



# Reaching your goals, reaching your dreams



"You are never too old to set another goal or to dream a new dream..." - C.S.Lewis

## ANNUAL REPORT 2011-2012

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# A Message from the President



Well this is a bittersweet moment for me as I write my final President's message. I will be leaving the LLO board this June. I have had many wonderful years serving on the LLO board as a director and in the capacity of President. It has been a very rewarding and enjoyable experience and I have met so many very dedicated people along the way.

To my fellow board members, I wish you all the best and encourage you to keep up the great work you are doing with LLO and within the literacy field. To Lana, Mary Anne and Diana...you have been wonderful to work with, so very dedicated and loyal to LLO. I have learned a lot from each and every one of you!

I wish you all good luck with your future endeavours and encourage you to keep up the life changing work you are all doing! Always remember...

*"Act as if what you do makes a difference...because it does!" ~William James~*

Yours in literacy,

Sue Bannon  
President and Chair  
Board of Directors of Laubach Literacy Ontario

## Board of Directors and Staff



Sue Bannon  
Chair



Gary Porter  
Vice-Chair



Linda Fetterly  
Secretary



Henry Sum  
Treasurer



Rubert Payea  
Student Rep



Gay Douglas  
Member at  
Large



Tracey Mollins  
Member at  
Large



Jo Mutch  
Member at  
Large



Monika  
Jankowska- Pacyna  
Member at Large



LLO Board and Staff prior to last year's AGM:

Back Row, left to right: Gary Porter, Rubert Payea, Monika Jankowska-Pacyna, Helen McLeod, (consultant), Carol Risidore, Diana White (staff)

Front Row, left to right: Sue Bannon, Jennifer Ellis, Mary Anne Baker (staff), Lana Faessler (staff).



# Executive Director's Report



The purpose of an annual report isn't just to boast about what an organization has accomplished over the year—it is an opportunity for LLO to publicly recognize the contribution of all of the volunteers and staff towards those accomplishments, and to reaffirm its commitment to its membership.

LLO was created by members over 30 years ago, and exists today to support them. Our mission statement, created by our members, says it all: **“Laubach Literacy Ontario supports its member agencies in the achievement of higher levels of literacy throughout the province.”** A mission statement is a guide to an organization to look at the work it is doing, or plans to do. A mission statement is a goal. What can we do to help our members help their learners reach their goals? Our answer to that, given our limited financial and human resources, has been to focus on providing training, professional development, and resources. See page 6 for examples of how we support our members, and how we contribute to the cause of literacy.



LLO existed for over ten years without staff—volunteers did it all. Many of our member organizations can say the same. But things have changed so much over the years, because with increased funding from the government comes increased accountability. And while the core funding literacy agencies receive is far from sufficient, it has at least increased in the past few years. LLO was instrumental in bringing attention to the fact that community-based literacy had not had a cost-of-living increase in over ten years.



Thanks go to LLO's President, **Sue Bannon**, who was responsible for getting her local MPP, Garfield Dunlop, to present a literacy resolution that received all-party support in the legislature. Sue also spearheaded LLO's Literacy Awareness Day events in 2009 and 2010. This past year we met with the Ontario Literacy Coalition to see if we could join forces and combine their Queen's Park Day with our Literacy Awareness Day. For many reasons, this did not come about. However, LLO will be working closely with OLC to bring literacy awareness to MPPs and the general public before the end of this year. This is Sue's last year on the Board, so we wish her continued success in reaching her goals and dreams.



LLO is extremely lucky to have amazing staff and an awesome project coordinator. **Mary Anne Baker** and **Diana White** are very dedicated and loyal staff. Both are creative, hard-working and supportive. It is a joy working with them. **Robyn Cook-Ritchie** has been LLO's Project Coordinator Extraordinaire for so many of our projects over the year, that we had to let the world know. LLO is proud to announce we have nominated her for the 2012 Council of the Federation Literacy Award. It wasn't difficult getting six letters of support for this nomination. **Tudor Costache** is our webmaster, and has been training Diana to manage our website. Content gets added on a steady basis thanks to Diana and Tudor.



