

A Note from Lisa

Welcome to the latest CLAPW newsletter. We have had a lovely fall with a summer that just seemed to go on and on. Hard to believe we will be soon gathering with family and friends to celebrate the holiday season. We had a wonderful time at our annual Holiday Party at the Ajax Convention Centre. Special thanks to our sponsors: Pickering Honda, Ajax Hyundai, Durham Region Police Services Board, CSN Bongard Collision Ajax, Alliance, Seamless Care Pharmacy, The Edge, Axis Family Footcare, Wireless Systems Solutions, Cross Durham Home Renovators and Steve and Amanda's No Frills. This event would not be possible without the dedication and enthusiasm of our planning committee: Sylvia Thornton, Janice Rintoul, Lena Reilly, Gene Baker, Chris Bennett, Shaffenna Millar and Ruth James. I thoroughly enjoy working with this enthusiastic group!

Also make sure to mark November 30th on your calendar as the Advocates Alliance Group is hosting a Maker's Market at Dowty that day. This event will run from 9:00-3:00 and Santa will be on hand for pictures from 11:00-1:00.

We were pleased to receive some Partner Facility Renewal funds from MCCSS to repair a deck at our Cochrane location, complete some repairs at Forestview and build a specialized suite at Forestview.

We had two new board members voted in at the Annual General Meeting in September. Shanique Wynter-Linton has assumed the role of Treasurer and Sophie Huang has joined as a director and is a member of the Finance Committee. We said farewell to Jackie Stewart who served as President of the Board for the past two years. We will really miss her.



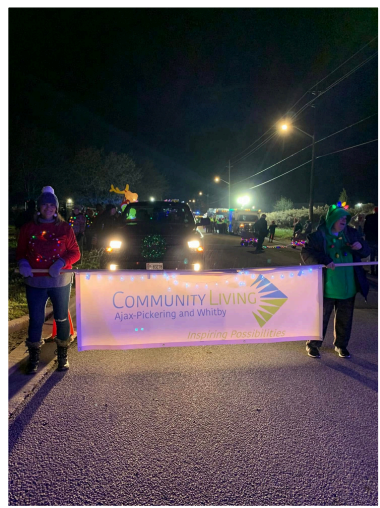
IN THIS ISSUE

- Page 1: A Note from Lisa
- Page 2: A Note from Lisa (cont'd)
- Page 3: Strategic Plan
- Page 4: Strategic Plan (cont'd)
- Page 5: Family Group
- Page 6: We Will Remember, Online Resources
- Page 7: Triumphs: Celebrating Achievements
- Page 8: Supported Employment Program
- Page 9: Gallery
- Page 10: Health and Safety Tips: Preventing Slips, Trips, and Falls
- Page 11: Health and Safety Tips: Preventing Slips, Trips, and Falls (cont'd)
- Page 12: Community Events: Thanksgiving Drive
- Page 13: Community Events: Pumpkin Carving; Halloween Dance
- Page 14: Community Events: Fall Colours Boat Tour, Kingston Penitentiary Trip, Santa's Cottage
- Page 15: Holiday Dinner and Dance
- Page 16: Advocacy Alliance: A Year of Impact and Empowerment
- Page 17: CPP Volunteers
- Page 18: Welcome, Cheers for Peers
- Page 19: CLAPW Volunteer to Receive Town of Ajax Community Award
- Page 20: CLAPW Holiday Market



A Note from Lisa

(Continued from Page 1)



Our Strategic Plan was unveiled at the Annual General Meeting and can now be found on our website. We are putting the finishing touches on our operational plan and will be pleased to begin implementing the various strategies to help us realize our mission and vision.

We welcome a new manager to CLAPW in Accommodation Supports. Allesha Ajodha has joined us and overseeing a few locations. This addition to the team has helped to free up time for our SIL/Intensive Supports Manager who is responsible for a support area of CLAPW that continues to expand. We bid farewell to Jade Markell and welcomed Kaitie Scheuer to the role to assist families with the Passport Needs.

I would like to take this opportunity to extend heartfelt thanks to the many CLAPW employees that will be working over the holidays ensuring that the people we support have a special Christmas/New Year. You've all put in a lot of effort. I hope you can spend some time with those who are most important to you. I am so proud of the quality of supports and services offered at CLAPW. I am excited to see what 2025 will bring. We have new initiatives in the works and continuously expand our services and reach.

