



MISSION ACCOMPLISHED



MUNICIPAL ELECTION 2022

On Oct 24th Sharon and Andy were hired for the day by the Town of Ajax as **E Vote Officers** for the Municipal Elections.

There are hundreds of people required to support municipal elections and Sharon and Andy were pleased to contribute. The Town of Ajax enabled voters to submit their ballots electronically and it is with this process that Andy and Sharon worked.

They did a great job and were asked if they would like to be involved in future Elections.

They both said "yes" and look forward to being hired again as they enjoyed the day and enjoyed serving in this important role.



Michael had a dream of going to Fan Expo to meet his idol. He did it in style! Arriving by stretch limousine, staying at the Royal York, a trip to the Ripley's Aquarium and two full days of Fan Expo! But the highlight without a doubt was meeting **Robert Englund** also known as Freddie Krueger from Nightmare on Elm Street.



LIFE BEYOND HIGH SCHOOL EVENT

Once a year the Durham District School Board holds the **"Life Beyond High School Event"** and Siobhan and Nancy of our Supported Employment Program were happy to attend. Families of young people who have intellectual disabilities and are currently in high school are invited to learn about options after high school. There were fifty agencies/service providers on hand to provide information and options to the families in attendance. Supported Employment is often a preferred course of action for young people and CLAPW was pleased to be on hand to help families learn about the various options after high school.



Message from the Executive Director-Lisa McNee Baker



As we prepare to say goodbye to 2022, I want to reflect on some of the wonderful things that have happened at CLAPW. Once again, this year, under the leadership of Sharon Burgess we have had tremendous success with our volunteer program, with an inspiring second year evaluation. Here is the link to the report on our website. <https://www.clapw.org/files/CLAPWReducingSocialIsolationReport-Year2-2021-22-2.pdf>

Our Community Participation Program is thriving! We have so many excellent volunteer opportunities and people are exploring all the community has to offer. The vegetable garden was hit again this year and our gardeners made salsa and pickles for themselves and families to enjoy. People feel good about reconnecting with friends and **learning new skills** and going on adventures. The trip to a Blue Jays game was a HUGE hit. We have welcomed many new staff members to the fold of CLAPW and appreciate the many ways they contribute.

After a fairly normal summer with events and opportunities to gather outside we are once again faced with the challenges brought by COVID 19. It is challenging, but our staff remain resolved to do their part to not only keep people safe but help them to **flourish despite the restrictions**. 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 and healthy holiday season.

Message from the Board President-Jackie Stewart



As I write my first message for the Newsletter, I can't help but reflect. I was almost thirteen when my sister Tricia was born. I remember very clearly being told "She has Down syndrome and won't grow up like other children." I also remember being told it wasn't likely she would live past her teens, but we would love her and have her as part of the family for as long as we could. Tricia is about to turn fifty-seven!

My father set a great example for me, as not only was he President of this board, but he was also involved with Community Living (and its predecessors) from the time Tricia was born. Our entire family had involvement, and I previously sat on this board for 3 years. So, it isn't surprising for me to be thrilled to take on the President's role also.

As we are getting close to winding down this year, another year of COVID has occurred. Our sincere thanks and appreciation to our amazing leadership team and our dedicated and hardworking employees who have endured the challenges that COVID brings.

The AGM was virtual, and we seem to be getting used to this style as it again went very smoothly. We said goodbye to our esteemed board members, Bernie Cork, David Sudbury, and Lucille Curl, and welcomed Sylvia Thornton, Jasmine Parmar, Shauna Moore, and Amber Smith.

Our Christmas party will once again be virtual, on December 16th and a lot of thanks go out to the planning committee.

As we look forward to the upcoming holiday season, please accept sincere wishes for happy and healthy festivities, from the board and me.



YARD SALE THANK YOU

We extend our sincere thanks to board member **Sylvia Thornton** for her outstanding efforts to organize a HUGE Yard Sale in late July. The event, held at Westminster United Church in Whitby was a tremendous success raising \$2500. We had several vendors, including people supported by CLAPW who were able to sell their handiwork, crafts and treasures. Funds raised will be used to offset costs at our first BIG agency wide in-person gathering.