I would like to thank the LLO Board of Directors for their guidance and support. In the past year, the Board has focussed on changing how it governs—providing more guidance to staff through the creation of new policies to respond to the changing times. The Board was guided through the process by fellow board members **Gay Douglas** and **Tracey Mollins**. However, because of **Monika JP's** talents and passion for communications, marketing and technology--staff, LLO, and our members have benefited greatly by her hands-on approach to our social enterprise ventures and our social media presence. She even designed our last two Annual Reports, giving them a more professional look.

**Jo Mutch** and **Linda Fetterly** bring the voices of the agency frontline staff and the tutor, respectively. **Rubert Payea** represents the student voice. These voices are the cornerstone of literacy. **Henry Sum** brings his financial experience as Treasurer, and **Gary Porter** brings his years of experience in strategic planning, board leadership and mentorship.

# Executive Director's Report



LLO expanded its membership categories to include Associate Members. Associate Members are any organization, business or individual supportive of the mission, aims and purposes of LLO. We now have 67 members, 61 of which are organizational members. Organizational members provide literacy delivery services in Ontario; are not for profit agencies (or affiliated with a not-for-profit agency) and support the mission, aims and purposes of Laubach Literacy Ontario.

LLO's membership continues to grow, and we warmly welcome five new members: **Saugeen Enjikendaas Soong**-- a native literacy agency in Southampton; **Ken-Dass-Win Communications**, Adult Education-- a native literacy program in Wiarton, **Community Living Association**, Lanark County, Carleton Place, **Georgian College**—Owen Sound Campus, and **Laubach Literacy New Brunswick**.


Our membership is becoming increasingly diverse and includes not only community-based agencies, some of them unfunded, but also a prison program, seven school board programs, an employment service, a Learning Disabilities association, two provincial organizations, a national organization, four native literacy agencies, and a community living program. For information on becoming an associate or organizational member go to <http://www.laubach-on.ca/getinvolved/join>

I have worked for LLO since the '80's, beginning as a volunteer board member. I have never lost my passion for this organization over the years, because it is truly a grass-roots, volunteer-driven network of people who care passionately about literacy, and believe strongly in the involvement of adult literacy students in guiding and advising the LLO board and staff.

I am very proud that we have always had a student voice on our board, and that student is now selected by his or her peers. This year marks a milestone at the Student Annual Meeting, because there will be an election for the student representative on LLO's Board. Four students have put their name forward, and the students attending this year will be voting for their choice. Only one will "win", but they are all winners in our books!

I look forward to working with the student representative and the rest of the LLO Board in the coming year, and would like to warmly welcome Alicea Fleming from the Learning Disabilities Association of Windsor-Essex, as our new board member.

Lana Faessler,  
Executive Director  
Laubach Literacy Ontario



LLO's audited financial statements are available upon request. They form part of the Annual General Meeting Report, and are reviewed and approved by our members at our AGM.





## OALCF Development and Support

In June 2011 LLO received funding from the Ministry of Training, Colleges and Universities to provide an additional opportunity for practitioners and tutors to receive implementation training, to introduce learners to the OALCF through the student workshop and to ensure that practitioners and tutors have access to OALCF implementation training on an ongoing basis via online interactive training.

Three separate sessions were provided at LLO's 2011 Annual Conference:

### You Get What You Asked For

- ◆ In this session students were introduced to the task-based approach of the OALCF.

### OALCF Brief Overview

- ◆ In this session participants who did not attend the implementation training received an overview of the Ontario Adult Literacy Framework project and documentation. Participants were introduced to all of the documentation on the Employment Ontario Partner's Gateway. The Curriculum Framework was reviewed with the participants.

### OALCF "Task Group"

- ◆ Participants had an opportunity to discuss steps they have taken to implement OALCF in their programs. Programs were encouraged to share best practices and ideas for implementation in the current and upcoming fiscal years. In addition programs were asked to brainstorm ideas for introducing OALCF into tutor training. This information was used to determine the areas that the OALCF Tutor Training Modules would focus on. Practitioners were expected to have attended a full OALCF Implementation training session in order to participate in the "task" group.

