

COMMUNITY LIVING

Atikokan



Inspire. Encourage. Nurture.



Community Living Atikokan

2020-2021

Annual Report

Our Vision

A Meaningful Life: Relationships, Community, Happiness, Well-being.
(The future we want for our Members - and others connected to CLA)

Our Mission

Inspire. Encourage. Nurture.
(What we will do to make our vision a reality)

Our Values

Caring Team and Community

- Supporting individuals and their families with patience, understanding, consideration, dignity and respect
- Investing in, and celebrating, a skilled and caring team
- Fostering an environment that promotes autonomy, is safe, supportive and inclusive where growth is honored

Committed Leadership

- Providing strong, responsive leadership through innovation and best practices
- Being accountable to our various stakeholders
- Creating leadership opportunities for all members of the team
- A strong dedication and recognition for continuous progress

Collaboration

- Achieving our Vision through teamwork and community partnerships
- Collectively advocating and influencing public policy

Choice

- Respecting the right and dignity of informed choice, and the freedom to decide
- Actively supporting Members in understanding their adult responsibilities within a community, while recognizing and achieving their life ambitions

Celebration

- Celebrating our successes and achievements



**ANNUAL GENERAL MEETING
2020-2021**

**Wednesday, June 16, 2021
Via Zoom**

Agenda

Call to Order and Introductions

Reading of Community Living Atikokan's Mission

Approval of Agenda

Minutes of Previous Annual Meeting

Reports:

Board Highlights Cliff Pointer/Jason Young

Financial Report Brian Stimson

Operational Highlights Jim Turner

Program Highlights Christie Gushulak/Tina Pollard

Financial Report 2020-20210

Appoint Auditor for 2021-2022

Indemnification of Board Members and Officers 2020-2021

Appointment of the Board of Directors 2021-2022

Adjournment

Community Living Atikokan

114 Gorrie Street, P.O. Box 2054, Atikokan, ON P0T 1C0

Annual General Meeting Minutes

PLACE: June 17, 2020 – 6:01 p.m. – 114 Gorrie Street – video conference

PRESENT: Dennis Brown Brad Gascoigne Tom Hainey
Brandon Bain Cliff Pointer Candice Lee
Jason Young

REGRETS: Brian Stimson

RESOURCE: Jim Turner

GUESTS: Tina Pollard Christie Gushulak Melissa Lafond

The meeting was held by video conference

Recorder Siân Krassey

Welcome, C. Pointer.

89-2019 M/S To call to order the Community Living Atikokan Annual General Meeting.
Carried.

The Mission of Community Living Atikokan was read by all present.

90-2019 M/S To accept the Agenda as presented.
Carried

Minutes:

91-2019 M/S That the minutes of the Annual General Meeting June 19, 2019 be accepted as circulated.
Carried

Distributed Reports

Board Highlights – C. Pointer

In addition to the written report the following matters were discussed.

Thank you to all staff and the Board for their hard work.

Treasurer’s Report – B. Stimson (J. Turner in his absence)

J. Turner noted that CLA had a clean audit with a slight surplus. CLA is hoping to get the employment program running in a safe way for the Members. Recommend BDO Canada LLP for the 2020-2021 audit.

Operational Highlights - J. Turner

In addition to the written report the following matters were discussed.

CLO recognized CLA for 50 years of service. CLA is also on an Advisory Committee to the Minister for Transformation. J. Turner praised the leadership team. Compliance was completed in six hours this year. - Thank you M. Lafond. Staff morale is strong and dealing with the Pandemic very well.

Program Highlights

Community Services & Innovation Manager - C. Gushulak

In addition to the written report the following matters were discussed.

Kudo’s to the staff, board and leadership team. It has been a joy to come to work this past year. Thank you to M. Lafond for teaching me to delegate and to R. Alexiuk for 30 years of service this year.

Adult Services Manager - T. Pollard

In addition to the written report the following matters were discussed.

This past year was wonderful. CLA had a training blitz this past year which worked very well since we have a relatively new team. CLA lost member and gained a new member this year. Our team has been amazing during COVID. Thank you J. Turner for your vision.

92-2019 M/S That the Reports be accepted as submitted.

Carried

Audited Statements - J. Turner explained

In addition to the written report the following matters were discussed.

Board just met with the Auditors to discuss the Financial Statements and there are no issues with the audit and CLA received a clean management letter.

93-2019 M/S That the Audited Financial Statements for the year ending March 31, 2020 as prepared by BDO Canada LLP, Chartered Accountants be accepted as presented.