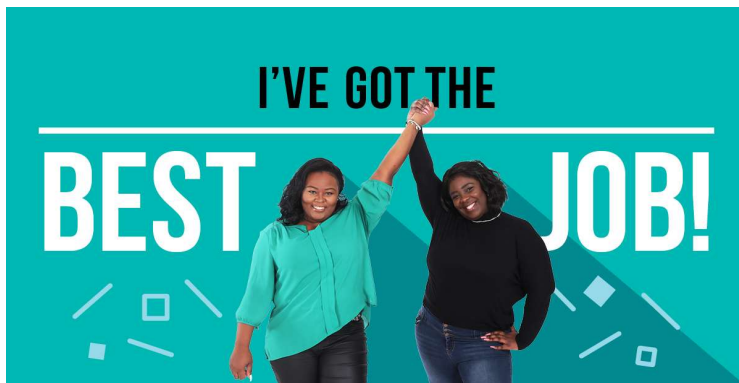


KNIT HAPPENS!

Sharon demonstrated loom knitting to a craft group at the Ajax Library in September for approximately 15 crafters. Our vision is **"inspiring dreams, possibilities, and inclusion."** This is exactly what happened as Sharon demonstrated her **gifts and talents**, with great confidence.



WE ARE HIRING!



We are hiring part-time and relief staff to work in our residential locations. Please send your 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

We said farewell and **THANK YOU** to some long-serving staff members who have retired this year. Thank you to Gail Riley from our Community Participation Program and to Olive Rashid and Imogene Campbell from our Group Living Services and Leanne Domonkos from our Supported Independent Living Program. Each of these women have contributed to the success of CLAPW and will be missed. Fun fact, together these women have amassed **95 years of service** to CLAPW. We appreciate them and wish them every enjoyment in their next chapter.



VOLUNTEER SERVICES

Volunteer Services is in the final year of our three-year Trillium Grant. The Purpose of the Trillium Grant is Matching volunteers with the individuals we support to reduce isolation & increase engagement in the community. We have had many successful 1:1 matches, pairing individuals with volunteers to meet in-person or virtually.

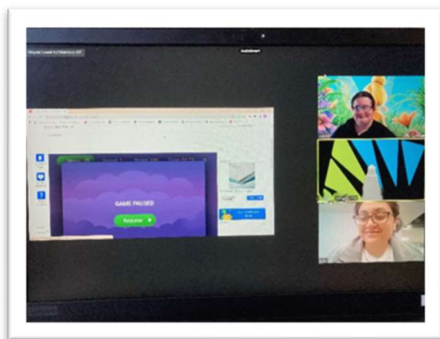
We are thrilled that our volunteer team of Ajax Volunteers have been selected as the **recipients of the Accessibility Award for the 2022 Ajax Community Awards**. The Ajax Community Awards is an opportunity to express the Town's appreciation to the many individuals, groups and businesses who are helping to create a community where people feel a sense of belonging and responsibility to each other and are active participants in its development. What an honour!

We have also had some of our volunteers move on to secure jobs or be accepted into Masters' Programs, supported by a reference from our Volunteer Services. Congratulations to Hamad, who was just hired at CAMH aided by his volunteer experience at CLAPW. We also have three volunteers applying to Medical School, **fingers crossed!**

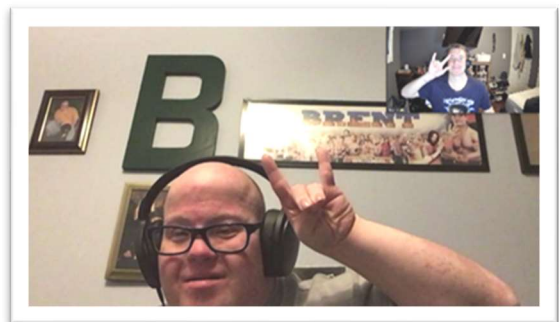
We have attended the following Volunteer Fairs in 2022: Ajax Volunteer Fair, Ignite Volunteer Fair, Trent University and York University. This Fall, we have onboarded 17 Best Buddies @ Trent U. This partnership brings us volunteers that will enhance our virtual activities and 1:1 matches. They have started creating Zoom groups for games, music, Bingo and more. For more information on these groups, please contact sharon.burgess@clapw.org

