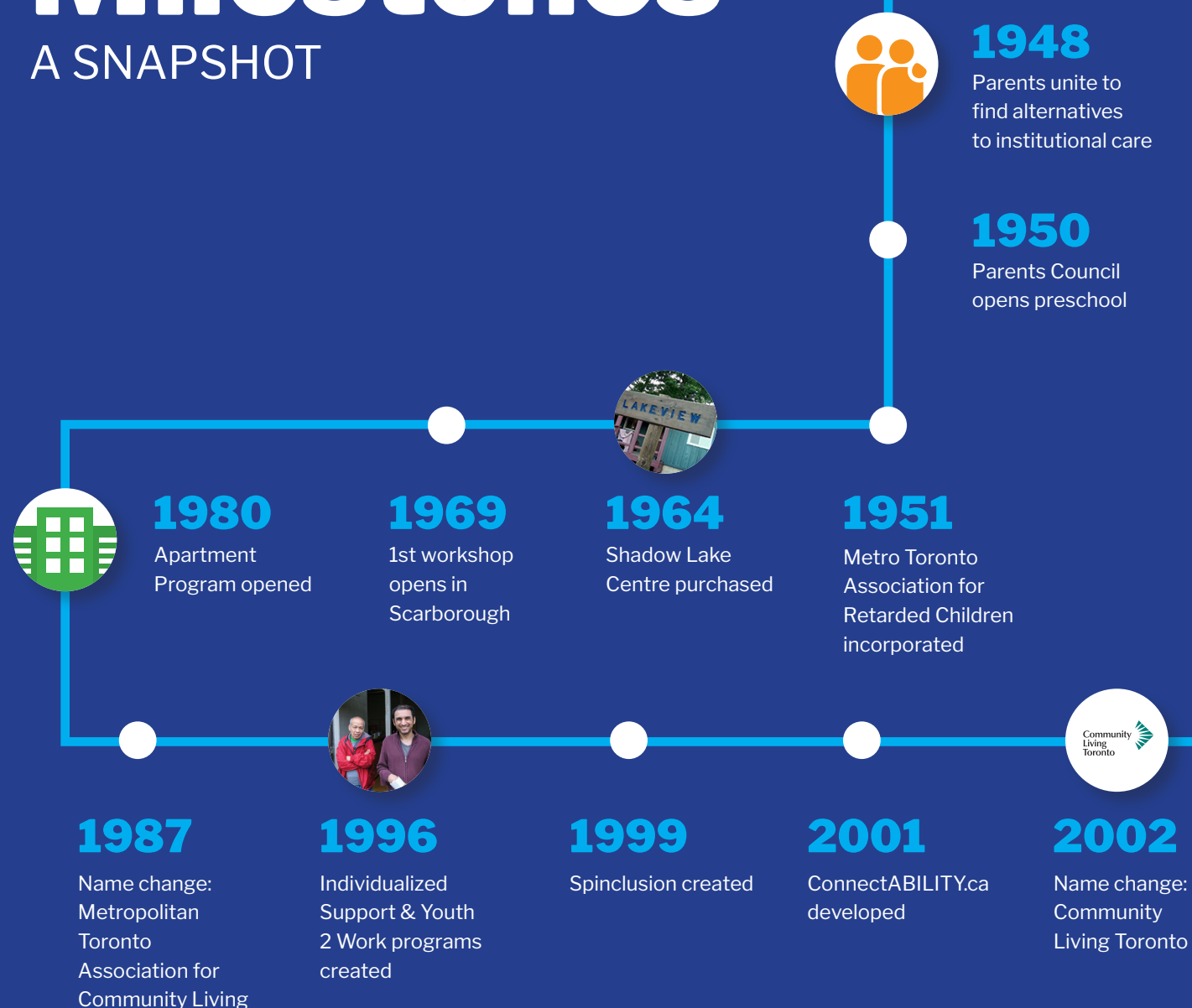
Entrepreneurial Activities 1.3 million

Other Revenue 12.7 million

We also have an active fundraising department that solicits corporate support and sponsorship, seeks grants from family and corporate foundations and through events and other fundraising initiatives.



