



COVID 19 UPDATE

The year 2021 will certainly go down as one for the history books. We continued to navigate our way through the global pandemic with a focus on keeping people safe, well and happy. It has been a challenge, there is no doubt about that. This challenge has been felt by everyone, families, staff, and supported people, all of whom have made sacrifices. However, it has also provided moments of inspiration and pride.

The staff at CLAPW have risen to the challenge beautifully. They have figured out ways to keep people connected while in lock down. They have stepped up and helped with staffing sometimes having to put aside their own fears and concerns. They have hung in through the constantly changing policy directives and have embraced the measures required to keep people safe including vaccines and rapid testing. They have advocated for the people they support and have provided advice and suggestions around best practices to keep people well.

We continue to be impressed at the skill demonstrated by the people we support to use technology. They too, have adapted to ever changing guidelines and have taken the changes in stride, with few complaints.

The leadership team has been focussed, hardworking and unwavering in their efforts to navigate the pandemic carefully while balancing safety protocols with ensuring that people's rights are maintained. Again, it has not been easy, but this team remained focused and committed. And, as we enter a new phase of the pandemic, they remain ready to tackle challenges as they arise.

We will continue to be careful and vigilant and take every possible precaution to keep people safe. This pandemic has taught that together we are better. May the year 2022 bring us closer to being able to enjoy things as we did before the pandemic with a new appreciation for the value of community and benefits of our family, friends, and colleagues. ***Be sure to check Page 2 of this newsletter for information on a wonderful fundraiser for CLAPW being organized by Petrina's Billiards!***



Message from the Executive Director-Lisa McNee Baker



As we prepare to say goodbye to 2021, I want to reflect on some of the wonderful things that have happened at CLAPW. We have had tremendous success with our volunteer program, with an inspiring first year evaluation. Here is the link to the report on our website. <https://www.clapw.org/site/become-a-volunteer>

It is good to see our day services carefully reopening. We have people out enjoying the community and volunteering in a variety of settings including Feed the Need, Hearth Place, and the Children's Aid Society. The people we support have much to contribute to the community. A hybrid model of virtual and in person supports seems to be working well at this point in the pandemic.

We have welcomed new people to our Residential Services and Supported Independent Living programs and have had two people transition from our Treatment Home. We have streamlined several administrative processes increasing our efficiency. We have created a new strategic plan. We have formulated a Diversity, Equity, and Inclusion committee and have also begun a working group that focuses on employee wellness. We have completed two successful ministry compliance reviews in the past year. We purchased a beautiful new accessible van with funding from the Ontario Trillium Foundation Resiliency Fund.

And, we have worked together with a key focus on keeping people happy and safe during a global pandemic. What an honour it is to lead CLAPW in these challenging but inspiring times. Thanks to everyone that has done their part this past year to keep our agency and the people we support thriving.

I wish everyone a peaceful, healthy holiday season and look forward to the day when we can once again gather.

THANK YOU!

We extend our sincere thanks to the Durham Community Foundation (DCF) for a \$4000 grant to help us to expand our virtual programming.

We appreciate the support of this generous organization that does so much to improve the quality of life for Durham Region residents.


Since their inception, DCF have granted \$4 Million to 200+ local charities. They make a difference in a big way!



During the month of December we will donate \$2 per burger sold

On Dec 23rd we will be donating the day's pool receipts and all burger sales as well
12:30 - 7:00 pm DAILY

EAT FOR CAUSE



COMMUNITY LIVING
Ajax-Pickering and Whitby
Inspiring Possibilities



VOLUNTEER SERVICES

Purpose of the Trillium Grant – Matching volunteers with the individuals we support to reduce isolation & increase engagement in the community.

The volunteers were initially meant to engage people in their communities by intentional recreation or by volunteering together. Since the pandemic was already in progress, we started to match people to meet and get to know each other virtually or by phone. Since then, some of the matched pairs have decided to meet in-person, while others have decided to stay virtual. 20 matches were made the first year and the goal is to match 25 more this year (July 2021-June 2022) and we are half-way there. The project is funded by the Ontario Trillium Foundation and evaluated by outside consultants. Evaluations of the project are sent out to the participants in June of each year until 2023, when the grant will end.

We have had 40 volunteers and students through the project since July 2020, serving 31 individuals. We will continue to onboard volunteers to be matched with individuals. Sam Almeida-Schroen was hired part time, in September, on a 2-year temp. position to support the project.

