



2023-2024 ANNUAL REPORT

COMMUNITY LIVING
Windsor



Inspiring Possibilities



REAL INCLUSION, REAL CHOICE, LASTING CHANGE

Table of Contents

A Letter From Our Executive Director & Board President.....	Page 2, 3
About Us.....	Page 4
Richard Ruston After High School Education Award.....	Page 5
Employee Recognition.....	Page 6, 7
In The News.....	Page 8, 9
CLW Community Footprints.....	Page 10, 11, 12
Financials.....	Page 13



A Letter From Our Executive Director & Board President



Jennifer Pestrin
Executive Director

The past year at Community Living Windsor has been marked by significant progress and inspiring moments, leaving us excited about the opportunities that lie ahead. Our theme for this year, "Real Inclusion, Real Choice, Lasting Change," resonates deeply with our mission and the exciting journey we have begun. Together, we have laid the groundwork for a new strategic plan that will continue to guide us in creating a future where everyone has the opportunity to thrive. The success of Community Living Windsor hinges on the commitment and passion of our members, and we are grateful for your continued support and dedication to our shared mission.

Community Living Windsor supports people with intellectual disabilities to live fulfilling lives as integral members of our community. We believe in the inherent value and potential of every person, and we work tirelessly to create inclusive environments where everyone belongs. Our collective efforts make this vision a reality, and each of you play a crucial role in this journey. We work hard to understand the needs and aspirations of the people we support, their families, our dedicated employees, and our membership. Through intentional and thoughtful conversations, we have gained invaluable insights into the changes needed to foster more inclusive environments.



Lee Ann Poisson
Board President

Over the past year, we have achieved significant milestones and faced challenges with resilience and creativity. Our services have expanded, offering more opportunities for personal growth, employment, and community involvement for those we serve. We have strengthened our partnerships with local businesses, educational institutions, and other community organizations, creating a robust network of support. We proudly increased our participation in community events, joining the Downtown Windsor Canada Day Parade for the first year. We held our Movie Night at the Safety Village, strengthening our partnership and providing a safe and enjoyable experience for all. We reached out to local community establishments to implement Nonprofit Appreciation Week at CLW, allowing us to provide coupons to employees from local businesses.

continued on Page 3...

Our commitment to inclusion means ensuring every person we support has the autonomy to make decisions that are meaningful to them. We are determined to customize our supports to fit the needs and preferences of each person we support, making an environment where people’s voices are not only heard but are at the heart of our decision-making process. Over the past year, our focus has been on gaining a deeper understanding and learning. Our new strategic plan prioritizes practical steps toward creating lasting change and ensuring our services truly reflect the values of choice and inclusion. As we move forward, we are committed to increasing the community's awareness of who we are, creating more opportunities for the people we support, and enhancing employee satisfaction.

We recognize that none of this would be possible without the unwavering support of our members, volunteers, and staff. Your contributions, whether through time, resources, or advocacy, are invaluable. Thank you for being a part of Community Living Windsor. Your involvement is a testament to the strength and compassion of our community. We look forward to working together to continue making a positive impact in the lives of those we support and building an inclusive and welcoming community for all.

Sincerely,



Jennifer Pestrin
Executive Director



Lee Ann Poisson
Board President

Board of Directors 2023/2024

President:

LeeAnn Poisson

Vice President:

Cherie Gagnon

Treasurer:

Tony Tullio

Directors:

Marleen Crawford
Shawn Stewart
Cathy Martin
Sara Moubarak
Andrew Milloy
Carla Campbell
Charles Lorway

Senior Leadership Team

Executive Director:

Jennifer Pestrin

Operations Director:

Brandon Pottie

Director, Human Resources:

Nicole Morassut

Director, Finance:

Kirill Samokhin

Director, Support:

Jeremy Garrod
Sarah Canzi
Lindsay McLeod

Director, Innovation & Quality Assurance:

Dan Logan

Mission

Community Living Windsor is dedicated to supporting people who have an intellectual disability and their families as they pursue possibilities, make choices, and achieve the life they want.

