



CLAPW E-Newsletter December 2020

COVID 19 UPDATE

As 2020 comes to a close, the most pressing factor we have dealt with, and continue to deal with at CLAPW is the **COVID 19 pandemic**. The disruption caused by the virus and many restrictions implemented to keep people safe and well, have been extraordinarily challenging for so many. We recognize the additional strain placed on families, the people we support and our hardworking staff members. It has been a time of great uncertainty and constantly changing information. It is heartbreaking to see the devastating impacts the virus is having within long term care settings and we are thankful that our smaller residential settings provide some protection to the people we support. We realize that many are missing preferred activities including family visits, community outings, day programs and seeing friends.

We extend our **heartfelt thanks** to our dedicated staff members who have continued working throughout the pandemic. They work in difficult conditions wearing face shields and surgical masks for the duration of their shifts. They have increased their cleaning and are responsible to carefully monitor the people they support for COVID symptoms. Many have been re-assigned to new locations. They had to learn technology that was foreign to them. They have shifted from working tirelessly to help people to access the community, to having to restrict people's community access to keep them safe. **This has been difficult** on so many levels.

We worry about our families who have not had access to regular day supports in months. We worry about families who are missing their loved ones who live in one of our residential settings. And of course, we worry about the people we support, who have endured months of restricted activities and may not fully understand the reason for all the changes.

We will continue to be careful and vigilant and take every possible precaution to keep people safe. We **continue to remain hopeful**, even as the case numbers continue to rise, that with better knowledge of the virus and the promise of a vaccination, we will soon be able to put these dark days behind us.



FAMILY SUPPORT GROUP

Throughout 2020 we hosted regular meetings of a family support group called **Families as Partners** thanks in part to partnership funding through a Town of Ajax Impact Grant. Participants heard about trends in the Developmental Services Sector and heard from a variety of speakers. Because of the pandemic we quickly had to move our programming on-line. We welcomed guest speakers and took advantage of other events and webinars previously scheduled by partners. We plan to continue this work and look forward to the day when families can gather in person. In the meantime, we have purchased family facilitation workbooks that we will be sharing with our families soon.

These workbooks created by the Family Voice of Lanark County offer a useful roadmap/process for families to follow when thinking about and planning for a desirable future for their loved one. Arrangements for the distribution of the guides will be made in the new year.



ANNUAL GENERAL MEETING



When we help ourselves, we find moments of happiness. When we help others, we find lasting fulfillment.

Simon Sinek

Our Annual General Meeting was held at the end of September and for the first time ever was held via **Zoom!** The event provided an overview of the 2019/2020 fiscal year. Several staff members received Service Awards ranging from 5-35 years! Our 35-year service award recipients are Ruth Alambo, Chris Bennett, Betty Eteli, Wendy Holliday and Joyce Maguire. 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.clapw.org/files/annualreport2000_0001.pdf



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Message from the Chair of the Board-Joe Visconti



"I can't wait until 2020 is gone!" I am hearing that more and more nowadays as we get closer to the end of the year. It sure has been an interesting and unusual year hasn't it? Of course, contributing to this "unusualness" has been the Covid 19 pandemic which, at this time last year, was not a part of our collective consciousness. Yet, as I look back to the year that our organization has had, there has been **plenty of reasons to be thankful.**

First and foremost, our organization, under the leadership of our ED, Lisa, has, thus far, weathered this Covid 19 storm very well. Our supported people are happy and safe, and we continue to thank Lisa, the managers and the employees of our organization, regardless of your positions, for your efforts and hard work. Please continue to keep up your vigilance and the **great work that you are all doing.**

In September we had our AGM; it was done virtually. It was an excellent meeting. At that meeting, we welcomed Deborah Hastings to our Board and our treasurer, Jerry Rozeluk, reported that we are in very good shape financially. We also honoured many of our valued employees who have achieved a variety of milestones in their careers in terms of their years of service. Congratulations all!