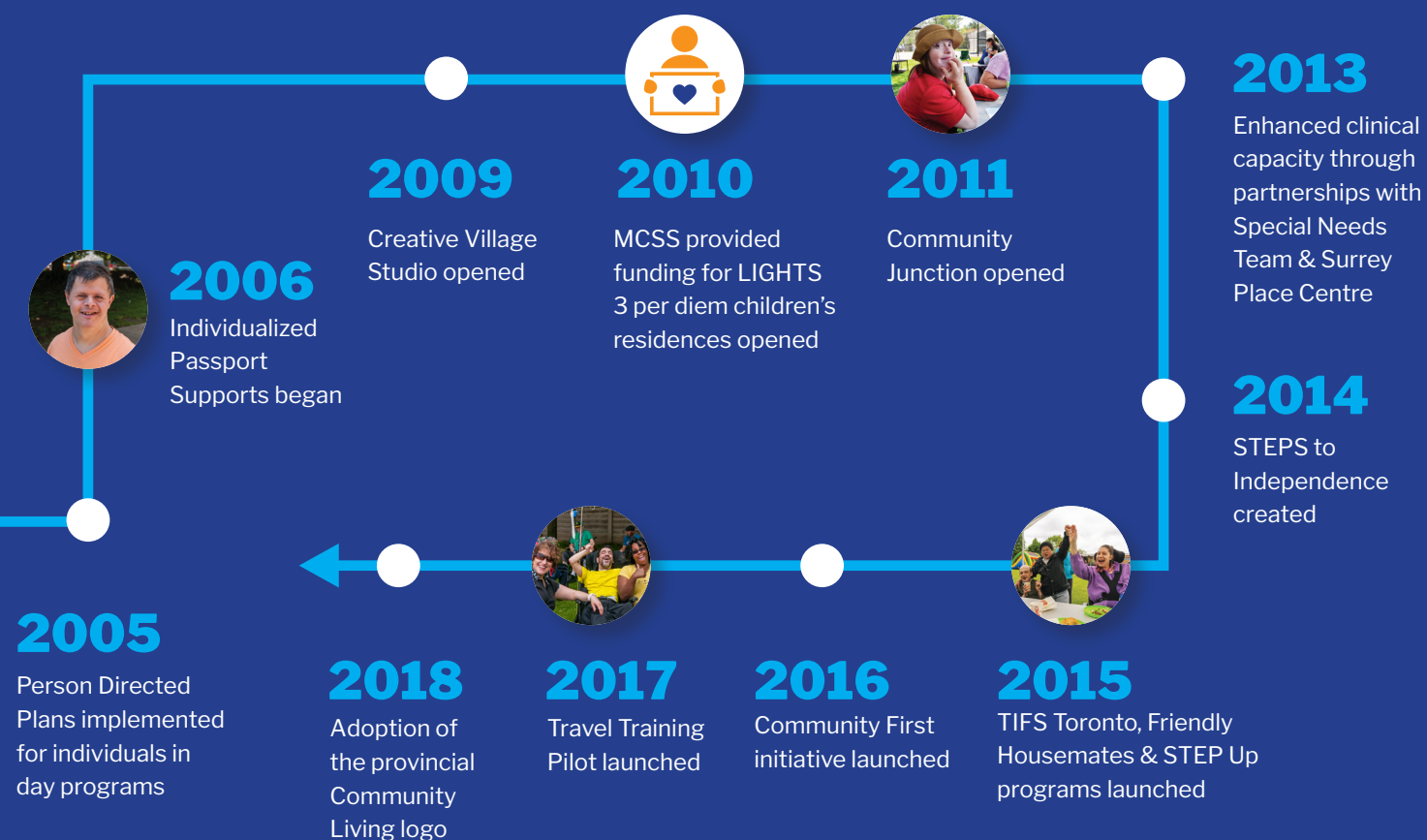
A SNAPSHOT






In 1948 Victoria Glover wrote a letter to the Toronto Star calling on the public to find alternatives to sending people with intellectual disabilities, like her 7 year-old grandson, away to live in institutions. From this letter people gathered at the Carleton Street United Church and

founded the Parents Council for Retarded Children, now known as Community Living Toronto. Since 1948, we've gone through many name changes, an important one being in 1987 when we adopted the 'Metro Toronto Association for Community Living.'