Carried

Upon the recommendation of the Board and Executive Director.

94-2019 M/S That BDO Canada LLP be appointed as our auditors for the 2020-2021 fiscal year.

Carried

95-2019 M/S That members indemnify and save harmless, the actions of the Board of Directors and Officers of Community Living Atikokan from the year 2019-2020.

Carried

Election of the Board of Directors 2020-2021

The Nomination Committee noted that five positions were available and upon the recommendation submitted the following names: Cliff Pointer, Brad Gascoigne, Brian Stimson, Candy Lee and Dennis Brown.

96-2019 M/S That on the recommendation of the Nomination committee Brad Gascoigne, Brian Stimson, and Cliff Pointer be elected to the Community Living Atikokan Board of Directors for a three year term and Candy Lee and Dennis Brown for a one year term, by acclamation.

Carried

C. Pointer – The Board Members thanked the staff for their continued support.

The Board will stay in their current positions until September and then elections will be held.

Other Business - N/A

97-2019 M/S That we adjourn. Time 6:21 p.m.

Carried.

President

Secretary

BOARD HIGHLIGHTS

Community Living Atikokan's 50th year began with big plans to celebrate our successes...and then the world shut down. The focus of the organization immediately changed from supporting Members to live their lives to the fullest in the community to keeping Members and staff safe during the unprecedented times and, more importantly, supporting the Members to adjust to these significant changes in their lives. Not one person contracted COVID-19 thanks to the efforts of the CLA team.

CLA has grown from providing a single program to providing services to support individuals in our community fulfill their goals...after all, the sky's the limit. There has been significant growth in just the past decade. CLA's budget has grown from \$1.62 million in 2010 to \$3.2 million in 2020. During that time our staffing numbers have increased from 30 to 36, which includes an increase from 13 to 27 fulltime positions.

CLA has been providing housing and various other service solutions to residents of Atikokan for over 50 years. With 36 employees and 14 properties under its ownership and control, CLA is a vital part of everyday life in Atikokan. Programs offered by CLA revolve around supported independent living and/or intensive support services. Individuals receiving services from CLA live in their own homes or reside in housing rented from CLA. Support can vary from assistance with aspects of daily living such as budgeting, grocery shopping, housekeeping/personal hygiene, social and relationship building, to more comprehensive one-on-one services which can incorporate social workers, occupational therapists, psychologists, among others.

CLA is growing even more as construction began in the Fall of 2020 on Aspen Court Senior Living. Following consultations with Atikokan and its residents, key support groups within Atikokan and surrounding areas, the completion of an initial "needs-based assessment", site visits, the formulation of a comprehensive waitlist and the preparation of conceptual drawings, CLA arrived at what they believe will be the premiere affordable seniors housing complex in northwestern Ontario. With a mix of market and affordable rental, Aspen Court will be situated on a centrally located property (one generously donated by the Town of Atikokan) and will consist of a 38-units in the 38,000 square feet complex.

With Aspen Court, we are expanding our services for the benefit of our community. We are making a longterm commitment to help local seniors and their families stay close to home. A commitment to deliver access to high-quality seniors housing in a safe and supportive community environment. This building project is not about bricks and mortar, but about providing the appropriate standards of services and support for seniors and their families who are faced with challenges day after day in our own community. It will be an important community infrastructure asset and a vital link for seniors to their home. With support from

the Town of Atikokan and Canada Mortgage & Housing Corporation, Community Living Atikokan is bringing this \$14 million project to life.

We know the CLA team is ready to get back to what they do best, supporting people in the community. We look forward to what the future will bring us!



Cliff Pointer, President

2020-2021 Board of Directors

<i>President</i>	Cliff Pointer
<i>Vice President</i>	Jason Young
<i>Treasurer</i>	Brian Stimson
<i>Secretary</i>	Brad Gascoigne
<i>Directors</i>	Brandon Bain
	Dennis Brown
	Candice Lee
	Tom Hainey
<i>Executive Director</i>	Jim Turner



Treasurer's Report

The leadership team oversees the annual audit process ensuring the timely completion of the audited financial statements which are presented at the Annual General Meeting.

The financial statements of the organization are prepared on the fiscal year basis of April 1 to March 31. BDO Canada LLP performed the audit and presented the draft financial statements to the Board of Directors of Community Living Atikokan prior to the AGM, at which time they were reviewed by the management team and the Board of Directors with our auditor. These statements are presented at the Annual General Meeting for approval, after which the formal financial statements will be completed and filed with the Ministry of Children, Community and Social Services.