In continuing to inform our members and the friends and relatives of our supported people, I would highly recommend the Ministry's "Value for Money Audit Report for Supportive Services for Adults with Developmental Disabilities" It is directly related to funding for our sector especially as it is related to Passport Funding. Although we have had to pull back on so much this year, including our very popular Christmas Party, with vaccines for the virus on the horizon, **we hope for a better 2021.** To this end, please allow me, on behalf of the Board of Directors, to wish you and your loved ones a happy and safe holiday season!



Message from the Executive Director-Lisa McNee Baker

What a year. It has been so difficult for everyone. The uncertainty, the fear, the constant changing of direction. The loss of enjoyable activities, and the inability to connect with people close to us has been so very challenging.

I think of the families that have been without day supports and respite during these long months. And I know that the next few months, particularly as we endure the winter weather, will not be easy.

And yet, with all the challenges, I have **simply been in awe** of how well people have coped and adapted. Staff, who were not used to using technology have quickly adapted and learned to provide remote support. People we support who have never used technology in their lives, quickly set up email accounts and learned how to "zoom" in order to stay connected.

Our staff members have worked diligently adhering to the COVID protocols to ensure the safety and health of the people supported. Their creativity and passion for helping people to stay active, engaged and happy is truly an **incredible story of dedication and success.** Our leadership team has worked tirelessly throughout the pandemic never losing focus on keeping people safe. They are a remarkable group!

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

Courage is resistance to fear, mastery of fear, not absence of fear. – Mark Twain



WE ARE HIRING!



We are hiring part-time and relief staff to work in our residential location. 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 TRACY CAUGHEY



After 16 years as the Manager of Finance, Tracy Caughey retired on December 10. Tracy has seen many changes at CLAPW and played an important role in revamping the financial reporting process. Tracy is looking forward to becoming a first-time grandmother in February and plans to spend lots of time at her cottage. Thank you, Tracy, for your years of service and happy retirement! **We will miss you!**

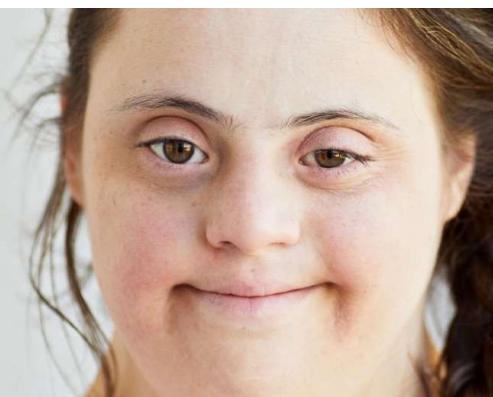
HELLO TO NICOLE LANDELLS

Joining CLAPW as Senior Manager of Finance and IT is Nicole Landells. Nicole is a lifelong resident of Ajax. She was the Director of Finance at the Boys and Girls Club of Durham for the past 17 Years where she worked with multiple provincial ministries and was responsible for HR, Payroll, and in-house IT. Nicole also has worked for H&R Block for many years, including the past six years as an instructor. Nicole is **looking forward to meeting the people** involved in CLAPW. Nicole can be reached at 905-427-3300 ext. 238 or nicole.landells@clapw.org.



LET THE INCLUSION LIGHT SHINE!

we all
need help
it's just
the
amount
that
varies



Diversity is the mix.
Inclusion is making the
mix work. *Andras Tapia*

There is no greater disability in society than the inability to see a person as more. *Robert M. Hensel*



Developmental Services Reform

The Ministry of Children, Community and Social Services (MCCSS) is looking at sector reform. They are conducting an on-line survey in addition to hosting full day sessions across Ontario. **They want to hear your ideas**, comments, and feedback to help them improve supports for people with developmental disabilities across the province.

The survey takes about 45 minutes to complete and will close on December 31, 2020.