May you all have a lovely holiday season and may 2025 bring you joy, good health and plenty of adventure.

~Submitted by Lisa McNee-Baker, Executive Director

STRATEGIC PLAN

CLAPW is Pleased to Present Our Strategic Plan

CLAPW is excited to present our Strategic Plan, which will guide our agency's efforts over the next four years. We would like to extend our sincere thanks to the Strategic Planning Committee for their dedication and hard work, as well as to Little Dynamo Consulting for their invaluable support throughout the past year in bringing this plan to fruition.

The committee is currently completing the final review of the operational plan, and we are on track to begin implementation in January. As we roll out this plan, we will focus on the many initiatives and tasks outlined to ensure that our agency remains committed to our mission, vision, and the people we support.

Pillar 1: Evolve Our Approach

CLAPW will evolve how we work and pursue innovative approaches to service delivery to meet the changing needs of the people we serve. As a committed and reliable member of the developmental services community in the region, we will build upon this proven history to provide supports tailored to the needs of individuals.

- Align with the mission and vision to enhance service quality, accountability, and trust while inspiring purpose and meaning
- Develop a people-first mindset for excellent customer service
- Build a culture of innovation, teamwork, flexibility, and continuous improvement where people thrive and feel safe
- Enhance governance to maintain compliance and leading practices
- Develop a 10-year CLAPW housing strategy addressing current and future needs

Pillar 2: Champion Our People

People form the foundation of everything we do. We will amplify the voices of supported individuals, their families and caregivers, and the broader intellectual disabilities community so that people can live safely and independently with autonomy and choice in their daily lives. We will build on the strength, passion, and insights of our staff and volunteers to deliver outcomes and put our people at the centre of all decision-making.

- Invest in self-advocate leadership to develop agency and choice for people
- Include the view of those we support in service design, promoting self-advocacy
- Invest in and advance family/caregiver leadership by expanding input opportunities
- Develop a culture of belonging by embedding principles of Equity, Diversity, Inclusion into all practices

STRATEGIC PLAN

(Continued from Page 3)

Pillar 3: Develop Our Resources

We will invest in our staff team and build on their strength, passion, and insights and put our people at the centre of all decision making. We will develop flexible funding pathways and optimize capital resources to contribute to the sustainability of our organization.

- Establish consistent communication channels for continuous improvement and relationship building
- Invest in the next generation of DSP's that will support and build capacity for those we serve
- Create internal pathways for staff professional development and preparation for advancement

Develop flexible funding strategies for individual-centered service and agency sustainability

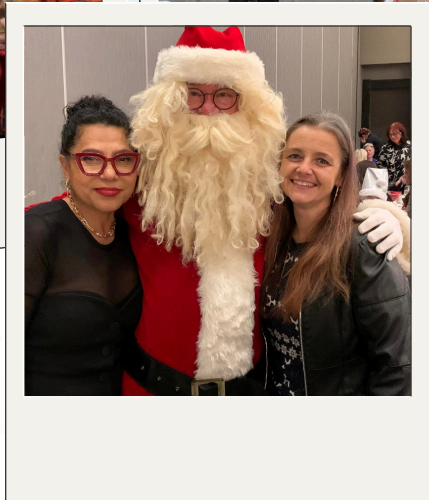
Pillar 4: Engage Our Community

We will strengthen our role as a trusted partner, build community relationships, advocate for better policies, and explore innovative partnerships. We will live our commitment to diversity, equity, inclusion and belonging by being responsive to and representative of the community.

- Make Durham a more welcoming region, promoting genuine inclusion
- Expand brand and mission awareness of Community Living Ajax, Pickering and Whitby
- Develop partnerships and collaborations to expand services

If you have any questions/comments/suggestions please feel free to reach out to me at Lisa.mcneebaker@clapw.org.

~ Submitted by Lisa McNee Baker



FAMILY GROUP

Families as Partners Group: Reflecting and Growing Together

As we prepare for the holiday season, it's the perfect time to reflect on the progress of our Families as Partners group. I'm delighted to share that our membership has grown to include 29 families! Whether you attend in person or keep up with our monthly updates, the group continues to be a source of support, encouragement, and valuable information for its members.