The financial statements present fairly, in all material aspects the financial position of CLA for the year ending March 31, 2021 and the results of operations and cash flows for the year in accordance with accepted Canadian accounting principles.

The government provided a modest increase this past year to address rising costs, provided funds to address costs related to COVID-19 and a pandemic pay incentive for frontline staff.

During the past year, discussions on these financial matters and their impacts were monitored monthly by the Board of Directors as they reviewed the financial reports. The Executive Director detailed to the Board any information pertaining to the budget allocations, in particular financial pressures faced throughout the year. Adjustments were made, and continue to be made, as circumstances dictated with Board approval.

Even with the continued financial pressures, we endeavour to operate our programs within their budgets. However, during the past year, a deficit occurred resulting from unforeseen and unbudgeted costs incurred as a result of the COVID-19 pandemic and a personnel matter at the end of the fiscal year. The statement on the following page summarize the 2020-2021 financial activities.

The leadership team has recommended that BDO Canada LLP be appointed as auditors for CLA for the year ending March 31, 2022.

Respectfully submitted,



Brian Stimson, Treasurer

Financial Activities for CLA (2020-21)

Community Living Atikokan Statement of Operations

For the year ended March 31	Operating	Aspen Court Senior Living	Board	2021	2020
Revenue					
Ministry of Children, Community and Social Services					
Operating grant	\$ 2,382,914	\$ -	\$ -	\$ 2,382,914	\$ 2,317,443
Pandemic pay	162,103	-	-	162,103	-
Chips R Us	137,231	-	-	137,231	117,024
Contract services	26,859	-	-	26,859	41,644
Donations	-	23,331	-	23,331	-
Employment and Social Development Canada	10,951	-	-	10,951	-
Interest income	-	-	1,569	1,569	2,587
Passport services	116,561	-	-	116,561	138,853
Nevada income	-	-	652	652	15,671
Other income	-	-	90,237	90,237	32,871
Presence to citizenship registration fees	-	-	-	-	136,627
Power generation	-	-	13,335	13,335	12,703
Rental revenue	-	-	165,176	165,176	171,132
Video conferencing	-	-	11,396	11,396	11,396
	<u>2,836,619</u>	<u>23,331</u>	<u>282,365</u>	<u>3,142,315</u>	<u>2,997,951</u>
Expenses					
Advertising	625	14,569	440	15,634	5,724
Amortization	-	-	38,358	38,358	37,428
Automotive	31,868	-	3,621	35,489	31,746
Benevolence and staff appreciation	-	-	13,375	13,375	13,400
Board expenses	-	-	10,514	10,514	3,845
Capital purchases	2,931	-	-	2,931	3,881
Chips R Us	140,038	-	-	140,038	127,459
Communications	25,889	-	-	25,889	20,116
Insurance	4,382	-	28,850	33,232	32,214
Interest	-	-	-	-	-
Nevada	-	-	1,194	1,194	21,893
Purchased services	238,541	1,694	3,269	243,504	201,901
Rent	21,300	-	-	21,300	21,300
Repairs and maintenance	68,106	-	25,251	93,357	56,949
Salaries and benefits	2,162,261	-	20,451	2,182,712	2,087,110
Supplies	55,835	7,068	5,459	68,362	31,180
Travel and training	75,059	-	-	75,059	236,224
Utilities and property tax	12,489	-	67,395	79,884	78,395
	<u>2,839,324</u>	<u>23,331</u>	<u>218,177</u>	<u>3,080,832</u>	<u>3,010,765</u>
Excess (deficiency) of revenue over expenses for the year	(2,705)	-	64,188	61,483	(12,814)

ORGANIZATIONAL HIGHLIGHTS

This past year has been unprecedented. Focusing on staff and Member safety in a pandemic world became the norm. What we did and how we accomplished it changed monthly, weekly and/or daily depending of information from Public Health Ontario, the health unit or MCCSS. How we supported the staff and Members changed dramatically at the beginning of 20-21. The policies and protocols CLA established worked! CLA did not have a single case of COVID-19 associated with the organization.

CLA welcomed two new Members this past year but unfortunately said goodbye to a Member who unexpectedly passed away.

Another change for the organization began as a conversation during a short walk three years ago between the Town of Atikokan's CEO (and CLA board member) and myself where we discussed whether CLA could take on the construction of much needed seniors housing in Atikokan.