We are also looking for volunteers to paint the hallway and two offices @ 177 Dowty Road on Saturday, December 3rd 9am-12pm. If interested, please contact sharon.burgess@clapw.org. You know what they say; many hands make light the work!

Submitted by Sharon Burgess



Crystal and Esha meeting since March 2022



Brent and Ryan meeting since January 2022

"Life's most persistent and urgent question is, What are you doing for others?"
Martin Luther King, Jr.



Follow Us On



ANNUAL GENERAL MEETING



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

Our Annual General Meeting was held at the end of September via **Zoom**. We had a fantastic presentation from Katie Deering of Cooperators and Sandy Deering of Advocis Financial Advisors Association of Canada on financial considerations for people with intellectual disabilities. Find the slide presentation here <https://www.clapw.org/files/RDSPDCTFSADEERINGCOOPERATORS.pdf>

Thirty staff members received **Service Awards** ranging from 5-35 years! Our 35-year service award recipient was **Cindy St. James**. What an incredible milestone!

We welcomed several new board members and are pleased to have Jackie Stewart serving as Board President. Check out the board member biographies here <https://www.cl-apw.org/site/board-of-directors>

LET THE INCLUSION LIGHT SHINE!



be kind



Small Kindnesses

I've been thinking about the way, when you walk down a crowded aisle, people pull in their legs to let you by. Or how strangers still say "bless you" when someone sneezes, a leftover from the Bubonic plague. "Don't die," we are saying. And sometimes, when you spill lemons from your grocery bag, someone else will help you pick them up. Mostly, we don't want to harm each other. We want to be handed our cup of coffee hot, and to say thank you to the person handing it. To smile at them and for them to smile back. For the waitress to call us honey when she sets down the bowl of clam chowder, and for the driver in the red pick-up truck to let us pass. We have so little of each other, now. So far from tribe and fire. Only these brief moments of exchange. What if they are the true dwelling of the holy, these fleeting temples we make together when we say, "Here, have my seat," "Go ahead—you first," "I like your hat."

Danusha Lameris



FLOURISHING



How we spend our days is, of course, how we spend our lives.

Annie Dillard



Follow Us On



Financial Literacy Program offered by Community Living

Contact Kelly Poulin for more information:
kelly.poulin@clapw.org



As usual, things are everchanging in the Community Participation Program!

We have been given a \$20,000 grant from CIBC to be used to help improve financial literacy for the people we support. We are still in the early planning stages of this exciting opportunity, but we can share this much; It will be a skills-based learning experience that will promote independence and a deeper understanding of all things finance. We are striving to do something a little different with this initiative and intertwine it with our strategic plan by offering this during untraditional hours of service....stay tuned for more information and how to sign up in the New Year!

Submitted by Kelly Poulin

LEGAL UPDATE

Guardianship is no longer a barrier to accessing Family-Managed Home Care (FMHC) funding. The Ministry of Health (MOH) has officially updated the definition of "Substitute Decision-Maker" in its FMHC Program Specifications to include: ***"an individual managing Ontario government funding from the MCCSS specifically from the Passport Program, Ontario Works, and/or the Ontario Disability Support Program on behalf of the Client who is an adult."***

Together with Community Living Ontario, Pooran Law had been advocating for changes to the MOH policy for over three years. This change took effect on Thursday, September 1, 2022, and is great news!

Guardianship applications involve an extremely lengthy, usually permanent, expensive legal process in which a court appoints someone to take over the property-related decisions of a person who has been found incapable of managing their own property. A guardian of property is authorized to manage and make decisions concerning a person's finances, income, investments, benefits and funding. Because guardianship restricts a person's decision-making rights, typically for the rest of their life, the law requires that guardianship only be approved as a mechanism of last resort.