We will also continue to take on Student Placements throughout the agency. We hope staff will look forward to mentoring these students to be effective future CLAPW staff. **We have hired over 30 of these students over the past two years.**

Volunteers and students are vetted by an interview, vulnerable sector police check, two references & proof of Covid 19 vaccine. They attend an orientation and can sign up for our in-house training like First Aid and Safe Management.

Volunteers give generously of their time to enrich the lives of others. We appreciate their efforts beyond measure. If you know of someone who would like to volunteer at CLAPW please have them reach out to Sharon at sharon.burgess@clapw.org.

Submitted by Sharon Burgess

ANNUAL GENERAL MEETING



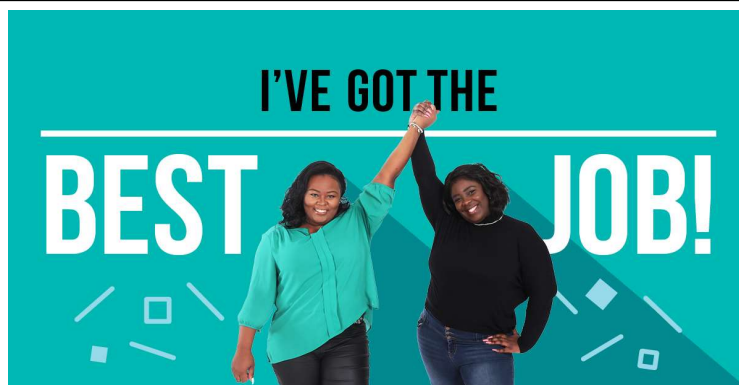
If your actions inspire others to dream more,
learn more, do more and become more, you are
a **leader**.

Simon Sinek

Our Annual General Meeting was held at the end of September and for the second time was held via **Zoom**. The event provided an overview of the 2020/2021 fiscal year. Several staff members received Service Awards ranging from 5-35 years! Our 35-year service award recipients are Cam Smail and Sharon Burgess. What an incredible milestone!

A copy of the annual report is available on the agency website and can be accessed by clicking the following link
<https://www.cl-apw.org/files/AnnualReportFinal-1-2-3.pdf>



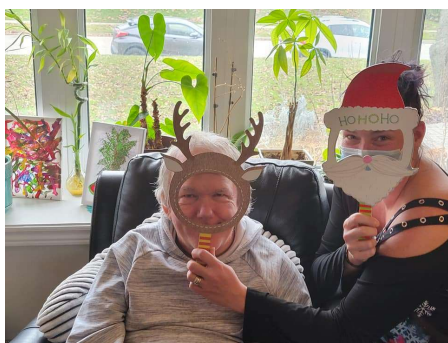


We are hiring part-time and relief staff to work in our residential locations. . Please send resume to hr@clapw.org to be considered for an interview. We offer good wages, flexible hours, regular training, and the opportunity to make a difference!

BEST JOB EVER!

"A small team, committed to a cause bigger than themselves, can achieve absolutely anything." Simon Sinek

KEEPING BUSY IN LOCK DOWN



FAREWELL TO CHRIS ASKIN- LECLERC

We said farewell and **THANK YOU** to Chris Askin-Leclerc who retired from CLAPW in August after 34 years of service. For 30 years, Chris provided support to individuals involved in our Supported Independent Living program. She had a remarkable and positive influence on so many lives in this role. Over the past few years, she has worked within our Community Participation Program helping people to connect to the community in meaningful ways. Before the pandemic, Chris led a baking group at our Emperor Street location which was a huge hit with the participants, and everyone who worked at head office. We all miss the sweet aroma of freshly baked cookies but not half as much as we are going to miss Chris.



COMMUNITY PARTICIPATION PROGRAM

During the beginning months of COVID many people in the Supported Employment Program were laid off from work but, we are happy to report that pretty much everyone is back to work, and a few people have secured new employment. Something new and exciting is that we are in the very early stages of working on developing a partnership with the Durham District Catholic School Board and Project SEARCH. We are really looking forward to seeing how we can grow our program to include this initiative.

The Community Participation Program looks a little different than it did prior to COVID. We have structured a three-prong hybrid model. Firstly, we are offering our virtual classes and have recently added on a very popular "coffee and chat" each morning from 9:30-10am. Recently, we started offering a 2pm class each day as well and continue to offer our Saturday afternoon/evening classes.