Construction of the Aspen Court Senior Living complex began in October 2020 with the scheduled completion of the 38-unit seniors housing complex being Fall 2021. Recognizing the intense demand in its local community for quality and affordable housing, CLA partnered with CGV Developments ("CGV") of Cochrane Ontario and the Canada Mortgage and Housing Corporation ("CMHC"), by way of its National Housing Strategy, to make Aspen Court a reality. Interest in Aspen Court has exceeded our wildest expectations (with a commitment of 31 individuals/couples currently in place, it is our expectation that the facility will be at 100 percent occupancy within a very short-time of its opening) and with its mix of independent and supported living suites offered at affordable and market rates, we are confident that it will become a pillar for the Town of Atikokan and a source of pride for its people.

In terms of the overall process, CLA was drawn to CGV as a project developer as a result of a number of very strong references which highlighted their reputation as one of Ontario's premiere seniors housing developers with particular expertise in completing projects in a fixed-price, turn-key manner (our research also pointed towards their having a very solid reputation for high-level workmanship, client service and an overall ethical and positive way of doing business). After an initial intake process and preliminary potential project overview, CGV commissioned and paid for a "needs-based assessment" analyzing the housing market in Atikokan and the demand that would exist for a potential seniors housing complex (it should also be noted that CGV covered all development related costs up to the point of the commencement of construction, and in the case of Aspen Court, the arrival of CMHC funding). Skipping ahead (and taking a bit of a high-level view), with demand ascertained, CGV took care of other necessary studies, confirmed project viability via the

creation of financial proformas, worked on the project design. CLA approached the Town of Atikokan in connection to ways in which they may support the project (ie; land donation, tax breaks). With these items in place, an application was submitted to the CMHC’s “Co-Investment Fund” and following some back and forth with CMHC representatives, a commitment for funding a 38-unit complex was received in the summer of 2020. Mortgage terms (highlighting the CMHC’s commitment towards assisting with the development of quality and affordable housing across the country) include a 50-year amortization with a 20-year term and sub-2 percent interest rate.

This past year has presented unique challenges and has left many of us feeling worn down. I’m excited about moving past COVID-19 and focusing on CLA’s accomplishments, successes, energy, efforts and creativity that have become part of our culture as we support people with developmental disabilities to live, work and be part of their community. By focusing on the abilities of people, the opportunities within Atikokan are nearly endless. We look forward to another very progressive and outcome-filled year for 2020 (21).



Jim Turner
Executive Director



Programs

Community Participation Services & Supports / Employment Support Services / Passport

The past year has been one that we have never seen before and it is hard to believe a year has passed, but even more astonishing is that Covid-19 remains as prevalent. The pandemic has created many challenges; however, it has also taught us some valuable lessons. We as an agency, have become more resilient, impressive problem solvers and have had the opportunity to discover new gifts and talents that we never thought possible, but most of all I believe we have learned how truly important self-care really is!

The Employment Support Program successfully employed approximately 65% of Members who were interested in employment, in various capacities. This is down slightly due to the pandemic; there was a decrease in contracts due to a decrease in services and in addition, a few Members chose not to work during these uncertain times. Having our international borders closed drastically affected the busy laundry contracts in the summer months due to no tourists accessing resorts, outpost camps or Quetico Park. In addition, due to several lockdown orders, our hairdresser laundry contract was down by 50%. Other employment opportunities that continued to be offered were – janitorial, mail pick up/delivery, yard maintenance – raking & grass cutting, snow removal, car detailing, vending machines, potato room, Chips R Us, laundry, and shredding. Our catering service came to an end in March 2020 and has not resumed. At this time, we are unsure if it will continue in the future.



Chips R' Us continues to be our busiest employment enterprise. We employ 7-9 Members in some capacity or another from April to October every year. New to Chips R Us this season are specialty poutines – onion ring, spicy curly fry or pulled pork. We also invested in a new 30lb potato peeling machine and new compressor for our walk-in cooler, both were over 13 years old and were ready for replacement.



Our CPSS, Drop-In has been physically closed for 15 months! Most Members have adapted well to no longer *coming in*, while others continually ask when are going to be open again. That question is still yet to be answered. For the past several years we have been working successfully towards more individualized support and a closure embraces that. We did provide a weekly virtual afternoon via zoom all winter, which was enjoyed by the same 7-8 Members who chose to participate; however, many did not enjoy the *virtual world* and prefer 'real life' interactions. They say the pandemic has forced us to 'adopt technology as the norm and there is no going back'. I for one hope 'they' are wrong. It is a convenient replacement,

but I sincerely believe our Members and ourselves, deserve and need in person human interaction more than ever.