LLO participated in a consultation process with the networks and streams in July 2011. A description of the deliverables LLO was working on was shared with the group to be included in the list of supports and deliverables associated with OALCF that the Learning Networks was compiling. In addition LLO has actively posted information about OALCF in the quarterly E-Magazine, on Facebook, on our website and on Twitter.

LLO also developed a series of five tutor training modules to supplement the Laubach Enhanced Training System. The modules focus on an overview of the OALCF and the Curriculum Framework, the task-based approach, selecting learning materials and assessment.

The modules are available online on Training Post, LLO's Moodle classroom that houses a range of asynchronous tutor training modules (e.g. Integrating Essential Skills, Adult Learning, Learning Styles, Learning Difficulties, Introduction to ESL Tutoring). The courses are found under the **Tutor Training** category in *Understanding the OALCF*. Training Post is a free online classroom that can be accessed on a continuous basis by anyone who is interested. LLO's Training Post is hosted by Alphaplus.

At the 2012 Conference, LLO will be providing an overview of the training modules for the participants. In addition, a round table session will be held with practitioners to discuss various aspects of implementing the OALCF.

Robyn Cook-Ritchie  
RCR Consultants



## BLEST

### **Building Literacy, Essential Skills and Life Skills through Thematic Learning Modules using Authentic (Materials BLEST)**

Through this project, funded through the OFFICE OF LITERACY AND ESSENTIAL SKILLS, Laubach Literacy Ontario was able to develop a learner handbook, culminated in the development of a learner handbooks and practitioner guides that are supported by online training modules.

The modules cover the following topics:



Essential Skills for Health



Essential Skills for Social Participation



Essential Skills for Everyday Living

Each module utilizes authentic materials with accompanying lesson plans. Emphasis is placed on including materials that help learners cope with the increasingly challenging economic times. The integration of how learners are acquiring Essential Skills as they work through the handbook is a central focus of each lesson plan. Learners will become familiar with the nine Essential Skills and how they can be transferred from every day to the workplace as they work on the thematic activities.

The three thematic handbook modules have complementary online modules to supplement and support the learner in the acquisition of Essential Skills. The modules are available online on Training Post, LLO's Moodle classroom that houses a range of asynchronous tutor training modules (e.g. Integrating Essential Skills, Adult Learning, Learning Styles, Learning Difficulties, Introduction to ESL Tutoring). Training Post is a free online classroom that can be accessed on a continuous basis by anyone who is interested. LLO's Training Post is hosted by Alphaplus.

Laubach Literacy Ontario would like to thank the following literacy agencies for taking the time to participate in the Building Literacy, Essential Skills and Life Skills through Thematic Learning Modules project as field test sites. Their input into the project ensured that the deliverables have wide application for literacy programs across Canada.

**Midland Area Reading Council**  
**Literacy Alliance of West Nipissing**  
**North Bay Literacy Council**  
**Yamaska Literacy Council (Cowansville, QC)**

Respectfully submitted by Robyn Cook-Ritchie





## SOCIAL ENTERPRISE COMMITTEE (SEC) REPORT

The role of the Social Enterprise Committee (SEC) is to support and provide guidance to the staff relative to the Laubach Literacy Bookstore and other entrepreneurial initiatives. The SEC members include Monika Jankowska-Pacyna (Chair), Carol Risidore of The Literacy Group of Waterloo Region, and the LLO staff. The committee members work together to explore trends and implement new ideas, as well as address issues related to social enterprise development. We meet face to face twice a year and have monthly online meetings.

### **LLO Express!**

Last year we created a monthly electronic newsletter specific to the bookstore that highlighted a “featured resource” segment, special discounts when available, resources that support OALCF, interesting articles, etc. The newsletters are sent out to LLO members and subscribers. The latest issues can be quickly accessed through **News and Deals** section of the <http://www.laubach-on.ca/bookstore> website. All newsletters are archived and can be reviewed at any time.

This newsletter has now evolved to become “LLO Express” - a monthly issue that will encompass news and updates from LLO as well as bookstore news. We hope it will make it easier to keep the members and subscribers in the loop and provide the latest updates on LLO initiatives.