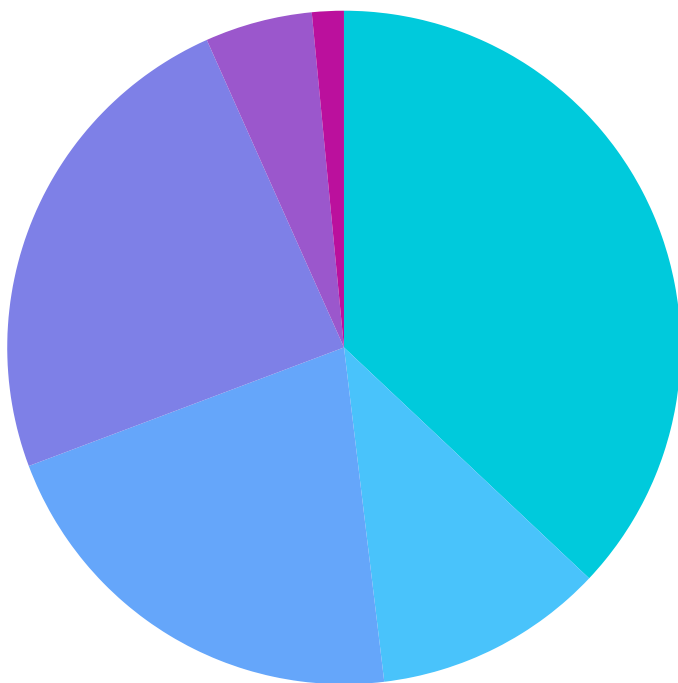
Vision

Our community vision: where everyone belongs and has support within their community to achieve a better life.

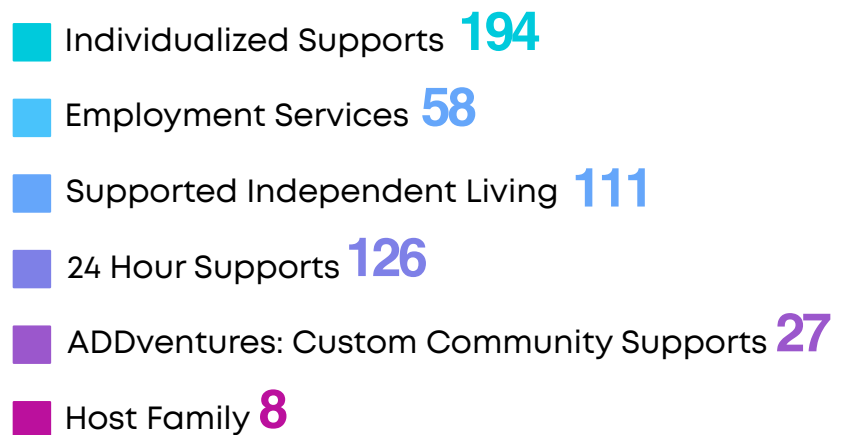
Values

As a not-for-profit charitable organization founded in 1953 by families, Community Living Windsor is guided and committed to its core values: Commitment to People and their Families, Possibilities, Community and Lifelong Learning.

People & Families We Support



Community Living Windsor proudly supports approximately 650 people and families within Windsor, employing over 500 staff members.



20

EVENTS HOSTED,
PRESENTED OR
PARTICIPATED IN.

116

EMPLOYEE TRAINING
AND WORKSHOPS
ATTENDED.

1900

VOLUNTEER HOURS
WORKED BY PEOPLE
SUPPORTED

Richard Ruston After High School Education Award

In September of last year, four deserving recipients were honoured with the Richard Ruston After High School Education Award: Alexei Silvaggi, Damien Miotto, Grace Rhoades, and Jeffrey Lee. This award aims to provide financial support to people with an intellectual disability as they pursue their educational dreams and goals beyond high school. The award was named after the late Richard Ruston, a dedicated disability advocate and long-time Community Living Windsor Board Member.

Originally known as the Community Living Windsor After High School Education Award, the initiative underscores Community Living Windsor's core belief that learning is a lifelong journey. The organization recognizes that individuals grow through life's changes and challenges and by seizing opportunities to acquire new skills. Through this award, Community Living Windsor empowers people with intellectual disabilities to continue their educational endeavours, fostering a path towards achieving their aspirations.



