



## CLAPW E-Newsletter

### Spring 2021

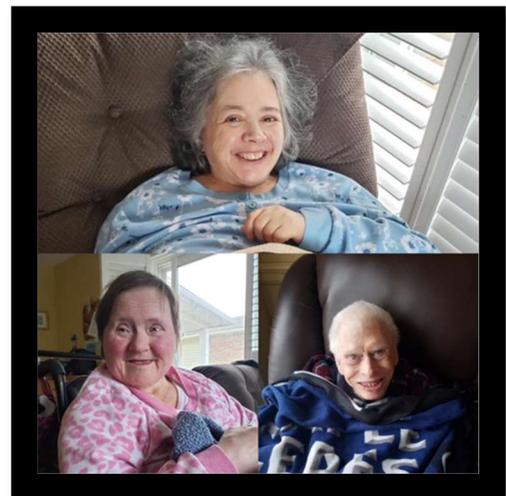
#### REUNITED

##### Welcome Gary, Sue, and Shirley to Harman!

Over the past months three friends have been reunited from the past. Sue and Shirley many years ago lived together in Whitby and Gary knew the ladies when they all worked at Arc Industries. Sue later moved into SIL, Shirley moved into a Host family arrangement for many years and Gary resided in another home within CLAPW. Their lives took them in different paths over the years, however, they are now reunited at Harman.

The Team at Harman have welcomed Gary, Sue and Shirley with love, encouragement, and support to make their new home together a wonderful experience. They truly enjoy one another's company, listening to music, watching television, celebrating holidays and baking with one another.

It is so refreshing to see three old friends back together again. The past meets the present once again. Welcome Gary, Sue, and Shirley



## My Uncle Art

Throughout his life, Art was moved many times- from place to place and when he finally arrived at Harman House ,he was finally home! It was obvious to us that Art had much love and support from all the staff who had become his family there.

He had a great life. He didn't have to want or worry about anything and his well being came first. We loved our uncle very much and were never worried about his care or fair treatment. I know that Art had many unpleasant episodes and was not always easy to deal with, but the staff always had his best interest at heart and treated him with kindness and respect. We are so grateful to you all. We visited as much as possible and took him on adventures and family get togethers whenever we could.

The staff became his family, and he was included in many trips and outings. He was very well cared for and loved. We would remind him of how lucky he was to have such a nice home and people who loved and cared about him. He agreed and would just smile. When he smiled, he would smile with his whole self. He taught us all so much about what is important in life.

I give much credit to his wonderful family at Harman house for helping him live his life to the extent that he did. The past and present staff, some of which have and had been with him for 25 years plus deserve much thanks and praise. On behalf of myself, brother Peter and our entire family I would like to thank everyone who made his life better, the best it could possibly be!

When Arthur was young, he really did have his own car. It was a 1949 Mercury Coupe. He drove it himself on an oval track behind the farmhouse where he lived with our grandparents. He loved to drive and would drive it and drive it until it would run out of gas. I'm sure that he's driving it now with a full tank.....

Bless you all!

Pat Bird



## Message from the Chair of the Board-Joe Visconti



### **“The Value of One, The Power of Many”**

As I write this in the middle of National Volunteer Week, I am thinking of all the volunteers with which our organization has been blessed. In spite of this third wave of the terrible pandemic we are in, we continue to benefit by the tremendous efforts of our volunteers.

Although some have had to step back, we still have many volunteers filling several roles. For example, our volunteers are conducting a variety of Zoom classes, making one-on-one connections with our supported people, some on a daily basis, and generally encouraging our people to stay safe.

We must not forget that our Board of Directors is made up of volunteers as well. Thanks to our Volunteer Coordinator, Sharon Burgess, we have recruited volunteers from all walks of life, from students to retirees. CLAPW’s Volunteer program has been made possible from a \$350,000 Trillium Grant over three years. It sure has been successful in a very short time.

One of the side benefits of our volunteer program is seen in the fact that many of our student volunteers have had such a positive experience with our organization that they have been hired for permanent positions. Regardless, we are so thankful for our volunteers. Your enthusiastic participation and contributions have enriched our supported people immensely clearly illustrating the motto for this year.

**“The Value of one, the Power of Many”.**

Thank you from all of us at CLAPW!

## Message from the Executive Director-Lisa McNee Baker



Thank goodness for spring! There is something so very hopeful about the re-awakening after a long, cold, dark winter. There is a great poem by Ada Limón that I really love, called **“Instructions on Not Giving Up.”**

“More than the fuchsia funnels breaking out of the crab apple tree, more than the neighbour’s almost obscene display of cherry limbs shoving their cotton candy-colored blossoms to the slate sky of Spring rains, it’s the greening of the trees that really gets to me.