This was part of a national movement and embedded our mission of 'community living' for people with an intellectual disability into our name. In 2002 we changed our name to Community Living Toronto.








COMMUNITY SUPPORTS

- 249**  Adult Protective Services
- 209**  Behavior Services
- 251**  Supports to Families

EARLY CHILDHOOD SERVICES

750 

JOB PLACEMENT

314		ODSP
163		Graduate Placement/ Legacy
102		Youth 2 Work
27		IBM
14		Celestica

DAY SUPPORTS

152  Adult Development Program (ADP)

541  SWACA

38  Gooderham Development Centre

INDIVIDUALIZED PASSPORT SUPPORTS

196 




RESIDENTIAL SUPPORTS

285		Group Living
342		Respite Services
190		Supported Independent Living (SIL)
26		Supportive Home Share (SHS)
68		LIGHTS

**NUMBER OF INDIVIDUALS
SUPPORTED ANNUALLY (NOT UNIQUE)**

5,530

RECREATIONAL SUPPORTS

150  Foster Social Club
624  Shadow Lake Centre
20  Summer Day Respite

Other Statistics

VOLUNTEERS/STUDENTS

805 **VOLUNTEER/
STUDENT HOURS**

63,633 

MEMBERS

1,031 

STAFF

749  Full-time

424 Part-time & Relief

Services and Supports

Community Living Toronto provides a variety of innovative supports to adults and children with intellectual disabilities and their families. Supports are person directed, and help to develop natural networks within the community that encourage independence and personal achievement. Our services include employment support and training, early childhood support, respite, residential living, community and family support, adult development programs and recreation. We also have specialized homes for children, including those who are deaf and have an intellectual disability. Community Living Toronto’s services fall into four main divisions: community supports, community participation supports, residential services and fee-for-service.

ADULT PROTECTIVE SERVICES

Adult Protective Service Workers (APSW) advocate for, co-ordinate and monitor the necessary community supports for adults who live independently, but are without social or family support. Coordinators work on behalf of the Toronto-wide case management system and may provide crisis response, interim case management and short-term assistance.

BEHAVIOR SERVICES

Behavior Consultants work with families and staff to create environments which are more conducive to positive behavior. They also work with individuals to develop skills which support harmonious family and community involvement.

EARLY CHILDHOOD SERVICES (ECS)

Early Childhood Consultants (ECC’s) provide consultation support for children with a wide range of needs between the ages of 0 -12 years who are attending an early childhood setting. The support includes regular visits to develop Individual Support Plans, referrals for specialized services such as Occupational Therapy, Behaviour Consultation and Communication. The ECC’s work directly with families and program staff to ensure inclusionary practices are in place.

FAMILYLINK

Parent volunteers who have a child with an intellectual disability provide emotional support and first-hand knowledge to parents whose child has been recently diagnosed with an intellectual disability. FamilyLink also provides parent-to-parent support for children at transitional stages of life, such as graduating from elementary to high school.

FAMILY SUPPORT

Family Support Coordinators facilitate the growth and development of an individual with special needs living at home. They work with the family to build personal supports as well as to identify and access services and community resources. Family Support may assist in recruiting, training and orienting volunteers or in-home support workers.

HOME MANAGEMENT

In-home behavioral and skill building consultation helps families whose child with special needs is living at home. For families of a child with an intellectual disability ages 5 and up. Staff collaborate with the family and other professionals to plan for services, and may assist in training and orienting in-home support staff.