“In a world of algorithms, hashtags, and followers, know the true importance of human connection!”



With covid restrictions hindering access to many businesses, services and travel, our Passport (Individualized funding) staff had to become even more creative than usual. The Passport program itself recognized those barriers and made some temporary changes to eligible expenses. The changes allowed individuals to use their funding to purchase items to make it easier to stay home and practice social distancing. Almost all of our Members were able to purchase an iPad to help stay connected via social media, to play games, enjoy YouTube etc. Other items purchased were craft and hobby supplies, fitness equipment, puzzles, games, and books. Every activity we have had the chance to do together has become more meaningful and valuable, so we celebrate even the little opportunities!

Although we could not gather, we still found ways to connect and celebrate occasions. Santa’s elves delivered gifts to the homes of fifty-three Members and staff as part of our annual Christmas gift exchange. In addition, in lieu of our Christmas Dinner & Dance, all Members, and staff (62 of us) received a gift certificate to a local eatery of our choice. CLA also initiated the *Deck the Halls Christmas Decorating contest* which received positive reviews and helped lift the spirits of the entire community. Congratulations goes out to Monique Ribey and Haylee Foy, winners of this year’s Employee excellence award. Staff were disappointed the staff appreciation dinner where the award would usually be presented was canceled, however all were still appreciative to receive new royal blue roots hoodies, power bank chargers and the ever-popular CLA lip balms.



The famous ‘Atikokan Outers’ saying - plan for the worst, but hope for the best, perfectly describes our PPE storage room. After a stressful start to the year of trying to acquire PPE, we are certainly WELL stocked and can rest easy. We are adding weekly rapid testing for Covid-19 in June 2021. It is an added layer of protection of those we support.

I would be remiss if I did not mention CLA’s great loss last Fall. Donald Pointer passed away peacefully on November 2, 2020. Donald was one of our longest standing Members and was part of our organization since the early 80’s. His wise advice about raising children, his contagious chuckle and caring nature is deeply missed by all who had the pleasure to know him.



In closing, I would like to thank the board and the amazing Leadership team for their continual encouragement and to the Members for being *Champions of Change*. Lastly, but certainly not least, thank you to our Direct Support Professionals for their continued positivity and ongoing enthusiasm throughout the year. We truly are a cohesive team, and I am blessed to work with such dedicated professionals!

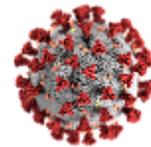
Christie Gushulak

Christie Gushulak
Community Services & Innovation Manager

Supported Independent Living / Intensive Support Residence / Family Home

It has been another eventful and productive year despite the challenges brought on by the pandemic. I am proud to report that our CLA team has pulled together once again to ensure those receiving supports have seen as little negative impact as possible.

This year I witnessed our organization meet critical demands when we were faced with the tasks of procuring Personal Protective Equipment (PPE) when supplies were very low, drafting COVID-19 Preparedness, Prevention, and Safety Plans, and undergoing the tedious process of obtaining consents in order for our teams and Members to receive the necessary vaccine. As a manager I saw people fight to provide care while struggling to deal with their own fear and anxiety, while at the same time donning PPE that made their work much more challenging. I watched people endure through lock downs, inconsistent regulations, incessant amounts of documentation, and time consuming cleaning protocols. I witnessed the creativeness staff displayed while trying to ensure Members remained 'connected' as we limited our physical time together, and I watched as they sacrificed their own social needs in order to follow protocols. At times I saw fluctuations in our staffing complements due to quarantines and the selflessness of those who stepped in to lend a hand, the cancellation of all social gatherings and celebrations that I know people looked forward to and the impact those cancellations had, and I have watched as people followed procedures that were not always fully understood. I am also fortunate to have had the opportunity to be part of a leadership team and work with a board of directors who recognize these things, and who see the importance of finding creative ways to enjoy elements of the Christmas gift exchange, staff service awards, and the staff appreciation dinner so that we could still recognize effort and show our appreciation. Through it all I have seen people persevere with determination and humanity and I am grateful for the strength each have shown throughout this very challenging year.