When all the shock of white and taffy, the world’s baubles, and trinkets, leave the pavement strewn with the confetti of aftermath, the leaves come.

Patient, plodding, a green skin growing over whatever winter did to us, a return to the strange idea of continuous living despite the mess of us, the hurt, the empty.

Fine then, I’ll take it, the tree seems to say, a new slick leaf unfurling like a fist to an open palm, I’ll take it all.”

We will get through this pandemic together. We remain vigilant and hopeful. I have the utmost respect for our dedicated, brave, and resilient staff members, supported people and families. CLAPW has much to be proud of.

**“I honor you for every time this year you: got back up, vibrated higher, shined your light and loved and elevated beyond the call of duty.” *Lalah Delia***

## WE ARE HIRING!



We are hiring part-time and relief staff to work in our residential location. Please send resume to [hr@clapw.org](mailto: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*

### COVID 19

We continue to do all that we can to protect the people we support and each other from COVID 19. It has been a very long year. Painful, scary, and lonely for so many. Our supported people have been incredible following protocol, dealing with the isolation and adapting to new ways of doing things. Our families have been incredible, adapting to the many changes in protocol, follow the visitation guidelines and adapting to new ways of connecting. And our staff have been incredible. Heck some have even honed their barbering skills!

Many lined up in the bitter cold to get their own vaccination when the opportunity presented itself, working the phones for hours to book appointments for supported people and dealing with the constant changes to policy and protocol. Dealing with the scheduling challenges, ensuring our staff cluster remained small to protect people and figuring out how to handle the many pressures that have resulted from the covid pandemic has been front and center for more than a year now.

We are all tired. We have witnessed first-hand how devastating an outbreak can be in a congregated setting. We are also hopeful, that as we endure these very difficult days of the third wave that the end is in sight with vaccinations becoming more and more available. We also know that the changes will be with us for some time yet and yearn for the days when we can gather and be together.

Thank you to everyone that has helped CLAPW to weather this storm. Brighter days are ahead.

### Vaccination Day!



**Before**



**After**

## KEEPING BUSY IN LOCK DOWN



"Do what you can, with what you have, where you are." — **Theodore Roosevelt**

## IYANAS BEADS

### My Bead Story-by Iyana

I recently started to do some beadwork because I was getting bored with the Covid problem. Staff went out and purchased me some beads and some gimp (which is the string used for making bracelets and necklaces).

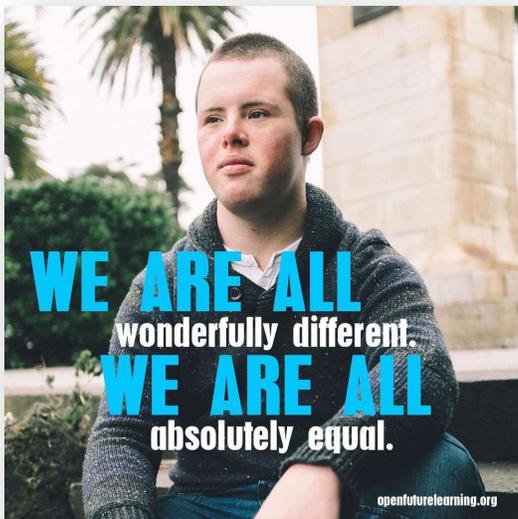
At first the beads were purchased from the dollar store, but I wanted to get some better-quality beads and gimp. I decided to spend a bit more money and get the materials from Michaels.

I really enjoy making the bracelets and hopefully some necklaces because it keeps me busy and fills my time. I also really like when they are finished because they look beautiful, and I like doing nice patterns.

I also bought gift bags and tissue paper to pack the bracelets in, just in case people want to buy them. I hope to sell them for \$3 each. Interested in placing an order? Contact Iyana at 905-571-1439.



## LET THE INCLUSION LIGHT SHINE!



**“We are all equal in the fact that we are all different.” – C. Joybell C.**

***“Every individual matters. Every individual has a role to play.” – Jane Goodall***

## We Can Go Out Today

The hockey arena is cavernous and cold. The fluorescent lights are harsh, and it smells like chlorine and Zamboni fluid. We, five men with intellectual disabilities and their support worker, are there to get our first doses of the Covid vaccine. The line is long, but we are patient. We have gotten very good at waiting. This is the first time the men I support have been in a public space, the first time they've been face to face with a person they don't live with, in a year. We wait in line for forty-five minutes. But we have been waiting so much longer than that.

First, we waited in fear, every cough and runny nose a potential harbinger of an outbreak. Then, after the months began to pass, we waited in boredom. Then, resignation: This is just how we live now. Then with the Spring came the vaccine, and resignation turned to the restlessness of hope. This vaccine has given us something concrete to wait for.

