

# CLAPW NEWSLETTER

DECEMBER  
2023

As the holiday season enters full swing, we wanted to share a few highlights regarding the many happenings at CLAPW. It has been a fantastic year! Throughout this newsletter you will read about accomplishments and new initiatives. You will see pictures that highlight the impact our donors and funders have had on the work we do at CLAPW.

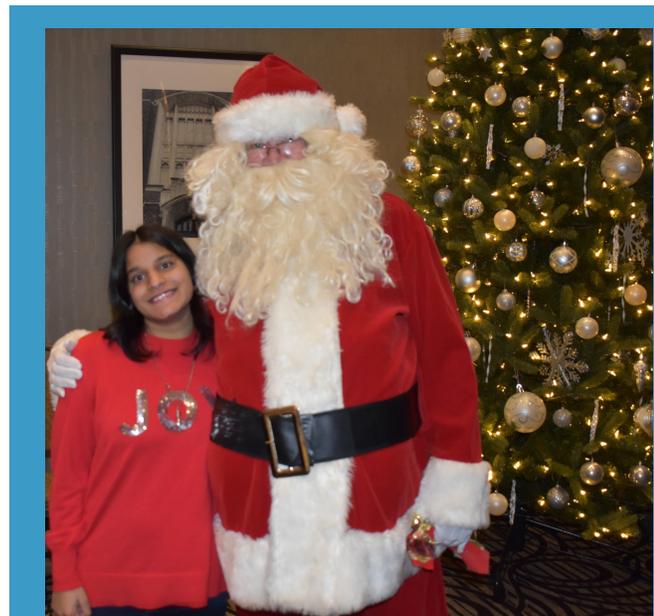
You will see pictures that demonstrate our growth as an agency as we accept awards in recognition of the way we deliver services. We have also included some information about the "Five to Survive" campaign that Community Living organizations have launched with outreach to the provincial government. We need the province to invest in the Developmental Sector so we can meet the ever-increasing demand for our services.

You will see a brief update on our Strategic Plan and of course, you will see a lot of pictures of people getting out and enjoying all the community has to offer.

I continue to be amazed and appreciative of the many ways that our incredible staff members help people to live good, full lives. I also extend heartfelt thanks to our leadership team who have endured several changes this past year. I am excited about the future for CLAPW. We have a strong Board of Directors, outstanding volunteers, an energetic and passionate Leadership Team and dedicated and compassionate Direct Support Staff. We are set up for success!

Happy holidays! Sending you love, light, and laughter for good memories and a bright and healthy 2024.

*Lisa McNee Baker*



## MISSION

Community Living Ajax-Pickering and Whitby are 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.

## VISION

Community Living Ajax-Pickering and Whitby envision a society where everyone belongs – living in a state of dignity, sharing meaningfully and safely in all elements of community life, and having opportunities to participate effectively. In our future vision, there is genuine inclusion for all.

## VALUES

Honesty, Integrity,  
Transparency, &  
Accountability



## ACCESSIBILITY AWARD

### EMPLOYMENT PROGRAM RECEIVES ACCESSIBILITY AWARD

The Town of Ajax nominated the Supported Employment Program for a Regional Accessibility Award.

Representatives from the town of Ajax worked closely with our supported employment staff on the recruitment and employment of people involved in our Supported Employment Program to work on the municipal election.

The Town was impressed with the level of support provided and the professionalism of our Supported Employment Staff. The town also welcomed an individual from our Supported Employment Program to their Accessibility Program. Eric and Siobhan, Employment Direct Support Professionals were on hand recently at the Region of Durham Headquarters to accept the award.

We are very proud of our Supported Employment Team.



## COMMUNITY LIVING ONTARIO INNOVATION IN ACCESSIBILITY AWARD

Executive Director Lisa McNeer Baker was very proud to accept the innovation in accessibility award from Community Living Ontario on behalf of CLAPW. CLAPW was recognized for our efforts to provide excellent support to people including end of life care. It isn't easy to provide this type of care. Thank you to our Direct Support Staff and Managers who demonstrate so much compassion, dedication and competence. And, thank you to Doug Cartan of "Seniors for Social Action Ontario" who nominated us.