You may answer as many of the questions as you want. Once you have answered all the questions you would like to, please click the 'Submit your answers' button at the bottom of the page.

From the MCCSS Website "The Government of Ontario is looking to improve supports for people with developmental disabilities to help them live with a greater sense of belonging in their communities. This means making it easier for people to get the supports they need when they need them. This means making the service system better — more streamlined, responsive, flexible and, most importantly, focused on positive outcomes for people."

The link to the MCCSS website is below. Have a look and see what they have learned so far. Take some time to offer your thoughts and suggestions.

<https://www.mcss.gov.on.ca/wp/en/programs/developmental-services/discussion-guide-ds-reform-engagement/>

THANK YOU!

We extend our **sincere thanks** to the Town of Ajax for their \$4000 COVID 19 grant which is enabling CLAPW to create food hampers and prepare healthy meals for people living in our Supported Independent Living Program and residential locations.

Watch the fun-filled announcement by following link below.

<https://www.facebook.com/myajax/videos/1083764352086823>



Mmmm, mmmmm good!



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USEFUL LINKS

211 Ontario

<https://211ontario.ca>

DDSB High-School Transition Website

<https://bit.ly/DDSBLifeBeyondHS>

Family Alliance Ontario

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



THANK YOU TO OUR VOLUNTEERS



Natalie has been helping out in the card making group with individuals involved in CEP. They have been making cards for seniors and soldiers for Christmas. She also has been matched with an individual 1:1 meeting weekly to play games or bake.

Sarah volunteers on Thursdays helping with virtual programming over Zoom. She also spends 1:1 time each week with Maureen.



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.



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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.

We have two events happening in December. A door decorating contest. Christmas doors will be judged on-line through our agency Facebook page. (are you following us yet?) Voting will run from December 18-21.

On December 18th at we are hosting a virtual paint night for our staff members, on zoom! Program manager Lena Reilly will be teaching staff painting techniques. The plan is that everyone participating will create a lovely snowman painting. All staff are welcome. RSVP by December 16 to cultureclub@clapw.org

CHEERS FOR PEERS-EMPLOYEES/TEAMS OF THE MONTH

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

September

Janice Rainey-Turpin

Applewood Team

October

Deborah Joseph

CPP Team

November

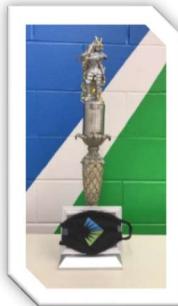
Karen Osborne

CEP Team

Scavenger Hunt Winning Team



Scavenger Hunt Trophy



Best Decorated Face Shield



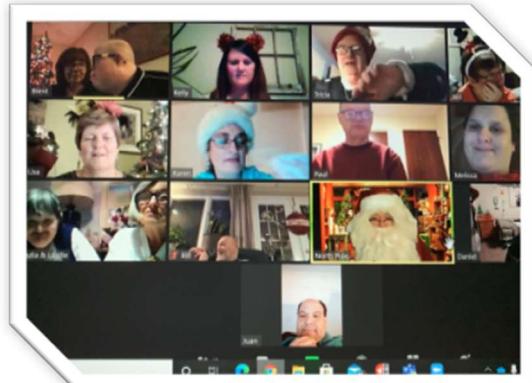
Mission: Community Living Ajax-Pickering and Whitby is dedicated to supporting people with developmental disabilities so they can live full lives and be effectively, safely and inclusively supported in their own communities. We serve that mission by offering a broad range of personalized supports and 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*





2020-A CHRISTMAS TO REMEMBER





As the year comes to a close, we extend our best wishes for a peaceful, joyous holiday season. We thank you, our families, staff and supporters for your ongoing contributions to CLAPW. Whatever is beautiful. Whatever is meaningful. Whatever brings you happiness. May it be yours these holidays and throughout the coming year. May the spirit of love gently fill your hearts and homes. In this loveliest of seasons may you find many reasons for happiness.

Merry Christmas!