October Recap: Insights on Planning for the Future

In October, we welcomed Katie Deering from Deering Financial and Insurance Services. She delivered an informative session on important topics such as Henson Trusts, Registered Disability Savings Plans (RDSPs), estate planning for loved ones with disabilities, and Powers of Attorney. Katie's presentation sparked great interest, and she was kept busy answering the many thoughtful questions from attendees.

Upcoming in November

On November 20th, we are excited to host Sharon Burgess from Community Living Ajax-Pickering and Whitby (CLAPW). Sharon will share insights into the Volunteer Services and Student Engagement Program. If you're able to attend, this promises to be another engaging and informative session.

Looking Ahead

We'll take a break in December to accommodate everyone's busy schedules, but our monthly meetings will resume on January 15th, 2025. In addition, we are planning a special family event in February—stay tuned for details!

Join Us

I'm thrilled to be leading the Families as Partners group into our second year. Together, we can continue addressing topics that matter most to us as families. If you have any suggestions for discussion topics or future sessions, feel free to reach out to me via:

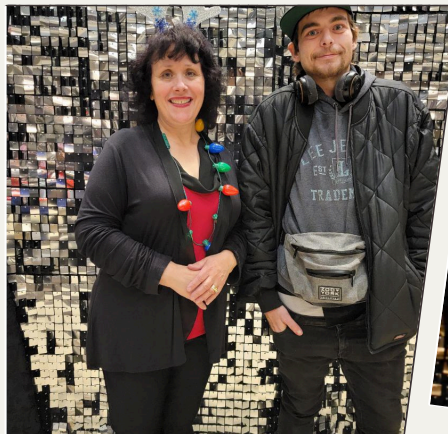
- Email: sylviathornton99@icloud.com
- Text/Cell: 416-543-8705

Our meetings are held on the third Wednesday of every month from 6:00 to 8:00 PM at the CLAPW head office, located at 36 Emperor Street, Ajax.

Thank you for your ongoing support and participation in this incredible community. I look forward to connecting with you soon!

Seasons Greetings!

~ Submitted by Sylvia Thornton, Director



WE WILL REMEMBER

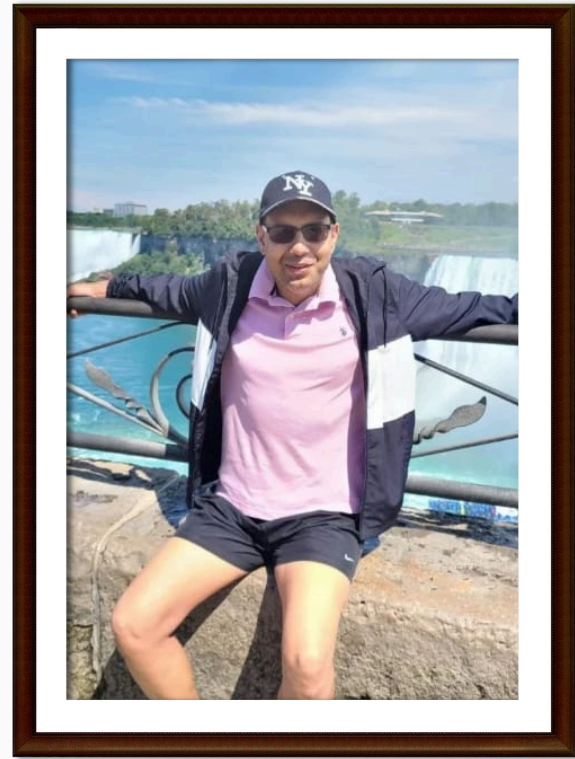
Rajesh Naipaul Singh (“Glenn”)

It is with great sadness that we share the sudden passing of Rajesh Naipaul Singh, affectionately known as Glenn, on September 20, 2024. This shocking news has deeply affected all who knew and loved him.

Glenn had been thriving at CLAPW, where he received excellent care and support, particularly from the incredible staff at Forestview, Kirby, and Pringle. He attended our Annual General Meeting this year, a testament to how happy and engaged he was in life.