MEMBERSHIP

Supports members and Council volunteers in each of the four regions and provides a link between members and staff. Membership Coordinators recruit new members, and also provide first point of contact for people seeking services at Community Living Toronto.

VOLUNTEERS

Coordinators recruit, interview, screen and support volunteers who are then matched with the appropriate program or person.

SUMMER DAY RESPITE

Assists City of Toronto summer day camp programs and camp staff in working successfully with children ages 5-18.

For more information contact
Information and Membership
at 647-426-3220 or
contactus@cltoronto.ca

What is Person-Directed Planning?

Person-Directed Planning involves building supports that are based on an individual’s goals, aptitudes and dreams. By giving people the opportunity to explore resources in their community and try new activities, they can be active participants in choosing the services and supports they need and reflect their Interests. Persons supported are in the driver’s seat when it comes to identifying where they want to live, what they want to do during the day, and the activities and social opportunities they want to participate in. Such choices will create opportunities to deepen existing relationships and develop new connections.



Community Participation Supports

By working in partnership with individuals and their support networks, we support people with an intellectual disability to have meaningful choices in their communities. With extensive experience in developing and implementing person-directed plans and in administering individualized funds, Community Living Toronto offers a wide range of unique options for people with an intellectual disability.

ADULT DEVELOPMENT PROGRAM (ADP)

Provides training in basic life skills for adults who require more extensive support. Focuses on developing community supports and providing recreational/leisure opportunities. Many participants also volunteer with community based programs (e.g. Meals on Wheels, seniors, day care etc.).

COMMUNITY FIRST

Community First is for individuals who are looking for inclusive community experiences, and who have a goal towards increased independence in the community. Areas of support may include:

- Life Skills Training
- Community Based Skill Building
- Social Recreation
- Leisure Activities
- Job Readiness Training
- Supported Employment
- Volunteering

Community First is for individuals who:

- Are at least 18 years old
- Are able to participate in the community with minimal staff support
- Want to work towards a personal goal of increased independence in the community
- Want an inclusive community experience
- Are able to perform daily living activities independently in the community, such as personal care
- Are interested in supported community-based activities
- Are able to manage their own transportation

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Residential Services

GROUP LIVING

Adults and children acquire living skills in a shared home environment located near transit, local shopping and recreational/leisure facilities. Homes provide high, medium and low residential supports to meet the varied needs of the individuals who live there.

SPECIALIZED RESOURCE HOMES

Community Living Toronto has four specialized residential programs for people with Autism Spectrum Disorder (ASD) and complex needs. Specialized and intensive supports are aimed at building a better understanding of the person's needs (social, behavioural and functional) and are based on the person's strengths, abilities and needs.

INDIVIDUALIZED SUPPORTS

Funds used to support a person currently in a group home are redirected to create a 'customized' plan based on the goals and needs of the individual. Staff work with the individual and family to arrange staffing, and to identify and access residential and day opportunities in the community.



LIFESHARE

'A place in your heart, a place in your home.' Adults are matched with a family or individual (Associate) who provides room and board, support and life skills training in their own home. Respite supports are available to Associates.

SUPPORTED INDEPENDENT LIVING (SIL)

CL Toronto staff work closely with individuals who live independently in their own apartments and cooperatives throughout the city to develop skills in the areas of self-care, household management, budgeting and using community resources.

LIGHTS

A unique partnership between families, Community Living Toronto, government and philanthropists helps individuals achieve their goal of more independent living. Families are able to network, apply their resources and have the capacity to create alternative living arrangements. *Visit lights.to*

FRIENDLY HOUSEMATES

In partnership with Centennial College, Friendly Housemates is an innovative living arrangement that matches full time post secondary students and individuals who have an intellectual disability to live together as roommates. The program is supported by their family and Community Living Toronto. The student receives free accommodations for the duration of the project and an academic bursary of up to \$1,000. The housemates engage in shared household responsibilities, at home leisure and recreational activities, and community experiences. *Visit housemates.centennialcollege.ca*



RESPITE SERVICES

Short periods of residential respite for families with children and adults with an intellectual disability at home. Respite services are part of a Toronto wide model.