### **Book Sales**

Our book store sales were down slightly this year, by \$5,000 (from \$47,135 to \$42,234) but expenses were also down, by \$11,000 (from \$32,771 to \$21,756), which left us with a substantial net profit of \$20,508 (\$42,234 less \$21,756) in this fiscal year.

We are happy to report that overall, the profit for this year is up by \$6,000 as compared to last year. This increased profit is mostly due to a very good exchange rate, almost at par on many orders, and because we received more orders from new non-member customers who pay the full price for books. As always, the profits will be reinvested to support LLO members and initiatives, such as the LLO conference.

### **Shopping cart**

Our online shopping cart is now being regularly used by one of our members but most continue to use the electronic order form that is available on our website or in the member wiki.

It is mostly non-member organizations (secondary schools, colleges, community programs) that have “Googled” Laubach and found our online bookstore who order resources online. It is great to see that the time spent putting the shopping cart in place was well worth it. Many clients tell us that they enjoy how the discount and shipping are conveniently calculated at the end.

### **Publishing and Printing Services**

LLO creates calendars and post-cards for its members upon request...free if sent electronically, and charged a small fee for printing and mailing them. We also provide this service locally as part of our social enterprise efforts.





## STUDENT COMMITTEE

The LLO Student Committee was chaired this year by Rubert Payea (Student Representative), Literacy Council Niagara-West in Beamsville.

Student committee members are past recipients of the Arnie Stewart Award, and they are:

- ♦ Mike Chamberlain - Literacy Council York-South
- ♦ Jack Osborne - North Bay Literacy Council
- ♦ Keith Allen - North Bay Literacy Council

Staff support was provided by Diana White, LLO office.

The Student Committee held one meeting this year. A conference call was held May 13, 2011 in which Keith Allen was selected as the recipient of the Arnie Stewart award.

With input from all of the students who attended the Student Annual Meeting a 'student wish list' was created. Rubert passed this on to us at the LLO office and it was included in one of our mailings to all of our members.

Jennifer Ellis of the Midland Area Reading council retired from the LLO Board. Her level of expertise and professionalism are definitely missed. The Student Committee honoured her at last year's Student Open Mike, with a gift and a heartfelt thanks for all of her help.

One of the two main duties of this committee is to select the winner of the Arnie Stewart Award. Almost as soon as last year's student meeting was done Jack Osborne began working on a poster to promote nominations for this award. He did such an incredible job we created an electronic version and it was used as our 'call for nominations' for this award. It must have really worked because this year we had 5 nominations for the Arnie Stewart award which is the most ever!

Rubert Payea has been busy asking for donations. Last year through his efforts he raised enough money to purchase a brand new, fully loaded laptop computer to donate as a door prize (for students) at our conference. He has been very successful at canvassing again this year, with two great door prizes just for students.

Keith Allen was able to get a very useful donation for the conference from CUPE this year—tote bags for all conference participants.

Besides having five nominations for the Arnie Stewart Award this year, we also have four students running for the position of student representative. Everyone is excited to be part of the first student election, with voting booths, ballots and speeches by the candidates.

Submitted by Diana White on behalf of LLO's Student Committee



*Jennifer Ellis with Jack Osborne, Rubert Payea and Mike Chamberlain.*

**Arnie Stewart**

**The LLO Student Committee wants your nominations for the Arnie Stewart Individual Achievement Award!**

**It's for learners who have overcome barriers, become a mentor to others and have given back to their council by raising awareness.**

**For nominations contact the LLO office at 1-866-608-2574 Attn: Lana Faessler**

**Nominations are due no later than May 8<sup>th</sup>, 2012**  
**Winners will be announced prior to the 2012 Conference**

Email: [Donna@llo.on.ca](mailto:Donna@llo.on.ca)  
Fax: 1-519-743-7529  
86, 45 Norder Street  
Windsor, ON  
N2J 2B6

Jack designed this nomination poster.  
He is a former recipient of the Arnie Stewart Award.