We will always remember Glenn’s regular visits to the office, where he was a cheerful presence, always sporting his trademark ball cap and Converse high-top sneakers. He was quick to share a laugh and a chat, radiating comfort and happiness.

Our thoughts are with Glenn’s family, housemates, and our colleagues during this difficult time. Glenn was deeply loved by so many, and he will be fondly remembered for the joy and connection he brought into our lives.



ONLINE RESOURCES

211 Ontario: Helpline for Social Services, Programs and Community Supports <https://211ontario.ca/>

Adults with developmental disabilities in Ontario <https://www.ontario.ca/page/adults-developmental-disabilities-ontario>

Aide Canada <https://aidecanada.ca/about/about-aide>

Autism Speaks <https://www.autismspeaks.ca/>

Connectability <https://connectability.ca/en/>

Developmental Services Ontario (DSO) <https://www.dsontario.ca/>

Family as Partner Group <https://www.cl-apw.org/site/familygroupresources-suffix>

The Healthline <http://www.thehealthline.ca/>

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

Microboards Ontario <https://www.microboardsontario.com/>

Respite Services <https://respiteservices.com/>

TRIUMPHS: CELEBRATING ACHIEVEMENTS

Join us in Congratulating Mario Simon on His Induction to the Ajax Lions Club!!

We would like to extend our heartfelt congratulations to Mario on his recent induction into the Ajax Lions Club on October 23rd, 2024. This achievement is a testament to Mario's ability to achieve his desired goals and a way for him to give back to his community and forge new friendships.

As a new member of the Ajax Lions Club, Mario joins a long tradition of individuals who selflessly contribute their time, talents, and resources in support of meaningful causes. His induction reflects not only his personal dedication but also his deep desire to create positive change in the lives of others and assist the Ajax Lions in their ongoing mission to serve those in need.



Once again, Congratulations, Mario! We look forward to seeing all the great things you will accomplish as part of the Ajax Lions Club, and we are excited to watch your journey unfold. Best wishes for continued success, we couldn't be prouder of you!

~ Submitted by the Windsor Crew

SUPPORTED EMPLOYMENT PROGRAM

Path to Employment: A Successful Start

The Employment Program has proudly completed three full sessions of our new Path to Employment course—two in the summer and one in the fall. This innovative program has been well-received, and we're excited to continue offering it multiple times a year as a fee-for-service opportunity.

About the Course

Designed by our employment staff, this course aims to equip individuals with disabilities, who are not currently part of a DSO-supported employment program, with the essential skills needed to find and maintain a job. The curriculum covers a wide range of practical and relevant topics, including: workplace accommodations, managing money and banking, hygiene in the workplace, interview skills, understanding employment impacts on ODSP, punctuality and accountability, resume building, rights training, social media safety, social skills in the workplace, travel and transit safety, skills and personality assessments, and self-directed employment discovery.

An Engaging Learning Experience

To accommodate diverse learning styles, the course incorporates PowerPoint presentations, videos, group discussions, and individual worksheets. Participants receive printed modules, activity sheets for in-class and at-home practice, and certificates of completion at the end of the course.

A Program Built on Success

The Path to Employment course has already demonstrated its impact, with participants achieving significant progress throughout the week-long program. We're incredibly proud of their hard work and dedication.

What's Next?

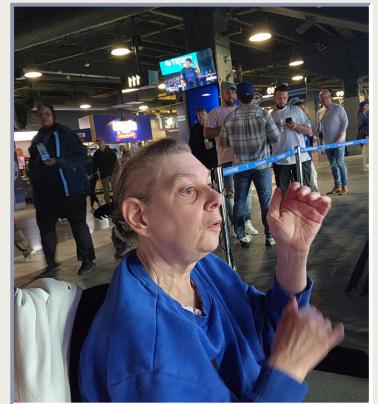
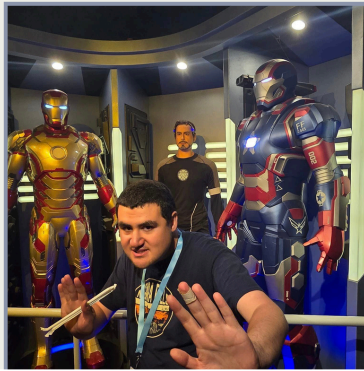
Stay tuned for 2025 dates, which will be announced soon! In the meantime, enjoy this photo from our summer session—a celebration of the growth and success this program has fostered. We're thrilled to continue supporting individuals in their journey toward meaningful employment.