*Damien
Miotto*



*Alexei
Silvaggi*



*Grace
Rhoades*



*Jeffrey
Lee*

Employee Recognition

On November 25th, 2023, Community Living Windsor hosted its annual Staff Recognition Brunch and Award Ceremony at the Giovanni Caboto Club, marking a significant occasion to honour our dedicated employees. Organized by the Staff Recognition Planning Committee—Cassandra Stoddart, Holly Reinhardt, Jacqueline Jacob, Megan St. Amour, and Belinda Simone—the event brought together our employees to celebrate the milestones and hard work of our team. Each year, this gathering serves as an acknowledgment of the commitment and contributions that drive our mission forward.



Employee Recognition

Celebrating 15 Years

Amy-Jo Mazuran
Deborah Gambriel
Lisa Martin
Krista Hayes
Matthew Lesperance
Luisa Cipparrone
Danielle Grinage
Gail Denomme
Merissa Sim
Adrianna McVicker
Katie McIntosh
Edith Mensah
Maria Mandap
Allison Gouin
Phyllis Gbadyu

Celebrating 25 Years

Vanessa Armstrong
Grazyna Tywoniuk

Celebrating 30 Years

Kim Molyneux
Derl (Gregory) Knight
Nicole Stolarчук
Charlotte Nelson

Celebrating 35 Years

Jocelyn Turbide
Darlene Kenney
Kristine Dufour

Celebrating 20 Years

Alma Dona
Kathryn Poupard
Grazyna Smoter
Ijaz Khan
Heidi Peguese
Snezana Gulic
Shari Butchart
Nada Vasilic
Kristy Howe

Retirements

Dorota Stasiak - 16 years
Chantelle Meadows - 17 years
Steve Shearer - 23 years
Evangelista Bose - 35 years
Lena Shearer - 23 years
Andrew Olichwier - 25 years
Gale Grein - 25 years

“Over the past 15 years working at Community Living Windsor, I've been deeply grateful for the privilege to meet so many incredible people we support. Watching them fulfill their dreams, pursue their passions, and live lives shaped by their own choices and decisions has been truly inspiring. It's an honour to be part of an organization that supports people to create their own paths and celebrates their achievements every step of the way.”

Katie McIntosh

In The News



Community Living Windsor Celebrates 70 Years

COMMUNITY LIVING WINDSOR (CLW), a not-for-profit organization, is dedicated to supporting people who have an intellectual disability as well as their families as they pursue possibilities, make choices and achieve the life they want. While best practices, approaches and philosophies have changed over seven decades, the mission of CLW has remained constant for 70 years.

Windsor families were at the forefront of this movement. Having first met in 1952 and successfully convinced the Board of Education to support a small classroom at the YMCA, the group incorporated in April 1953. In November of that year, it joined with eight other groups to form the Ontario Association. Families were coming together across the province to dream of opportunities for their children...to lead a more inclusive life with friends, neighbours, brothers and sisters; to grow up in a society in which all people live in decent, family-style homes; to have the resources and support necessary to perform real work; to have access to the richness and variety of a community which welcomes all people as equal citizens.

Community Living Windsor's mission has developed around that dream. From a volunteer-run family organization into an incorporated body in which over 500 staff provide support to over 600 people who have an intellectual disability as well as their families.

Committed to creating an inclusive community

that works towards full independence for people, CLW provides supports and services to ensure that people can independently plan and direct their own lives. They advocate for funding and support, while building good working relationships and community partnerships.

Bernie Mastromattei, current CLW Board President and board member for over 30 years said, "As an organization and community partner, we have much to be proud of over the past seven decades."

Executive Director Jennifer Pestrin, who has worked with the organization for nearly 30 years, said, "we are dedicated to an approach that demonstrates our commitment to people, families, staff and volunteers. We appreciate and embrace our joint responsibility to create and contribute to a rich, respectful, welcoming and inclusive community."

To celebrate this milestone, CLW held an anniversary party in May attended by over 500 people, families and partners. More events are planned throughout the remainder of the year to continue the celebration of 70 years of providing support in our Windsor community.

Mastromattei concludes, "communities are enriched by people with diverse talents, interests, strengths and skills. Connecting with community leads to new relationships and a greater sense of self-worth for all. When we see and understand that every person has something to offer, it makes our world a better place."

To find out more about Community Living Windsor, visit clwindsor.org or call 519-974-4221. If interested in applying for a Direct Support Professional position apply at joinclw.ca.