The second prong of our hybrid model is offering person directed, on site activities and the final focus of our hybrid model is getting people involved in their communities. We are currently volunteering at the Salvation Army in Whitby and starting back to the Salvation Army in Ajax as well. We have adopted a park through the town of Ajax, we have someone volunteering weekly at St. Vincent De Paul sorting clothing and we are helping at Feed the Need Durham as well.

In the month of December, we will be offering our services preparing Christmas baskets for the Children's Aid Society as well as Simcoe Hall Settlement House. On December 21st you will find us lending a hand wrapping gifts at the Oshawa Centre supporting Hearth Place Cancer Support Centre.

Some other places you may see us around town are at bowling alleys, Petrina's Billiards, Windreach Farms, the Ajax Community Centre, the Whitby Curling Club, Pickering Playing Fields, Brew Wizards Board game café, any of the libraries, Parkwood Estates, Reptilia, the Oshawa Zoo, the abilities center and even the shopping malls!

Submitted by Kelly Poulin



// WHEN WE STUMBLE WE LEARN
EVERYONE SHOULD HAVE THE RIGHT
TO MAKE MISTAKES //

Malia Carlotta



The greatest mistake a
person can ever make is to
be afraid of making one!

Elbert Hubbard

Failure is success in progress. *Albert Einstein*



DEVELOPMENTAL SERVICES REFORM

The Ministry of Children, Community and Social Services will be taking steps over the next 8 to 10 years to make meaningful changes to improve services for people with developmental disabilities, and the people and communities who support them.

They have developed a plan that focuses on people, and not the systems around them. Their plan is informed by leading practices from jurisdictions across the world. They have learned what has been done to make supports more responsive and effective, such as making services more individualized and providing greater choice and flexibility for people and their families.

They have also been informed by many innovations that have happened right here in Ontario – creative and person-centred approaches to helping people live as independently as they can. This includes creative housing solutions and use of technology to promote independence.

VISION

People with developmental disabilities are supported by their communities, support networks and government to belong and live inclusive lives. People are empowered to make choices and live as independently as possible through supports that are person-directed, equitable and sustainable.

“I like the idea that I know what is best for me”. Person with an Intellectual Disability that participated in the Virtual Engagement Session (November 2020)

GUIDING PRINCIPLES FOR REFORM

The MCCSS vision for the future focuses on people and how they can belong in their communities and live meaningful lives. In addition to the vision, the following principles will help guide the work and the plan for reform:

- **People receive support based on their needs** - Greater equity through individualized funding and budgets tied to people's assessed needs.
- **Services build on the strengths of people and supports provided by families, support networks and communities** - Supports complement services available in the community and are culturally appropriate to reflect the needs of Indigenous people, Francophones, and diversity within our communities, while also reflecting regional differences across the province.
- **Supports are person-directed and flexible** - People have more control over directing and managing their funding and supports.
- **Supports are proactive and responsive to people's changing needs across the course of their lives** - Greater focus on early intervention and prevention for people, with supports that are better integrated with other sectors.
- **Services are driven by evidence, outcomes, and continuous improvement** - More emphasis on outcomes and quality services that are responsive to feedback from people using them.
- **Services and supports promote health, well-being, and safety** - Services promote positive health and wellness outcomes and a high quality and meaningful life experience. Supports help address systemic barriers (for example, discrimination, racism, ableism) that prevent people from accessing supports and fully participating in their communities.
- **System is sustainable** - Improving the ability of developmental services to help people now and into the future.

Achieving an ambitious plan takes time. The MCCSS plan will be implemented gradually over 8 to 10 years to make sure they get these changes right and that these changes have a meaningful impact for people and their families.

IMPLEMENTATION PLAN

Immediate Actions (2021)	Take immediate steps to improve existing services and help reduce barriers for people and families.
Strategy Development (2021-2023)	Work with people, families, sector, and Indigenous partners to develop and design elements to deliver on key commitments outlined in the plan.
Implementation and Transition (2024 – 2027)	Test new approaches and ideas and help people and providers to transition to new ways of doing things.
Provincial Roll-Out (2027-2031)	Roll-out changes across the province, with ongoing support for people, families, and sector partners.

Please visit <https://www.ontario.ca/page/journey-belonging-choice-and-inclusion#section-1> for more information.



CANADIAN TIRE JUMPSTART



Thank you to the **Canadian Tire Jumpstart Fund** for their very generous contribution of \$8500 to enable us to create a Virtual Yoga and Dance program for Transitional Aged Youth.

The participants danced, chatted about their days, learned about the benefits of movement and relaxation techniques and yes, they even did the downward dog!