Finally, the moment comes. The last consent form is signed, and we are led out to center ice, where a dozen kind but weary nurses await us. We roll up their sleeves, and the needles go in. We are directed to the chairs towards at the far end of the rink where we sit and wait some more: Fifteen minutes more to be exact, to be observed for reactions.

As we sit and wait, I look around at the men I've waited through the year with. There was so much fear, a year ago, so much doubt: Would they be able to follow protocol? Would they be able to abide the disruption to their carefully crafted routines? Would they be able to share their limited space with one another?

But I needn't have worried. They have been heroes, each of them. They have risen to every challenge that has faced them with grace and courage and an overwhelming empathy for one another. Whenever the restrictions have seemed too much to bear, all I've had to do is remind them that they are doing it to keep each other safe, and all their objections have fallen away. If the rest of the world had shown the same compassion towards its neighbor, the same selfless endurance for the sake of its community, the story of this year would have been very different.

Our fifteen minutes are up, and we are directed to a tunnel at the back of the arena that leads to the exit. It is dark in the tunnel after the glare fluorescent lights, and we fumble in the dark for the fire door. I find it, push it open, and we are out, into the sunlight and the springtime. The air is warm, the sun is blinding. For a few moments we can't see where we are going.

And this is where we are, the men I support and I, and the agency that supports us, and the ministry that supports them. We are coming out of the tunnel after a long darkness, and the world outside is not the one we left behind. The old rules no longer apply. The policies and protocols will have to be rewritten. We cannot go back to the way things were. We cannot stay where we are. We are in a new world, and we must make a new life in it.

I do not know the way forward from here. It's too bright to see, and I must wait for my eyes to adjust. But as I look around me, at the men who have taught me how to endure the isolation, privation, and loneliness of this past year, at the men who have taught me the meaning of courage and self-sacrifice, I know who we must look to for guidance, and the way forward, if only we will ask them.

If only we will listen.

By Mike Bonikowsky

Mike Bonikowsky lives and works in Dufferin County, Ontario. He is a direct support professional with the local Association for Community Living and spends the rest of his time raising two young children. He has been living and working men and women with intellectual disabilities since 2007.

# THANK YOU TO OUR VOLUNTEERS

## Volunteer Services

As we come into the last two months of our first year of our three-year Ontario Trillium Grant, we are close to completing our target number of 1:1 Volunteer Matches with the individuals we support. 16 individuals have been matched 1:1 with volunteers to get to know one and other over our virtual platform. These matches meet weekly to play games, listen to music, search for pictures and videos of special interest or just chat about life. Each match is unique! It is our hope that, when it's safe to venture out, our matches will be able to get engaged in their communities together.

Several additional volunteers are in the process of on boarding, so if you're interested and want more information contact Sharon at [sharon.burgess@clapw.org](mailto:sharon.burgess@clapw.org).

We've also continued our Student Placement Program, hosting 17 students, to date, in 2021. These students have enhanced our virtual programs and supported our program staff every day. In addition, we've been able to hire 30 of these students over the past two years.

We also have some fantastic Program Volunteers that have supported our virtual program schedule. A big shout out to Sarah, who just last week, started her own virtual Art group on Wednesdays, after her mentorship with CLAPW DSP Amanda! Sarah also provides 1:1 support on Tuesdays. Thank you, Sarah!

Last week was Volunteer Appreciation Week and we were able to thank each volunteer for their time and commitment to supporting our Mission, Vision and Values at CLAPW. For more information or to start your volunteer journey contact Sharon.



**“Kindness, like a boomerang, always returns.” – Author Unknown**





## 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 held a few zoom events including paint nights and Jeopardy Happy Hour and organized a delivery of Easter treat bags to all our incredible colleagues.

Coming back this summer is our annual Garden Contest with the lovely Garden Gnome Ed Clapper once again up for grabs.



## CHEERS FOR PEERS-EMPLOYEES/TEAMS OF THE MONTH

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

### December

Nancy Anthony

Harman Team

### January

Gail Riley

Cochrane Team

### February

Wendy Holliday

Applewood Team

### March

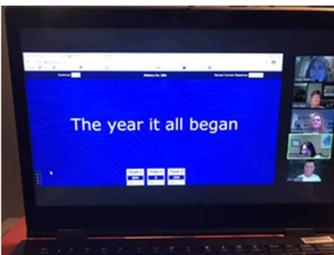
Ashley Pappin

Forestview Team



### CLAPW Jeopardy Night

### CLAPW Staff Paint Night



**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**

## HEROES Self Advocates Group

Our self advocates group at CLAPW are here to advocate for individuals during times of need.

Being on the self advocates group gives individuals a sense of accomplishment from helping others and that improves quality of life. Feeling needed is a very important part of life. We continue to meet once a month to stay connected and discuss future needs and plans.