**Jack Osborne**



# TRAINING AND MEMBER RESOURCES



## TDAC

The Training, Development and Certification Committee met November, 2011 and March, 2012. Online meetings were also held in between to review new online modules on Training Post, and review certification packages. Members of the committee are: Robyn Cook-Ritchie, Marilyn Davies, Lana Faessler, Stephanie Hobbs, Helen McLeod, Connie Morgan, Karen Morgan-Bowyer and Jo Mutch.

As part of continuously improving our training system we have been adding modules online for tutors, tutor-trainers, and supervising trainers. This cuts down significantly on the amount of face to face training that needs to be completed. It also means that training is available on a continuous basis. For example, a shorter Supervising Trainer Workshop was piloted at last year's conference. Five apprentice supervising-trainers enrolled in the new Supervising Trainer workshop Online modules before the face-to-face training. Online support was provided by Connie Morgan and Stephanie Hobbs, who created the modules. The following modules have been developed online, with more to added in the future:

1. Characteristics of Good Supervising and Leadership Styles
2. Developing Trainer Skills
3. Trainer Plan and Trainer Proficiencies



As a result of completing this requirement, **Linda Dubroy** of the North Bay Literacy Council received her certification as a Supervising Trainer. Congratulations, Linda!

Maria Salvati of the Adult Literacy Council of Greater Fort Erie is also to be congratulated for becoming certified as a Laubach tutor trainer this past year.

**Training Post** is Training Post is a free, interactive, online classroom that can be accessed on a continuous basis by anyone who is interested. LLO's Training Post is hosted by Alphaplus. New course offerings for practitioners include part of our standard tutor training workshop, most of our train-the trainer workshops, and five new tutor training modules that focus on an overview of the OALCF and the Curriculum Framework, the task-based approach, selecting learning materials and assessment. Thanks to Robyn for managing the moodle site, and to Jennifer Ellis for being the first trainer to develop and deliver the online tutor training segments.



**Expressions E-Magazine** is a quarterly interactive electronic magazine for literacy students and practitioners. It was designed and is edited by Robyn Cook-Ritchie, whose vision was to provide authentic material for learners, while providing professional development for practitioners. Many agencies use this magazine in their classrooms. All back issues are available on our website.

**LLO Express** is a new monthly electronic news bulletin that replaces our 'Bookstore News'. It will still contain a feature resource as well as anything new and exciting that our Bookstore has to offer but may now include literacy-relevant articles and information that we feel is worth sharing between editions of the Expressions e-magazine. Using Mail Chimp, our "campaign reach" report for the first month (Feb/2011) shows 94 recipients with 45% rate of viewing. Report for Jan/2012 shows 126 recipients with 45.6% rate of viewing. This is considered a good "click rate". Recipient rate increase from 94 to 126 in one year.

**Online Presence and Outreach:** LLO's website [www.laubach-on.ca](http://www.laubach-on.ca) lists its member agencies along with contact information. We had 15,810 visitors and 488,525 hits in the past year. 10,476 were unique visitors.

Our Facebook page is becoming very popular, with a steady increase in the of "likes", and number of people sharing links. (Presently 112 followers). There were 654 engaged users for the month of March 2012.



We have over 230 followers on our Twitter account and we tweet constantly about literacy issues.





# CONFERENCES



Months go into the planning of this annual professional development event. Some of the profits from our social enterprise go towards keeping the cost low for our member organizations, their volunteers and their learners. We provide a travel subsidy to level the field for members who have to travel across the province. We survey our members first, to find out what training they need, and then do our best to get presenters who can provide that training. We evaluate each workshop and the conference itself, so we can see what worked and what we can improve upon.

We have become known for our excellent conferences, because we also know how to have fun while we learn new things and meet new people! We advertise the conference widely, and with the help of organizations such as NALD and AlphaPlus, along with social media outlets such as Facebook and Twitter, each year draws more non-members and a wider variety of workshop presenters.