The purpose of yoga is to build strength, awareness, and harmony in both the mind and body, something many could use during these uncertain times of isolation caused by the pandemic.

Since 2005, Jumpstart has helped over 1.1 million children and youth overcome financial and accessibility barriers to sport and recreation to provide inclusive play for people of all abilities.



STRATEGIC PLAN UPDATE

Our Strategic Plan was approved by our members at the AGM in September, and we have already made some good progress on action items. Accomplishments to date include:

- Created a Senior Manager of Operations Position and realigned managers roles
 - Used social media to advertise job vacancies
 - Provided all newly hired employees with EAP information at the time of orientation
 - Met with local MPP's regarding the continuation of Wage Enhancement
 - Created terms of reference for the Diversity, Equity, and Inclusion Committee
 - Conducted an all-staff Diversity, Equity, and Inclusion survey with a 35% response rate
- ➡ To be completed by year end, training priority identified for staff at the Treatment Home

We are off to a good start with this plan with the leadership team and the Board focussed on key outcomes for the agency and the people we support.



USEFUL LINKS!

Developmental Services Ontario (DSO)

<https://www.dsontario.ca>

Family Alliance Ontario

<https://family-alliance.com/>

Journey To Belonging

<https://www.ontario.ca/page/journey-belonging-choice-and-inclusion>

Community Living Ajax Pickering and Whitby

<https://www.clapw.org>



THANK YOU TO OUR VOLUNTEERS

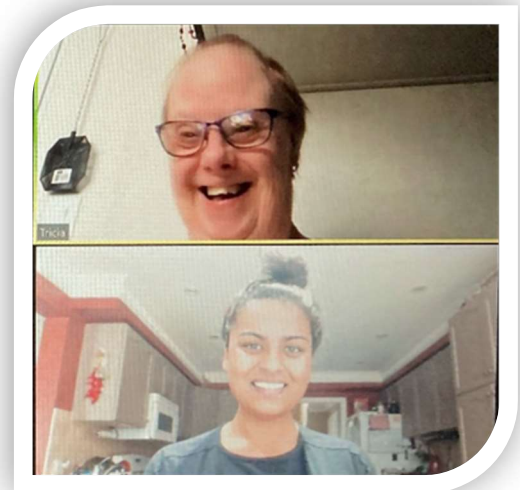


"I was matched with Jessica C on July 21st. We started with zoom meetings at first then met in person to go for a hike and then another time to make jewellery together. Since then, we have gone to movies, went to the Big Apple, out to dinner, and went to the Haunted Walk as well as the Holly Jolly Christmas Drive-Through at Pickering Museum Village. We get together about once a week, and I really enjoy our time together. It's nice to spend time with someone other than my family and friends. Jessica C is a very nice person and it's nice to do things with her."

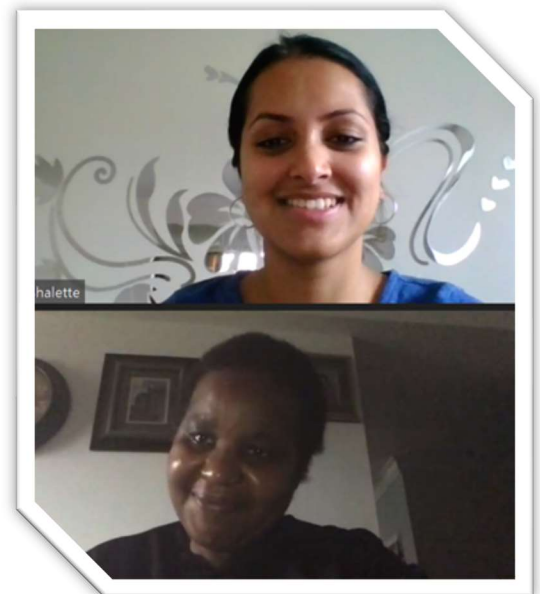
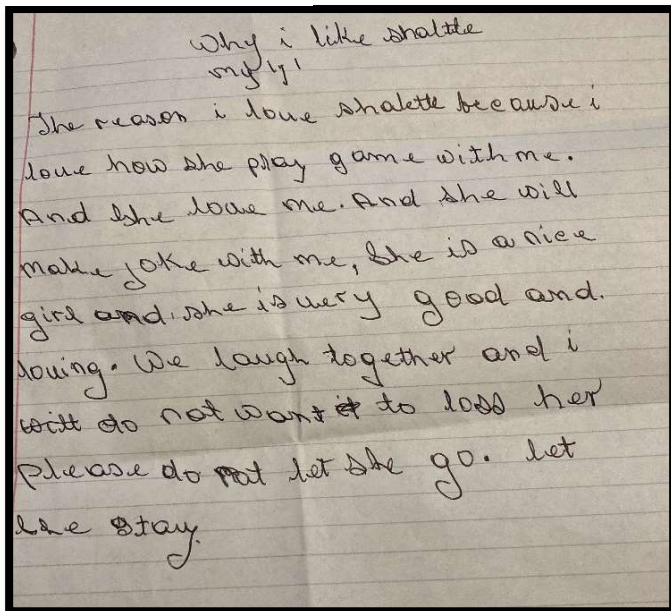
By Jessica Romaniu