Check Out Our  
Interview with AMI  
on **The 2023 Inspiring  
Possibilities Awards  
& Recipients**

AVAILABLE NOW ON



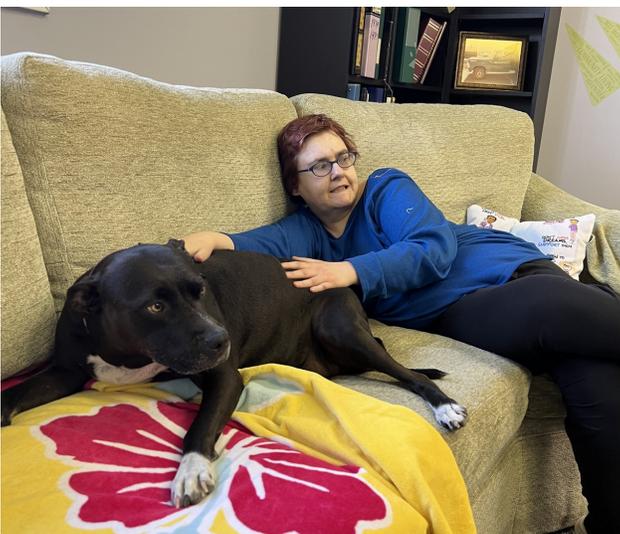
COMMUNITY LIVING  
Ontario **70** AMI

### From the Acceptance Speech

“I accept this award on behalf of our amazing Direct Support Professionals who really do the heavy lifting. It’s so inspiring to see how they work with people who are nearing the end of their lives. It’s not enough that we have the philosophy that we want to take this approach; our staff have to put it into action. I am so very proud of them and I accept this award on their behalf.”



“The closest thing to being cared for is to care for someone else.” – *Carson McCullers*



### PUPPY LOVE

There is just something so relaxing about a quick cuddle with an adorable pooch. We have been lucky at Head Office to have frequent visits by Miss Molly who loves nothing more than hanging out in our lounge. Lisa B. was happy to curl up next to Molly and give her some TLC and attention. Thank you Julie S. and Molly for the visits!

# STRATEGIC PLAN UPDATE

We are entering the final phase of our three year strategic plan. Given that this plan was created and implemented during the Covid 19 Pandemic, we are very pleased with our many accomplishments.

## Key Achievements

- Transformation of day services
- Addition of evening and weekend supports
- enhanced staff training focusing on rights, relationships, community access and system reform
- addition of a Case Manager to provide enhanced family supports with a focus on future planning
- creation of a family group
- expansion of the Host Family Program
- increased advocacy with regional and provincial elected officials
- leadership around housing initiatives and increased partnerships with housing experts in Durham
- increased brand recognition and increased community partnerships
- diversified funding sources including grants and donations

## What's Next?

We will continue to wrap up the current plan which will take us to early summer of 2024. We will begin the work to create a new plan to guide our work from Summer 2024 for the next several years. Would you like to be involved? Please reach out to Executive Director Lisa McNee Baker @ [Lisa.mcneebaker@clapw.org](mailto:Lisa.mcneebaker@clapw.org) or Committee Chair Denyse Newton at [Denyse.newton@clapw.org](mailto:Denyse.newton@clapw.org)

We want to ensure that all stakeholders have a voice in the creation of our next plan.



# HEROES Self-Advocates

Four members of the HEROES Self Advocates group attended the Community Living Ontario Conference in Ottawa in September.

They learned a lot about the advocacy movement and met many people from right across Ontario who themselves serve as self advocates. Their attendance at the conference was made possible in part due to a Mayor's Grant from the Town of Whitby.

In December members of group attended the Durham College Holiday Market Program. They were invited by DSW Program students to assist with the "Spread the Word to End the Word" Campaign. It was great event and it was nice to connect with friends from Community Living Durham North. We appreciate the work being done by DSW Students.



## We Will Remember

**John B. 1939-2023**

**John B was supported by CLAPW since May 1985. He lived for many years on Cochrane Street in Whitby.**

**He was a quiet gentleman who enjoyed his motorcycles, 50's & 60's music, old tv shows and above all the Christmas season.**

**In fact, as John was carving the pumpkin for Hallowe'en in October, he asked that the Christmas tree be put up. Of course, the amazing team at Cochrane was only too happy to make this happen.**

**John was well cared for by the Cochrane team and will surely be missed by those who knew him. A celebration of life will be held at a later date, details to follow.**

**Rest easy John B.**



# GALLERY



# FAMILY GROUP

**Families are the compass that guides us. They are the inspiration to reach great heights, and our comfort when we occasionally falter. Brad Henry**



At the CLAPW AGM in September we introduced the start of a Family Support Group. This group is made possible through a grant from the Ontario Caregiver Organization.