COMMUNITY LIVING WINDSOR 70 YEARS
Inspiring Possibilities
519-974-4221 | clwindsor.org

Windsor Life Magazine

Windsor Life Magazine featured an article highlighting Community Living Windsor's proud celebration of 70 years in the community. In May 2023, CLW marked the milestone with a *Through the Decades* party at the Ciociaro Club, attended by over 500 people, including people supported, their families, membership, employees, and community partners. The event was a lively celebration filled with fun, food, entertainment, prizes, and reflections on the inspiring transformation from a volunteer-run family organization to an incorporated organization now employing over 500 staff who support more than 650 individuals with intellectual disabilities and their families. *Scan the QR code below to read the full article.*



COMMUNITY LIVING WINDSOR 70TH ANNIVERSARY

Community Living Windsor's Executive Director, Jennifer Pestrin, is proud to celebrate a milestone this year as they recognize their 70th Anniversary of this not-for-profit which supports adults with an intellectual disability in the Windsor area. Also, May is recognized as Community Living Month in Ontario, a time to celebrate and promote the inclusion and participation of people with an intellectual disability in all aspects of community life. clwindsor.org

New and Noticed

Our Executive Director, Jennifer Pestrin, was highlighted in the "New and Noticed" section of the Summer 2023 issue of Windsor Life Magazine. The feature recognized the upcoming celebration of Community Living Month in Ontario, a province-wide initiative each May that raises awareness and celebrates the inclusion and participation of people with intellectual disabilities in all aspects of community life. Scan the QR code on the left to read the issue.

“We are dedicated to an approach that demonstrates our commitment to people, families, employees and volunteers. We appreciate and embrace our joint responsibility to create and contribute to a rich, respectful, welcoming and inclusive community.”

Jennifer Pestrin, Executive Director

In The News



AM800 Radio

In November 2023, AM800 aired a series of advertisements promoting a Lunch and Learn event focused on why inclusive hiring makes good business sense. Hosted by the Windsor Essex Employment Group (WEEG), with CLW's Manager of Employment Services, Terry Cloutier, serving as a member, the event was held at the Ciociaro Club and was free to the public. The session featured speakers from the City of Windsor, the Windsor-Essex Chamber of Commerce, the Ontario Disability Employment Network (ODEN), Windsor Regional Employment Network, local employers, and people supported by Community Living Windsor.

CTV News

In early September last year, an Open House was held at Meadowbrook Place, the site of our transitional apartment and the home to six people supported by Community Living Windsor (CLW). The event drew significant attention as it marked Windsor's first affordable housing development in decades, with CTV News covering the story. CLW, in partnership with the Windsor Essex Community Housing Corporation, played a pivotal role in this development. The grand opening was a notable event, attended by several key political figures, including Sean Fraser, Minister of Housing, Infrastructure and Communities, and Paul Calandra, Ontario's Minister of Municipal Affairs and Housing. *Scan the QR code to the right to watch the news segment.*



**SCAN
ME!**



CLW Community Footprints



70th Anniversary Party

We held a Through the Decades anniversary party in May to celebrate our 70th anniversary as an organization in the Windsor community. We celebrated not only 70 years of incredible accomplishments, but also the inspiring people whose lives we have been privileged to be a part of along the way.

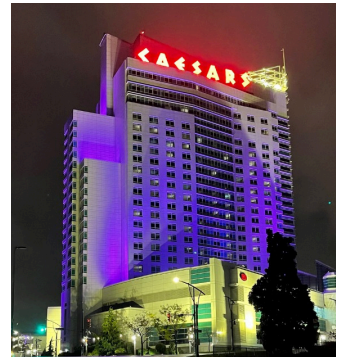


CLW Donation to Windsor Essex Food Bank Association

Our Executive Director, Jenn Pestrin (left) proudly presented a donation to the Windsor Essex Food Bank Association. The cheque was received by June Muir, CEO (middle), and Lynda Davidson (right), Food Bank Coordinator Lead Hand.



W.F. Herman Academy Elementary held a recognition assembly to honour the incredible team from Community Living Windsor (CLW) who volunteer their time to the school's snack program. This dedicated group of volunteers, who are people supported by CLW, ensures that students receive a healthy and nutritious snack every day. The assembly celebrated the commitment and hard work of these volunteers, highlighting their valuable contribution to the school community.