~ Submitted by Siobhan Pearce, Employment Specialist



Summer Employment Program Session

GALLERY



HEALTH AND SAFETY TIPS

Preventing Slips, Trips, and Falls

Slips, trips, and falls are a common and serious workplace hazard that can lead to debilitating injuries and lost workdays. Statistics show that the majority (67%) of falls happen on the same level resulting from slips and trips. This is not just a workplace issue, but can present a hazard for anyone, particularly people with mobility challenges

Slips

Slips happen where there is too little friction or traction between the footwear and the walking surface. Common causes of slips are:

- wet or oily surfaces
- occasional spills
- weather hazards (think snow and ice)
- loose, unanchored rugs or mats
- flooring or other walking surfaces that do not have the same degree of traction in all areas

Trips

Trips happen when your foot collides (strikes, hits) an object causing you to lose balance and, eventually fall. Common causes of tripping are:

- obstructed view
- poor lighting
- clutter in your way
- wrinkled carpeting
- uncovered cables
- bottom drawers not being closed
- uneven (steps, thresholds) walking surfaces

How to prevent falls due to slips and trips?

- cleaning all spills or debris immediately
- marking spills and wet areas
- removing obstacles from walkways and always keeping walkways free of clutter
- securing (tacking, taping, etc.) mats, rugs and carpets that do not lay flat
- always closing file cabinet or storage drawers

Preventing Slips, Trips, and Falls

(Continued from Page 10)

How to prevent falls due to slips and trips? (continued)

- covering cables that cross walkways
- keeping working areas and walkways well lit
- replacing used light bulbs
- taking your time and paying attention to where you are going
- adjusting your stride to a pace that is suitable for the walking surface and the tasks you are doing
- walking with the feet pointed slightly outward
- making wide turns at corners
- using a flashlight if you enter a dark room / area where there is no light
- making sure that things you are carrying or pushing do not obstruct your view.

Footwear

Properly fitting footwear increases comfort and prevents fatigue which, in turn, improves safety for our employees at CLAPW. Employees must follow CLAPW's Policy P 4.13, Dress Code, with regard to footwear: All employees and volunteers are responsible for wearing proper footwear when performing their duties. Employees and volunteers providing direct support to individuals must wear non-slip closed toe shoes. Employees/volunteers are responsible for ensuring that all protective equipment and safety shoes, as provided by the employer, are worn where applicable as per the Ontario Occupation Health and Safety Act. These considerations keep people safe at work and are also relevant for people outside of the work context.

For further information on how to prevent slips, trips and falls, please view the video by accessing this link: <https://www.pshsa.ca/community-care-slips-trips-and-falls>

Stay safe and healthy!

Your Joint Health and Safety Committee



COMMUNITY EVENTS

Thanksgiving Drive

Giving Back: Care Kits for the Community

In the spirit of Thanksgiving, the Community Participation Program evening staff and participants came together to assemble and distribute Care Kits for individuals experiencing homelessness in the downtown Ajax area. These kits were made possible by the generous contributions of families and staff who donated the supplies.

The Care Kits

The team thoughtfully prepared 10 female care kits and 10 male care kits, each filled with essential items such as:

- Wet wipes
- Soaps and deodorants
- Lotions
- Hats, gloves, and mittens
- Snackable items
- Tim Hortons gift cards
- Chocolates

A Mission of Kindness

With the care kits ready, participants loaded them into the van and drove to known areas where they could connect with those in need. The group had meaningful conversations with several individuals, who expressed heartfelt gratitude for the support. It was a humbling and rewarding experience that created connections and spread hope.

A Special Day

Although the initiative was planned with Thanksgiving in mind, the effort coincidentally took place on World Homeless Day, adding even greater significance to the mission.

A Tradition Worth Continuing

Participants felt a deep sense of pride and fulfillment in helping those less fortunate in the community. Their enthusiasm and compassion have inspired the program to make this an annual tradition.