STEP UP!

In partnership with Cota, provides residential support to youth in transition from children's services to adult services. Youth have the opportunity to participate in a full-time (up to 3 years), live-in, innovative skill building program.

For more information contact
Information and Membership
at 647-426-3220 or
contactus@cltoronto.ca

GOODERHAM DEVELOPMENTAL CENTRE

Includes developing personal care, communication, sensory awareness, educational/cognitive skills for people with higher and profound support needs. Provides community-based activities such as swimming, shopping, movies, etc. People also volunteer with community based programs (e.g. Meals on Wheels, churches, day care etc.).

EMPLOYMENT SUPPORTS

Assists individuals in finding and maintaining competitive employment. Provides planning, coaching, travel training, job trials, on-the-job training and job maintenance to individuals registered with the Ontario Disability Support Program (ODSP).

IBM AND CELESTICA

Individuals work in an industrial setting under contract with Community Living Toronto to operate a tape library and assemble electronic components. Community Living Toronto runs IBM tape library for all of Canada. At Celestica, people with an intellectual disability assemble computer parts like motherboards. There is an error margin of 1%.

SUNRISE JANITORIAL SERVICES

Staff, who have an intellectual disability, provide a wide range of janitorial services in order to develop skills which will assist them in working towards competitive employment.

SUPPORTED WORK AND COMMUNITY ACTIVITIES (SWACA)

Formerly ETS, SWACA provides a range of options related to person-directed plans such as: developing work related skills, engaging in social purpose enterprises, and participating in social and recreational activities, including drama and crafts. As well as exploring opportunities of interest in the community. SWACA offers skill development in the areas of literacy, money management, social skills and community access. This enhances an individual's self-confidence, independence and ability to participate in community programs.

INDIVIDUALIZED PASSPORT SUPPORTS

Provides opportunities for individuals 18 years of age or older who are eligible for adult developmental services and are:

- Still in school
- Are receiving ODSP Employment Supports and/or
- Eligible to participate in a Ministry funded day program.

Individuals and families may receive funding directly and make their own arrangements to purchase supports and services. They may also choose to access services through another community-based organization.

YOUTH 2 WORK

Supports youth in the transition from school to work or community activities while they are still in school, including gaining employment experience, developing community networks, and increasing self-esteem and self-confidence. Youth ages 18-28 who have already left school can also receive career and life planning.



There's So Much More!

From our earliest days as an organization, Community Living Toronto has been grounded and focused on being an innovative leader in creating supports and services for people with an intellectual disability and their families. Our staff have developed opportunities for belonging and inclusion that have signaled and guided our strategic direction; their commitment and compassion for people supported by Community Living Toronto has created a culture of collaboration, community and real choice. However, we do not do this in isolation; our many community partners help drive and support opportunities to provide meaningful, person-directed services.

connectABILITY.CA

- An accessible virtual community on the internet which provides a learning and support environment for people with an intellectual disability, their families and their support networks.
- Delivers new, creative and effective models of support and intervention to complement the staff-mediated support that remains a cornerstone of Community Living Toronto's mission.
- Registration is free and available to everyone. Just visit the site and register!

SPINCLUSION

- A game which engages children and youth on issues relating to diversity and inclusion touching on issues of race, religion, culture background, sexuality and disabilities, and focusing in each person's uniqueness.
- Teaches kids that everyone is different, and disability is just one more element of diversity in today's classrooms, camps and communities.
- Developed in partnership with Toronto Parks, Forestry and Recreation. Visit spinclusion.ca

FOSTER DROP-IN CENTRE

- A place to socialize, meet new friends, play pool, watch a movie or attend an activity organized by the Club members.
- Participants take an active role in daily operations, planning and coordinating activities, membership and fundraising, and property maintenance.