Local establishments, including City Hall Windsor, Caesars Windsor, St. Clair College South Campus, and St. Clair College Centre for the Arts, demonstrated their support by lighting up for our annual initiatives. Each year, we encourage our community partners to participate in 'Shine a Light on Community Living' in May, which raises awareness and celebrates the rights and contributions of people with intellectual disabilities. In a similar spirit, 'Light it Up! For National Disability Employment Awareness Month' in October, sparks important conversations about disability inclusion in the workplace and within our communities.

CLW Community Footprints



CLW Movie Night

We had a fantastic turnout for our annual Community Living Windsor Movie Night, held for the first time at The Safety Village. The amazing crowd, the fun-filled atmosphere, and the unyielding enthusiasm made it a truly memorable event.



Canada Day Parade

Community Living Windsor proudly walked in the Windsor Canada Day Parade on Wyandotte for the first time. The vibrant colours, joyful atmosphere, and strong sense of unity made it an impactful experience.



Outstanding Community Partner Award

In December 2023, our Executive Director, Jennifer Pestrin (pictured right), and Manager, Senior Administration, Lisa Baxter (left), had the pleasure of attending The Safety Village's Annual General Meeting alongside The Safety Village, Executive Director, Melissa Lauzon (middle). CLW was honoured to receive the Outstanding Community Partner Award 2022 from The Safety Village, in recognition of Community Living Windsor's dedication and commitment to helping create a safer community. We are truly appreciative and so thankful for our ongoing partnership with The Safety Village.

CLW Community Footprints



University of Windsor Job Shadowing Experience

In February of this year, we welcomed University of Windsor students (pictured from left) Matt, Rifat, Alana, and Qi as part of the university's Job Shadowing Experience through their Career Development & Experiential Learning program. The program builds bridges between the classroom and the working world, and we had a wonderful time connecting with the students while sharing our mission and history at Community Living Windsor.

CLW Cheers on Windsor Express

Community Living Windsor had a fantastic time cheering on the Windsor Express during their game on February 25th against the London Lightning, and our enthusiasm paid off—they won! Community Living Windsor hosted a courtside gathering where people supported, families, employees, and membership enjoyed delicious food and pre-game entertainment before the excitement of the game.



Workforce Windsor Essex Industry Tour Day

We had the privilege of participating in Workforce WindsorEssex's first-ever Industry Tour Day 2024. The event showcased various businesses and organizations to high school students, introducing them to potential work opportunities as they prepare to enter the workforce. Community Living Windsor, along with local establishments such as AAR Aircraft Services – Windsor ULC, Invest WindsorEssex, The Grove Hotel Kingsville, and SyBridge Technologies, welcomed students to share insights about their practices, history, and employment opportunities.



Financials

Statement of Revenue & Expenditure of year ended March 31, 2024 with comparative figures from 2023.

Operating Fund	2023/24	2022/23
Revenue		
Provincial Grants	37, 884, 423	37, 104, 204
Federal Grants	24, 003	166, 139
Fees by Users	679, 709	984, 287
Billed for individualized Supports	916, 935	532, 059
Industrial & Craft Sales	8,765	33, 793
Other	641, 681	387, 385
	<hr/>	<hr/>
	40, 155, 516	39, 207, 867
Costs of Supports		
Staffing Costs	27, 407, 861	25, 981, 119,
Purchased Community Supports	6, 507, 381	6, 807, 451
Other Costs	3, 257, 605	2, 948, 682
	<hr/>	<hr/>
	37, 172, 847	35, 737, 253
Administration		
Staffing Costs	1, 800, 884	1, 742, 920
Other Costs	322, 574	188, 690
	<hr/>	<hr/>
	2, 123, 458	1, 931, 609
Total Operating Expenses	39, 296, 305	37, 668, 862
Authorized Capital Expenditures	1, 343, 678	384, 768
Revenues Over Expenditures	484, 467	1, 154, 237
Capital Fund	2023/24	2022/23
Revenue		
Provincial Grants	0	0
Donations	28, 959	30, 572
Other	60, 904	51, 922
	<hr/>	<hr/>
	89, 863	82, 494
Expenditures		
Fund Expenditures	12, 892	1, 717
Revenues over Expenditures	76, 971	80, 777
Change	76, 971	80, 777

These figures are reflective of operations during the fiscal year 2023 to 2024. A copy of the complete financial statements, together with the report of the auditors dated July 26, 2024, is available to members of the association on request.



CONNECT WITH US



SCAN ME