## Celebration Conference 2011—A Huge Success!

Laubach Literacy Ontario celebrated 30 years at its annual conference June 24th to 26th, 2011 at Wilfrid Laurier University, Waterloo, Ontario. Over 130 people attended, including 40 literacy students. It was a huge success thanks to partial funding by the Ministry of Training, Colleges and Universities. We were able to reduce conference fees and cover travel costs and in return offered three workshops on the Ontario Adult Literacy Curriculum Framework (OALCF). See page \_\_ for more details. The focus of three of the workshops was the new OALCF (Ontario Adult Literacy Curriculum Framework). Other workshops included Succession Planning, Building a Better Board, Summer in Smallywood (Essential Skills Video Game), Teaching ESL Adults, Learning Disabilities and Employment, to name a few. The various computer lab classes were of great interest again this year. Thanks to all the presenters for their time.

Photos from the conference are on our website at <http://www.laubach-on.ca/teach/news/conference2011/photos>, and the workshop and conference evaluations are housed here: <http://www.laubach-on.ca/getinvolved/facts/news/2011-annual-conference>.

We were fortunate enough to have some past presidents and board members in attendance Saturday evening--some we hadn't seen in years: Myles Gallant, John Putman and Linda Martin. Bev Clarke and Val Sadler were also there but were unable to attend the dinner on Saturday evening.

A Student "open mike" was held Sunday morning after breakfast and it was extremely moving. We had poems, songs, brief stories and in some cases just introductions. As more students came up to speak you could feel the confidence in the room grow. There was also a "special draw prize" for the students – a loaded laptop computer-- and the winner was **Kevin Gamble from Hamilton Literacy Council**. What a way to end a conference! Thanks to Rubert for getting the donations for this prize.

The LLO Board of Directors and staff, sincerely thank Carol Risidore for volunteering her organization, the Literacy Group of Waterloo Region, to host LLO's Conferences in the past two years.

## Conference 2012

This year's conference, "Reaching your goals, reaching your dreams" has a great variety of workshops, even though it is smaller in scope. We reduced the length of the workshop so we could reduce the cost to our members. We are also subsidizing member travel, and student registration fees.

We have over 120 people at this year's conference, including 26 literacy students, We are offering sixteen workshops, an Annual General Meeting and an Annual Student Meeting. As one member said, "what a bargain, and what a great selection of workshops!"



## North Bay Literacy Council wins both awards!!

The 2011 recipient of the **Lana Faessler Outstanding Service Award** was **Jane Jackson**, Executive Director of the North Bay Literacy Council. Jane was nominated by her staff who had many wonderful things to say about her. "Jane started as a volunteer tutor in 1988. Jane became a volunteer certified Laubach tutor trainer in 1990. She continues to support the tutor training of our council as a volunteer supervisor trainer and tutor trainer. Jane has volunteered many hours to working with many of the committees associated with the Laubach Literacy Ontario Board and North Bay Board of Directors." Jane Jackson served on LLO's Board of Directors, and continues to provide outstanding service in her community.



### Past Recipients:

- 2010: Connie Morgan, Executive Director, Barrie Reading Council
- 2009: Sue Bannon, Executive Director, Midland Area Reading Council
- 2008: Margaret Maynard, Executive Director, Literacy Council of Niagara West
- 2007: Val Sadler, Executive Director, Hamilton Literacy Council
- 2006: Lana Faessler, Executive Director, Laubach Literacy Ontario



Last year's winner of the **Arnie Stewart Individual Achievement Award** was **Keith Allen** from North Bay. Keith Allen was thrilled to win this award, but disappointed he couldn't be at our 2011 Conference to accept the award in person. So, he video-taped his acceptance speech which was shared at the Conference.

Keith's story is on our website at <http://www.laubach-on.ca/gethelp/awards>. While it lists everything he did for his council, LLO is also grateful to Keith for obtaining CUPE donations that helped sponsor students to be able to attend yearly conferences and trips to Queens Park to advocate for literacy.

The award recognizes the accomplishments of a learner who has overcome barriers, become a mentor to others, and has given back to his or her Council by raising awareness.

### Past Recipients:

- 2010: Mike Meyers, Barrie Literacy Council
- 2009: Mike Chamberlain, Literacy Council York-Simcoe
- 2008: Jack Osborne, North Bay Literacy Council
- 2007: Rubert Payea, the Literacy Council of Niagara West
- 2006: Andrea Menig, The Adult Literacy Council of Greater Fort Erie
- 2005: Nancy Swiston, Fort Frances
- 2004: Joseph Carriere, Midland Area Reading Council
- 2003: Gary Porter, Barrie Literacy Council
- 2002: Arnie Stewart, Niagara Regional Literacy Council



# ACKNOWLEDGEMENTS AND DONATIONS



## Donations

Our sincere thanks to everyone for their generosity.