We are incredibly proud of the participants and staff for their dedication to making a positive impact in the community. Together, we can continue to support and uplift those in need.



CLAPW EVENTS

Pumpkin Carving at Dowty



Halloween Dance



COMMUNITY EVENTS

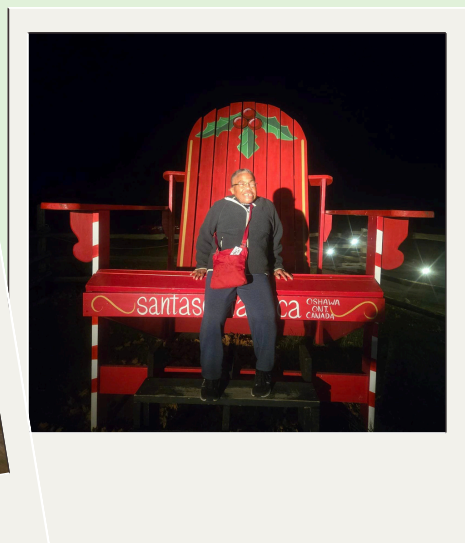
Fall Colours Boat Tour



Kingston Penitentiary Trip

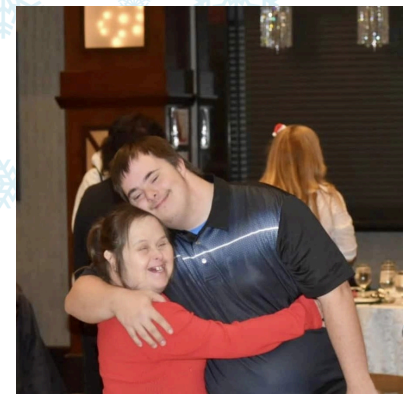


Santa's Cottage



HOLIDAY DINNER AND DANCE

What a magical evening! The CLAPW Holiday Dinner & Dance on November 22 was a night to remember, with over 200 members of the community coming together to celebrate the season. Dressed in their festive best, attendees brought along family and friends to join in the celebration. The joy and laughter were contagious as everyone shared in the holiday cheer. Guests enjoyed a delicious turkey dinner with all the trimmings, a perfect way to embrace the holiday spirit. A highlight of the evening was a surprise visit from Santa! Guests were thrilled to chat with him and share their holiday wishes. Lucky winners took home an array of fabulous prizes, including spa sets, a round of golf, holiday treats, and more. The music, courtesy of our fantastic DJ, had everyone on their feet! From timeless classics to current hits, the night even saw the formation of an enthusiastic Conga line! A huge thank you to everyone who made this evening special. From organizing to attending, you helped create beautiful memories for the CLAPW community. We can't wait to do it all again next year!



ADVOCACY ALLIANCE: A YEAR OF IMPACT AND EMPOWERMENT

In March 2024, the self-advocacy group **Advocacy Alliance** reconvened with a renewed sense of purpose and a vision to amplify the voices of individuals living with disabilities. Since then, the group has achieved an impressive series of milestones, proving that determination and collaboration can bring about meaningful change.

The advocates have actively engaged with decision-makers, starting with a visit to the legislature to discuss pressing issues affecting the disability community. This was followed by a meeting with the Mayor of Ajax, where they shared their goals and challenges, fostering a stronger relationship between local government and their cause.

Their efforts didn't stop at advocacy meetings. The group also participated in numerous fundraising and social events, strengthening community ties and raising awareness about the importance of self-advocacy. Notably, they connected with an advocacy group in Ireland to discuss healthcare rights for people with disabilities, exchanging ideas and strategies on a global scale.

The pinnacle of their year was their participation in a world convention for people with disabilities and their rights. The event allowed the Advocacy Alliance to showcase their work on an international stage, solidifying their role as global advocates for change.

Back at home, the group collaborated with the **Spread the Word Committee**, a team of Durham College students dedicated to promoting inclusion and awareness. Together, they worked on projects aimed at breaking down societal barriers and creating a more equitable future.