WHY IT MATTERS

Requiring guardianship as a precondition to receiving funding should require robust justification, given that it strips people of their decision-making rights, impacts their dignity and limits their voice.

Pooran Law concluded that making FMHC funding entirely contingent on relinquishing one's legal rights is contrary to the *Substitute Decisions Act*, the *Patient Bill of Rights*, the *Ontario Human Rights Code*, the *Canadian Charter of Rights and Freedoms*, and the *UN Convention on the Rights of Persons with Disabilities*.

The expanded definition of Substitute Decision-Maker in the FMHC Program Specifications will enable more people and their families to obtain or maintain much-needed supports. By recognizing a broader range of decision-makers, the MOH has implemented a less restrictive course of action that is consistent with our legislative framework and our human rights obligations, domestically and internationally.

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.

The VISION is—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.

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
- **Supports are person-directed and flexible** - People have control over 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; supports are 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.
- **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. Please visit <https://www.ontario.ca/page/journey-belonging-choice-and-inclusion#section-1> for more information.

WANT TO HEAR MORE?



On Wednesday January 25 from 6:30-8:00 Durham Region Developmental Service Agencies are hosting a **Virtual Family Forum**.

<https://us02web.zoom.us/j/89096763276?pwd=c21uTjJlCRldXeUZUUUp1WXZVTyt1dz09>

Topics covered will include a presentation from MCCSS representatives on **Journey to Belonging**. As well there will be presentations from Developmental Services Ontario, Adult Protective Services Worker Program, and a presentation from Durham Family Resources on an existing, dynamic Family Group that helps families plan for the future.

More details will be available soon, but please mark your calendar for **Wednesday January 25, 2023, from 6:30-8:00**.



CONGRATULATIONS TO LORI!



Congratulations to Lori M. who recently celebrated 18 years of employment with Canadian Tire in Pickering. When asked what she enjoys most about her work Lori said she really enjoys her interactions with the customers and likes to spend time chatting and socializing with her co workers.

She enjoys the independence her work gives her as well as the extra money.

WE WILL REMEMBER



Shirley S.

1955-2022

Since our last newsletter we lost Shirley, a woman who had been connected to

CLAPW for decades. Shirley loved music (especially Elvis), the Ghostbusters, practical jokes, swimming, double-double coffee, cats and Christmas.

Shirley leaves behind a loving family, good friends, kind housemates and a wonderful team of support staff from our Harman location.

STRATEGIC PLAN UPDATE

We are into year two of our strategic plan and we continue to make good progress on action items.

Accomplishments this year include:

- Created nine new community volunteer placements
- Created 81 1:1 Volunteer matches
- Attended 12 Board of Trade and Chamber events to promote the CLAPW Supported Employment Program
- Provided virtual programming two nights a week and on weekends
- Developed a mentoring program for new employees
- Increased staff training hours for newly hired employees
- Created wellness tools/resources for employees
- Shared information about system transformation with families via the agency newsletter
- Improved communication with families receiving individualized funding
- Improvement of back-office functions including payroll and Financial Accounting

We continue to make good progress on 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>

Journey To Belonging

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

Pooran Law

<https://pooranlaw.com/>



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 **Dream Team 2.0** taking the trophy this year. This is the second win for the Dream Team 2.0 who most definitely play to win!

We have two main events happening in December- our annual door decorating contest and new this year an **Online Fundraising Auction-the 12 days of Christmas**. Watch our Website Facebook Page and Instagram accounts for ways to get involved in the auction and for pictures of our activities. You are following us, right?

Thank you as well to our Culture Club who are taking the lead on offering our virtual holiday party this year. We could not hold 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!

July

Marie Smail

August

**Samantha Stewart
Forestview Team**

September

**ADP Implementation
Team**

October

**Diana Staneslow
CPP Team**

Scavenger Hunt Winning Team



Scavenger Hunt Trophy



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.