My name is Sylvia Thornton and I have a son Brent, who has Down Syndrome. Brent will be 39 soon and being a single parent of an intellectually disabled adult, I find myself worrying more about his future and what that might look like. I have taken the role of lead parent of this group and I have the immense pleasure of having CLAPW employee Wendy Holliday working with me to investigate topics of interest that we can all share.

Wendy is starting her 39th year working for Community Living, so her wealth of experience is vital to the rest of us in learning how to prepare for our loved one's future.

The topic of our first meeting was "What Happens if Something Happens to Me?" This is certainly a subject we all think of as we age. At our second meeting which was held on Nov. 20, we had Sue Pereira from DSO (Developmental Services Ontario) who gave a great talk about Housing Navigation.

In December I will send out information regarding Family Respite. If you currently don't have respite, then this topic should be of great importance to you.

On **January 24 in the evening** there will be a virtual family forum with presentations from Partners For Planning, Microboards Ontario and The DSO who will present on re-assessments. Mark you calendar now and watch for further details.

**If you are interested in joining our family group, feel free to email me at [sylviathornton99@icloud.com](mailto:sylviathornton99@icloud.com)**



# DOWTY ROAD MAKEOVER

We are thrilled with the most recent renovations at our Dowty Location. With funds provided by the Ontario Trillium Foundation we have added windows on the west wall of the main programming area. These windows really brighten up the space and allow for cross flow of fresh air. With funding provided by MCCSS we were able to renovate the front entrance of the building making it more accessible.



# VOLUNTEER PROGRAM



Volunteer Services has been recruiting and onboarding volunteers and hosting college students at a steady pace this Fall. We are starting three volunteers this month and have two that have started the onboarding process. We will be working with the Team Lead at Dowty to create some new roles for both volunteers and students for the New Year. Presently, we have twelve students in placement at CLAPW, at various locations, from Durham College, Humber College, and George Brown College. We are currently recruiting and onboarding students for next semester and expect to have 10-15 ready to start their placements in January 2024.



We also sat on the Durham Region Association for Volunteer Administration (DRAVA) Volunteer Fair Planning Committee and co-facilitated hosting a Volunteer Fair in September. We had a great turn out for our first year and hope to host annually at different Durham Region locations.

We nominated our awesome volunteer, Taylor, for the Ajax Community Awards this year and we were just notified that she won an award for 2023. She will be presented with the award on December 13th at the Audley Community Centre. Congratulations Taylor! Thank you for your time and commitment to our mission at CLAPW.



The Ajax Community Awards: this is an opportunity to express appreciation to the many individuals, groups and businesses who are helping to create a community where people feel a sense of belonging and responsibility to each other and are active participants in its development. If you are interested in volunteering at CLAPW, please contact Sharon Burgess at [sharon.burgess@clapw.org](mailto:sharon.burgess@clapw.org) or call 905-999-6718.

# HOLIDAY PARTY

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## THANK YOU!

Thank you to our incredible volunteers who organized our Holiday Party.

Special thanks to Sylvia Thornton and Janice Rintoul who worked their magic on the raffle table. So many beautiful items were up for grabs! Thanks to our sponsors and to the 208 people who purchased tickets to this annual event.

Our first big gathering since 2019 and we made up for lost time! **Mark your calendars for November 22, 2024!**

## SPONSORS



# 5% To Survive



The DS sector, funded by the Ministry of Children, Community and Social Services (MCCSS), and the individuals they serve are facing critical challenges. Instability in the sector requires the government's immediate attention.

Funding is not based on actual costs. With inflation, the cost of operating an agency has increased, while funding has not. Base funding increases are not keeping pace with inflation.

Community Living organizations are advocating for an immediate 5% increase in Developmental Service agencies' base funding to respond to a sector in crisis.

And we request an immediate corresponding increase in Passport Funding as well as Special Services at home (SSAH) such that people with intellectual disabilities and families can continue to access cost-effective, community-based services.