Currently, the Advocacy Alliance is gearing up for their next big initiative: a Holiday Market. This festive event is designed to raise funds that will support their ongoing advocacy efforts. The market will feature local vendors, handcrafted goods, and a celebration of community spirit, all while emphasizing the importance of empowering individuals with disabilities to lead the charge in creating a more inclusive world.

The Advocacy Alliance's journey over the past year is a testament to the power of self-advocacy and collective action. Through their work, they continue to inspire others to stand up for their rights and the rights of all people living with disabilities.

~ Submitted by Shannon Goddard, Team Lead, Community Participation Programs

COMMUNITY PARTICIPATION PROGRAM (C.P.P.) VOLUNTEERS

Celebrating Volunteer Dedication at Simcoe Hall

For the past three years, our team has proudly volunteered at Simcoe Hall, fostering a strong partnership and making a meaningful impact in the community. Heather, Gina, and Creston eagerly anticipate their placement each week, bringing dedication and enthusiasm to their roles. Recently, Creston joined the team at the Food Bank and has quickly become an invaluable member. His eagerness to dive into tasks and contribute is truly inspiring.

To all the volunteers at Community Participation Program (CPP): YOU, your presence and efforts at your placements are deeply valued. Thank you for your commitment to making a difference—well done!

~ Submitted by Betty Eteli, Direct Support Professional, Community Participation Program



Community Living's volunteers have been with Simcoe Hall for several years. They are outstanding young people giving back to their community and come fully engaged in any task that we give them. They are a joy to be around and love seeing them week after week. I believe their time here gives them new skills and challenges them to be the best they can be.

~ Submitted by Graeme Cook, Food Bank Coordinator, Simcoe Hall

WELCOME

Over the past few months, we've experienced some exciting changes to our leadership team at CLAPW, reflecting our continued growth.

We're thrilled to welcome Allesha Ajodha as a Program Manager. Allesha brings a wealth of experience and enthusiasm to her new role, and we're excited to see her contributions as we grow.

Additionally, Kaitie Scheuer, who has been a valued member of the CLAPW community for several years as a student, has officially joined the Passports Team as a Passports Assistant.

A warm welcome to both Allesha and Kaitie! They've both jumped right into their roles and are already making a positive impact. We're lucky to have them on the team!



Allesha Ajodha
Program Manager



Kaitie Scheuer
Passports Assistant

CHEERS FOR PEERS



Divanie B.

Direct Support
Professional



Deb G.

Direct Support
Professional



Andrea G.

Direct Support
Professional



Dana S.

Admin &
Communications
Assistant

CLAPW VOLUNTEER TO RECEIVE TOWN OF AJAX COMMUNITY AWARD

Celebrating Esha: A Shining Example of Volunteerism at CLAPW

Esha embodies the mission of Community Living Ajax-Pickering and Whitby (CLAPW) through her remarkable dedication and volunteer work. A driven and compassionate individual, Esha has worked tirelessly to achieve her goal of being accepted into medical school, all while continuing to make a positive impact in the lives of others.

For the past two years, Esha has been an invaluable volunteer at CLAPW, working closely with one of the individuals we support. Through her kindness and commitment, she has created opportunities and experiences that would not have been possible without her support. Esha's patience, warmth, and steadfast presence have enriched this person's life in immeasurable ways, making her an extraordinary addition to our community.

Esha's contributions have not gone unnoticed. She was recently nominated and selected by the Ajax Volunteer Selection Committee to receive an award at the 2024 Ajax Community Awards. This prestigious honor recognizes her outstanding efforts and dedication. Esha will accept her well-deserved award on December 4th.

Thank you, Esha, for your incredible dedication and the countless hours you've devoted to CLAPW. Your kindness and hard work inspire us all. Congratulations on your award—you truly deserve it!

~ Submitted by Sharon Burgess, Volunteer Coordinator



CLAPW's

Holiday Market

Collecting
non-perishable
food items!

Bring
Cash!

Presented by & Supporting the
Advocacy Alliance!

30

Nov, 2024

177 Dowty
Road

Ajax, ON

Start at

9:00AM

3:00PM

HOT DRINKS
& BAKED
GOODS SALE

PHOTOS
WITH SANTA
11AM-1PM
(WITH DONATION)

To book a table for \$25.00 email:
siobhan.pearce@clapw.org