### GENEROUS DONATIONS OF \$300 OR MORE

Elizabeth Butler

Julia Vrtik



### GENEROUS DONATIONS OF \$200 OR MORE

Grace Spatola

### GENEROUS DONATIONS OF \$100 OR MORE

Arnie Stewart

### GENEROUS DONATIONS OF \$20 OR MORE

Donald Minchin

Rubert Payea

## Acknowledgements

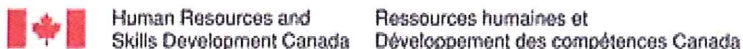
### IN-KIND ACKNOWLEDGEMENTS:

Proliteracy/New Readers Press (tote bags and door prizes for Conference 2011)



MINISTRY OF TRAINING, COLLEGES AND UNIVERSITIES

We acknowledge and appreciate the support of the Ministry of Training Colleges and Universities through its Literacy and Basic Skills (LBS) program.



We acknowledge and appreciate the support of Office of Literacy and Essential Skills, a department of the federal government's Human Resources and Skills Development.



## Laubach Literacy Ontario is...

- ♦ a provincial network of 61 literacy programs, most of which are community-based literacy agencies.
- ♦ a Literacy and Basic Skills Program funded by the Government of Ontario through the Ministry of Training, Colleges and Universities
- ♦ part of the Employment Ontario Network
- ♦ a volunteer-driven, non-profit charitable organization dedicated to increasing literacy in Ontario, guided by the principle of "Each one Teach One"
- ♦ a member of ProLiteracy Worldwide, Volunteer Canada, CanadaHelps, Ontario Literacy Coalition, Community Literacy Ontario, and Charity Village

LLO supports quality delivery of services by providing professional and resource development:

Laubach Enhanced Training System for practitioners, whether staff or volunteer includes:

- ♦ a mentorship and apprenticeship system that helps ensure a succession plan is in place for training practitioners,
- ♦ an accreditation and recognition system, including prior learning recognition, minimum tutor workshop standards,
- ♦ best practice resources in the areas of training needs assessments, workshop content and workshop evaluations,
- ♦ generic tutor workshop manual,
- ♦ blended-learning opportunities,
- ♦ a comprehensive training manual for tutor-trainers.

MTCU funds LLO to:

- ♦ Support MTCU-funded LBS service delivery organizations
- ♦ Provide support for ministry-led initiatives
- ♦ Develop and provide accessible, quality resources
- ♦ Support professional development
- ♦ Support the production and integration of research



# LLO MEMBERS



## ORGANIZATIONAL MEMBERS

T.R. Leger Reading Program (Alexandria)  
 Literacy Council of South Simcoe (Alliston)  
 Atikokan Literacy Incorporated (Atikokan)  
 Barrie Literacy Council (Barrie)  
 Barrie Learning Centre (SCDSB) (Barrie)  
 Literacy Council of Niagara West (Beamsville)  
 Community Learning Alternatives (CLA) (Belleville)  
 Mississauga First Nation/Enjikendaasang Learning (Blind River)  
 Brant Skills Centre (Brantford)  
 Grand Erie Learning Alternatives (Brantford)  
 T.R. Leger Leeds-Grenville Literacy Council (Brockville)  
 The Literacy Council of Burlington (Burlington)  
 The Literacy Group of Waterloo Region (Cambridge)  
 Community Living Association (Lanark County) (Carlton Place)  
 Literacy/Numeracy Project Avon Maitland DSB (Clinton)  
 Georgian Literacy (Collingwood)  
 Tri-County Literacy Council (Cornwall)  
 Dryden Literacy Association (Dryden)  
 Literacy Plus (Eganville)  
 The Adult Literacy Council of Greater Fort Erie (Fort Erie)  
 Valley Adult Learning Association (Fort Frances)  
 Literacy Society of South Muskoka (Gravenhurst)  
 Hamilton Literacy Council (Hamilton)  
 Hamilton Regional Indian Centre - Literacy Program (Hamilton)  
 YMCA Literacy Services (Huntsville)  
 Iroquois Falls Adult Learning Centre Inc (Iroquois Falls)  
 Adult Learning Line (Kenora)  
 Learning Centre for Georgina (Keswick)  
 The Literacy Group of Waterloo Region (Kitchener)  
 South Essex Community Council (Leamington)  
 Literacy London Inc. (London)  
 Nokee Kwe Native Literacy Centre (London)  
 Midland Area Reading Council (Midland)  
 Literacy Council York-Simcoe (Newmarket)  
 Superior North Literacy (Nipigon)  
 North Bay Literacy Council (North Bay)  
 Oakville Literacy Council (Oakville)