VIRTUAL CHRISTMAS PARTY



NEW THIS YEAR! A MAGIC SHOW BY BEYOND THE WAND!

Santa Christmas Party

Christmas Trivia *Amanda Sings*

Zoom Link:
<https://us02web.zoom.us/j/89381565849?pwd=SWJ6S21hcENGWVW5JOWFTWjBuZVRMZz09>

December 16th 7pm-9pm

RSVP:
Janice.reesor@clapw.org
BY DECEMBER 09/22



"There is nothing in the world so irresistibly contagious as laughter and good humour." **Charles Dickens**



WHATS GOING ON



The Community Participation Program has a

MITTEN TREE!

Please help us by donating new and gently used mittens, gloves, toques and scarves to help us keep heads and hands warm this winter!

All donations will be hung on the Mitten Tree & then donated to a Charitable Organization!

Donations accepted until December 21st



DURHAM REGION FAMILY FORUM VIRTUAL EVENT



JANUARY 25, 2023

6:30-8:00 pm

- Presentations from the Ministry of Children Community and Social Services
 - Development Services Ontario (DSO)
 - Adult Protective Service Worker Program
 - Durham Family Resources

Participating Agencies: Community Living Ajax Pickering and Whitby, Community Living Oshawa Clarington, Community Living Durham North, Participation House Durham, Christian Horizons Durham, Kerry's Place Durham, Durham Family Resources, DSO, APSW Program Durham, MCCSS

Further Details including registration and login instructions will be available soon

TIS THE SEASON!

DOOR DECORATING CONTEST

IT'S BACK!

The Holiday Door Decorating Contest!

Submit the pictures of your completed door to cultureclub@clapw.org by **NOON on December 16th!**

Did you know that we have a trophy for this contest??

Did you know that there will be a prize for the winning door??

Judging will take place by survey monkey from Dec.17-21!



Brought to you by the Culture Club!

FOOD DRIVE

For Simcoe Hall Settlement House
Drop off to - 177 Dowty Road, Ajax
Last day for collection - Dec. 14, 2022



COMMUNITY LIVING
Ajax-Pickering and Whitby
Inspiring Possibilities

falala



SEASON OF GIVING



As we approach the end of the year, we hope that you will consider making a charitable donation to Community Living Ajax Pickering and Whitby so that we can continue to put our mission into action.

It has never been more necessary to donate, and it has never been easier to do so! Your donation will assist with a variety of activities including community access programs, our volunteer program, summer programming for youth, dances and special events, extraordinary expenses for supported people not covered by ODSP and general operations.

You can make a donation by cheque, cash payment, electronic fund transfer, credit card or by clicking this link <https://www.canadahelps.org/en/charities/ajax-pickering-and-whitby-association-for-community-living/> to take you to our Canada Helps giving page. While there, why not consider a monthly gift to have more of a lasting impact. We are happy to work with you around your gift to ensure that it is allocated to a priority that most resonates with you.

To talk about the easiest way for you to make your contribution please reach to our Finance Manager, Nicole Landells at Nicole.landells@clapw.org. We thank you for your consideration!

12 DAYS OF CHRISTMAS ON-LINE AUCTION

Here's wonderful way to get in some last-minute shopping while supporting CLAPW. Funds raised will off set costs related to our Christmas Party for 2023.

Visit <https://www.32auctions.com/clapw12daysofChristmas> to see the offerings and get bidding! Bidding starts of December 02 at 10:00 am and closes on December 14th at 8:00 p.m. Gifts will be available for pick up 36 Emperor Street on December 15, 16 and 19 from 8:00-4:00. Payment can be made by e-transfer, cash and credit card.



Cassidy + Company

Residential Design Consultants

THANK YOU

Many thanks to our Community Partner Cassidy and Company for a \$2500 donation. [Building Community](#) on Giving Tuesday. #GivingTuesday

THANK YOU

Thank you to our many donors who have supported our work this past year.



May your holiday celebrations sparkle with precious moments of laughter, love, and goodwill. 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!