"It has been a wonderful experience volunteering for a program that reduces social isolation for Community Living clients. I always look forward to meeting with my match Tricia. During our meetings we engage in fun activities such as playing games and listening to music. I also learned that she is an amazing artist. Tricia has shared many of her paintings with me which is so awesome to see. I am very grateful to be a part of such a great organization and having the opportunity to meet Tricia."

By Thiana Persaud



By Sharon Willis



THE CULTURE CLUB COMMITTEE



A group of CLAPW employees have banded together to create the "Culture Club" Committee. This group is taking steps to enhance the workplace culture. **We know that our biggest asset is the people who work at CLAPW,** and we know how important it is to feel good about the work you do.

The scavenger hunt in September was a big hit with the **Virtually Unbeatable Team** from Volunteer Services taking the trophy this year. The pumpkin carving contest allowed locations to show off their creativity. Kudos to our Forestview location who had the fully branded, winning pumpkin!

We have one main event happening in December- our annual door decorating contest. Watch our Facebook Page and Instagram Accounts for pictures. Are you following us yet?

Thank you as well to our Culture Club who took the lead on offering our virtual holiday party this year. We could not have held this event without their support.

CHEERS FOR PEERS-EMPLOYEES/TEAMS OF THE MONTH

Staff nominated by their peers for putting the CLAPW mission into action!

August

**Peju Thanni
Jennifer Smith**

September

Clarke LB Team

October

Sharon Burgess

November

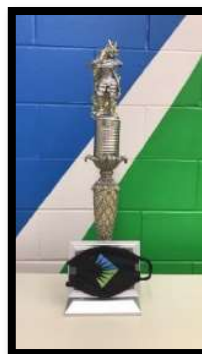
Sam Almeida-Schroen



Scavenger Hunt Winning Team



Scavenger Hunt Trophy



Winning Pumpkin



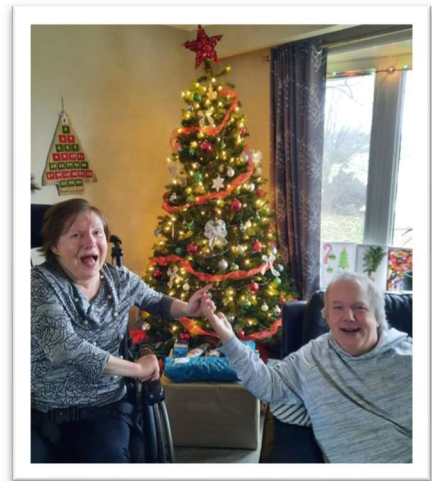
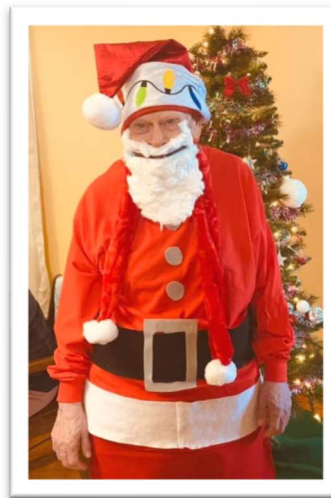
Mission: Community Living Ajax-Pickering and Whitby is dedicated to supporting people with developmental disabilities so they can live full lives and be effectively, safely, and inclusively supported in their own communities. We serve that mission by offering a broad range of personalized supports and services, closely aligned with their individual goals and choice of where they want to live, learn, work, and enjoy their leisure time.

"There is little success where there is little laughter." Andrew Carnegie





2021-A CHRISTMAS TO REMEMBER



As the year ends, we extend our best wishes for a peaceful, joyous holiday season. We thank you, our families, staff, volunteers, and supporters for your ongoing contributions to CLAPW. May the magic & thrill of the holiday season stretch on!