Definition: **Organizational members** provide literacy delivery services in Ontario; are not-for-profit agencies (or affiliated with a non-for-profit agency) and support the mission, aims and purposes of Laubach Literacy Ontario.

Orillia & District Literacy Council (Orillia)  
 Literacy Council of Durham Region (Oshawa)  
 Durham Catholic School Board (Oshawa)  
 PORT CARES Educational Resource Centre (Port Colborne)  
 Red Lake District Adult Learning Centre (Red Lake)  
 Schreiber-Terrace Bay Adult Learning Association (Schreiber)  
 Northern Connections Adult Learning Centres (Sharbot Lake)  
 Haldimand-Norfolk Literacy (Simcoe)  
 Saugeen Enjikendaaswiing Zhaang (Southampton)  
 Niagara Regional Literacy Council (St Catharines)  
 St Marys Adult Learning Program (St Marys)  
 Literacy Alliance of West Nipissing (Sturgeon Falls)  
 Literacy Council York South (Thornhill)  
 Tillsonburg & District Multi-Service Centre (Tillsonburg)  
 Timmins Learning Centre (Timmins)  
 Toronto Laubach Literacy Council (Toronto)  
 AlphaPlus (Toronto)  
 Frontier College (Toronto)  
 Warkworth Literacy Council/ Bob Fasching (Warkworth)  
 Essential Skills Upgrading (WRDSB) (Waterloo)  
 Ken-Dass-Win Communications Adult Education Centre (Wiarton)  
 Windsor Public Library (Windsor)  
 Learning Disabilities Assoc of Windsor-Essex (Windsor)  
 Georgian College, Owen Sound Campus

## ASSOCIATE MEMBERS

South Shore Reading Council (Greenfield Park, PQ)  
 Yamaska Literacy Council (Cowansville, PQ)  
 Laurentian Literacy Council (Lachute, PQ)  
 Laubach Literacy New Brunswick (Moncton, NB)  
 Tracey Mollins (Individual)  
 Henry Sum (individual)

Definition: **Associate Members** are any organization, business or individual supportive of the mission, aims and purposes of Laubach Literacy Ontario.

Laubach Literacy Ontario (LLO) supports its member agencies in the achievement of higher levels of literacy throughout the province.

LLO is a provincial network of member agencies and its role is to:

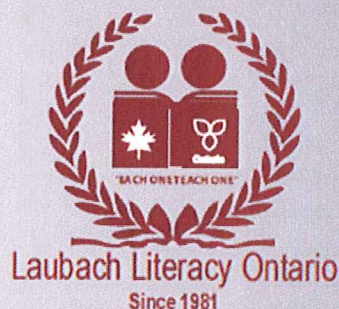
- Promote networking among members including information sharing and referrals,
- Coordinate field projects and research
- Offer professional development and training
- Maintain provincial government relations and advocate for literacy service and funding
- Work with other non-member agencies to advance literacy in Ontario
- Inform and educate the public concerning literacy needs in Ontario.

We believe in:

- Enhancing the quality of life of Ontarians through literacy
- Achieving our goals through cooperation and partnership
- Maintaining high standard of service to students and community.

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Laubach Literacy Ontario is proud to be a part of:

**EMPLOYMENT  
ONTARIO**