HUB AT VICTORIA PARK AND EGLINTON

- Dedicated and shared space with other service delivery agencies in a United Way 'hub' in one of 13 United Way identified priority neighborhoods.
- Working together with community agencies and the neighborhood to provide localized supports and services.

STEPS TO INDEPENDENCE

- A guidebook that will prepare someone aged 16+ for semi-independent living. It will help a person to:
 - build skills, confidence and self-esteem,
 - provide feedback on current life skills, and
 - identify any areas for learning to increase readiness for semi-independent living.

- Questions in 7 different areas of living to help a person identify what level of support they need to be able to live semi-independently. Tips and scenarios provide further learning to assist in developing skills in the identified areas.

SIBSHOPS (SIBLING WORKSHOPS)

Sibshops provide opportunities for brothers and sisters of children with special needs to obtain peer to peer support and education in an informal fun setting. Our sibling workshops are geared to children ages 7 to 12 with mentoring opportunities for older siblings. Sibling workshops are designed to engage the children in fun themed activities while addressing the unique issues that children who have siblings with special needs encounter at home, school and while participating in extra-curricular activities. Sibshops are typically scheduled evenings or weekends throughout the school year.

BIG DREAMS ART COMPANY

Based at North York SWACA, Big Dreams is a program designed to meet the needs of participants by expressing themselves through art, painting, photography, jewelery making and knitting. Supported by a facilitator, the program promotes creativity, self-expression and independence.

Fee-For-Service Activities

COMMUNITY JUNCTION

- Provides community based, fee-for-service activities for people with an intellectual disability and their families in Toronto's Junction neighborhood.
- Each month a roster of activities, led by community instructors, provides social, recreational and learning opportunities.

SHADOW LAKE CENTRE

- A 300 acre, year round, outdoor recreation facility which operates a summer co-educational, residential camping and recreational program for individuals of all ages with an intellectual disability.
- Visit shadowlakecentre.ca

CREATIVE VILLAGE STUDIO

- A storefront studio where artists can explore their creativity through a variety of media.
- Photography, painting, jewelry, knitting and drawing classes are taught by community artists.

TIFS TORONTO

- Try-It-On-For-Size Toronto offers the opportunity to visit an apartment where people can practice and build skills and confidence to live more independently.
- TIFS Toronto is a one-year commitment; at the end a significant increase in independent living skills is realized.

Where to Find Us!

Offices

CENTRAL

20 Spadina Road
Toronto, ON M5R 2S7
416-968-0650

Regional Executive Director:
Frances MacNeil

ETOBICOKE/YORK

295 The West Mall, Suite 204
Etobicoke ON M9C 2Z4
416-236-7621

Regional Executive Director:
Joe Persaud

NORTH YORK

1122 Finch Avenue West, Unit 18,
Toronto ON M3J 2J5
416-225-7166

Regional Executive Director:
Joe Persaud

SCARBOROUGH

1712 Ellesmere Road
Scarborough ON M1H 2V5
416-438-6099

Regional Executive Director:
Sue Lynch

To ensure that the people we support are included in the decisions made relating to the day-to-day work and governance of the Association, the Self Advocates Council was established in 2004.

SELF ADVOCATES COUNCIL

416-968-0650

INFORMATION & MEMBERSHIP

647-426-3220

Corporate Services

HEAD OFFICE

20 Spadina Road
Toronto, ON M5R 2S7
416-968-0650

Executive Office

Chief Executive Officer:

Brad Saunders

Manager, Policy and Stakeholder

Relations: Matthew Poirier

FINANCE & ADMINISTRATION

Chief Information & Financial Officer:
Flavian Pinto

HUMAN RESOURCES

Chief Human Resources Officer:

Rose Cutajar

PUBLIC RELATIONS & FUNDRAISING

**Director Resource Development
and Marketing:**
Angela Bradley

Community Living Toronto

is a leader in developing innovative ways to provide supports and services to people with an intellectual disability. Visit our website for more information!

Be a part of it!

**COMMUNITY
LIVING
TORONTO.CA**