I am thrilled that CLA had the opportunity to work with some great influencers over the year who have inspired many of us. Those individuals have included Adrianna McVicker and Peter Marks from Community Living Windsor who worked with a team of staff for over a year on Conscious Care, Melissa Agnes from the Crisis Ready Institute who worked with the

leadership team for six months on a Crisis Ready Program, and Bruce Anderson from the Core Gift Institute who helped several of us learn the process of exploring gifts. Again, we were honored to work with David Chalmers from Nexus Human Capital who is aiding us in developing our Strategic Plan and educating our leadership team in Performance Management, and the wonderful team of individuals at 'Invest in You' who will bring us a years' worth of Results Accelerator Excellence training that began in January with the 'Disney Level Vision'. Several staff participated in Person Directed Approaches training provided by the Helen Sanderson Associates and most recently our teams received two emotionally inspiring presentations from Joe Roberts who lead the "Push for Change" when he walked across Canada for youth homelessness. What a great year of learning we've had!

Stay at Home orders have made our efforts to promote community inclusion much more challenging this year. There is no doubt that people have been mentally and emotionally impacted by the increased isolation; however, the staff were able to successfully and safely find ways to motivate Members out of their homes in order to support well-being. We saw an increase in people wanting to work on personal health goals, educational goals, and culinary skills. People spent more time outdoors walking, watching movies in the yard where physical distancing was possible, and began gardening and spring cleaning projects as a means to stay busy and productive. Additional time was spent on homemade decorations around special holidays and staff ensured everyone had something of interest to avert their focus from the lockdown restrictions. As a result of people spending more time outdoors, staff began advocating for new deck furniture, fire pit, and stone patio for the White Street building and are now looking forward to enjoying all of these things this summer.



This year we seen a number of staff take a leave due to medical conditions that required surgery and that resulted in long recovery periods, and we welcomed two new hires to our team. We've seen Member's transition to new living situations, go through serious medical procedures and recuperate from them, and try various activities for the first time.

Sadly, we also mourned the loss of Donald Pointer whose presence has been missed immensely since his passing. Donald took a piece of my heart with him and I will never forget his soft and gentle nature. The comments he would make when expressing his care and concern for the safety of others, are some of my favorite memories. I can still hear him saying, "You need to wear a seatbelt, hey Tina" or "Did you check your transmission" and always followed by laughter. He certainly left his mark on me and we will all miss him.



To close, I would like to thank the staff, Members, leadership team and the board of directors for showing impressive resilience and for exemplifying our organizations values. It is clear that there is something to be gained by experiencing challenges together and that if we look hard enough we can find the silver linings. I look forward to the future and in discovering what our next strategic objectives will be, and I am certainly looking forward to the end of COVID!

I think Dale says it all in this photo. “Cheers. We got this!”

Tina Pollard

Tina Pollard
Adult Services Manager



Thank You to CLA Employees

Many of Community Living Atikokan’s employees contribute \$10 every two weeks to a 50/50 draw where half of their contribution is donated to CLA and the other half awarded as the prize in a monthly draw. CLA would like to thank the following (and past) employees for their donations in 2020: Raylene Alexiuk, Michelle Cairns, Darlene Cox, Christie Gushulak, Siân Krassey, Jolene Lacell, Melissa Lafond, Suzanne Leeson, Debra Manford, Tina McEvoy, Rosie Natti, Bob Peacosh, Monique Ribey, Babes Rusnick, Coreena Selman, Glen Strom, Becky Strom, Celina Sutherland, Jim Turner, Matt Turner, Sheila Valdock, Dave White, Debbie Wiersema, Kristina Willis and Carrie Zacharias.

Board of Directors Appointments

Our Bylaws state that “a Member of the Corporation shall be a Director of the Corporation” and that “on election as a Director, a Director shall be a Member”. “Membership shall continue until the individual ceases to be a Director for any reason, whereupon Membership shall immediately terminate”, and “there shall be as many Members as Directors”.

“The Directors shall recruit qualified candidates for election in a number that is at least sufficient to fill the available Director positions. Each Director shall be elected for a term of three (3) years at an Annual Meeting of Members by ordinary resolution. The election shall be by a show of hands unless a ballot is demanded by any Member. All Directors shall be retired at the end of their term but shall be eligible for re-election if otherwise qualified.”

Community Living Atikokan thanks the following directors for their commitment and support during their most recent term:

Cliff Pointer, Brad Gascoigne, Dennis Brown, Candy Lee, Jason Young, Brandon Bain, Tom Hainey and Brian Stimson.

Directors who remain in office:

Brandon Bain, Jason Young, Tom Hainey, Brad Gascoigne and Brian Stimson

The Nominating Committee proposes the following appointments:

One year term: Dennis Brown and Candy Lee





Administrative Office

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