**Please reach out to your MPP to share this message.**

**Pickering** MPP Bethlenfalvy  
peterbethlenfalvyco@pc.ola.org

**Ajax** MPP Barnes  
patrice.barnes@pc.ola.org

**Whitby** MPP Coe  
lorne.coeco@pc.ola.org

**Minster of Community and Social Services**  
Michael Parsa  
michael.parsa@pc.ola.org



## LEGAL TIPS FROM POORAN LAW

### DO I NEED A POWER OF ATTORNEY?

A Power of Attorney is a legal document that allows someone else to act on your behalf, should you become incapable of: (1) managing your property or your finances, or (2) making decisions with regards to your personal care. It's important to have Powers of Attorney for Property and for Personal Care so you can ensure that someone you trust is making decisions on your behalf in the event you no longer have the capacity to do so.

A continuing Power of Attorney for Property comes into effect as soon as it is signed and witnessed. It allows someone you name (known as an "attorney") to assist you in managing your finances, or in handling your finances if you become incapable of doing so. An attorney may do your banking, sign cheques, buy or sell real estate, or purchase consumer goods. An attorney cannot create or change a will.

A Power of Attorney for Personal Care allows you to name someone to make decisions regarding your personal care and to ensure that your personal care decisions are respected in the event you become mentally incapable in the future. This person is called your "substitute decision maker." Your chosen substitute decision maker will be able to make personal care decisions related to your health care and medical treatment, diet, housing, clothing, hygiene and safety. For more information or to make an appointment to discuss the preparation of a Power of Attorney for Property and/or a Power of Attorney for Personal Care, [contact PooranLaw](#) today.



## Volunteering at the Kids Safety Village in Whitby

### ANNUAL GENERAL MEETING

The Annual General Meeting held at the end of September was a great success. We said farwell to Directors Joe Visconti and Karen Chartier who both completed their second three year term. We thank them for their guidance and leadership.

We were pleased to welcome three new Board members: Denyse Newton, Julia Seaton and Philomina Jose. These three new Directors join Jackie Stewart (President) Wendy Odell (Vice President) Robert Palmer ( Treasurer) Amber Smith (Secretary) Directors Sandra Harding, Sylvia Thornton.

At the meeting we had an excellent presentation by Pooran Law on Wills and Trusts, Micro Boards, and Consent and Capacity.

### HELPFUL LINKS

#### Developmental Services Ontario

<https://www.dsontario.ca/>

#### Journey to Belonging

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

#### Pooran Law

<https://pooranlaw.com/>

## FAREWELL TO RETIRING STAFF



**Janice Reesor**



**Nancy Anthony**



**Brad Putnam**



**Ann Middlebrook**

## HELLO, GOODBYE!



**Shannon Shepherd**



**Samantha Kanhai**



**Dana Sullivan**



**Peju Thanni**

We have had a number of changes to staff in leadership positions at CLAPW the past few months. After five years of service Shannon Shepherd our Manager of HR moved to a new organization closer to home. We thank her for her support over the past years of many changes at CLAPW.

Joining our leadership team as HR Manager is Samantha Kanhai. Samantha began her new role on November 20th and has hit the ground running! Welcome Samantha! And welcome to Dana Sullivan who has joined the team on December 11th as our Administrative/Communications Assistant.

Also a big welcome to long-time employee Peju Thanni who has accepted a position of Accommodation Supports Manager.



## ANCIENT FOREST

**Written by Susan Passmore, Caroline Brooks and Kerri Ough of *The Good Lovlies***

Wandering to ancient forests,  
Knee deep in December's untouched  
snow,  
No winter wind to break the silence,  
Stillness of pines these woodland giants.

Brush past the heavy boughs and shake  
them out,  
Making diamond dust, in the frigid air,  
Step carefully now across the bridges,  
Still early the creek, is frozen thin.

I am listening to the silence,  
Of the winter wood,  
Crisp, is the air that carries the creaking,  
As we go our way unspeaking.

<https://www.youtube.com/watch?v=q2lWcSx05t0>

## OUR APPRECIATION

During the busy holiday season we have many individuals and organizations that step forward to provide additional support to ensure that people connected to CLAPW enjoy a good Christmas. Often these good deeds and acts of kindness are done quietly and without too much fanfare. The need has never been greater for many.

Please know we appreciate all the support we receive.

**Best wishes for a happy, healthy holiday season!**