We were very excited to have recently connected with “Brothers of Charity Services” which is an advocacy group in Ireland. Brothers of Charity serve six regions of Ireland and have a very strong and well-established group of advocates. We expect to learn lots from them.

We exchanged some information regarding some things that our advocates do in the community. We have more meetings arranged with them to exchange ideas and get more information. We would like to connect some of our members with their members to become pen pals so they can all learn from each other. We are planning to reach out to other groups around the globe.

Submitted by

***HEROES Self Advocates***



## Safe and Healthy Program

We had some great feedback from the ECSF Grant *“As you come to the end of your project, Safe and Healthy Program, we wanted to pause for a moment to express our appreciation and gratitude to you and your organization. Your contributions and tireless work have been critical to making this extraordinary program a reality for communities across Canada.*

*On behalf of our CFC team and network of foundations, thank you for your work to serve communities that have been experiencing heightened vulnerability during this pandemic.*

Although the program is over, we have generated all kinds of wonderful information regarding COVID 19 including vaccines in formats that are easily understood. We extend our thanks to members of the self advocates group who worked with Direct Support Professional Samantha A.S. from our Residential Supports Program.

If you are interested in obtaining these resources, please reach out to Lisa at [Lisa.mcneebaker@clapw.org](mailto:Lisa.mcneebaker@clapw.org)

## USEFUL LINKS

DSO

[www.dsontario.ca](http://www.dsontario.ca)

Pooran Law

[www.pooranlaw.com](http://www.pooranlaw.com)

Lakeridge Community Support Services

[www.lrcss.com](http://www.lrcss.com)

Durham Public Health

<https://forms.durham.ca/Health/Contact-the-Health-Department>

### RECRUITING BOARD OF DIRECTORS

Although the AGM, which is held each September seems a long way off, we are beginning the recruitment process now for a few board members. Are you a CLAPW member in good standing? Do you have a passion for the mission of the agency? Do you have a background in Finance, HR, Public Relations or Social Services? Do you have previous board experience or are you seeking to gain board experience? **YOU** might be just who we are looking for! To learn more about the opportunity reach out to ED Lisa at

[lisa.mcneebaker@clapw.org](mailto:lisa.mcneebaker@clapw.org) or 905-427-3300 ext. 237.

### OTF RESILIENCY FUND GRANT SUCCESS!

We are thrilled to report that our application to the Ontario Trillium Resiliency Fund was successful! We have been awarded \$83,200 to purchase an accessible van that will accommodate up to three people in wheelchairs as well as our ambulatory passengers. This vehicle will create all kinds of opportunity for people in both our Residential and Community Participation Program to access the community conveniently and safely.



### SUMMER JOBS GRANT

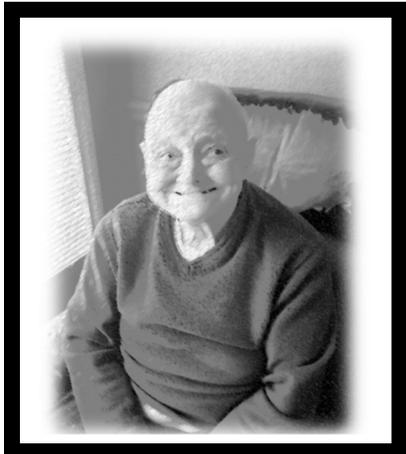
More success! We are thrilled to report that we have been successful in our Summer Jobs Grant Application and have been awarded \$56,363.00 to hire 11 Summer Students. These students will help with online programming, a Transitional Aged Youth Summer Program, Administrative Support, Marketing and Promotions, and Property Maintenance. There are many employees at CLAPW who got their start with our organization working during the summer (including our Executive Director). We are pleased to have the opportunity to work with young people who bring great enthusiasm and energy to their roles.

**WE WILL REMEMBER**

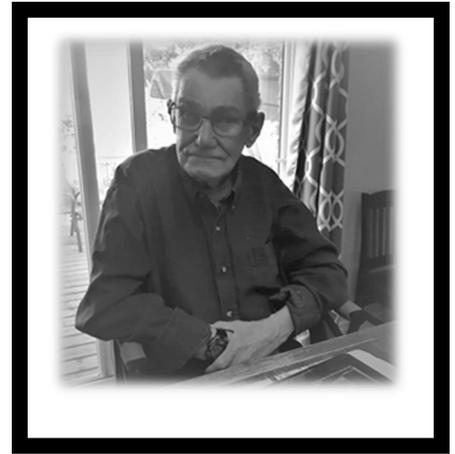
Since our last newsletter, we have lost three people who had been supported for decades by CLAPW. We are thankful that we had the opportunity to know them, learn from them and care for them. May they rest in peace.



*Rocca*  
*1920-2020*



*Art*  
*1940-2020*



*Ralph*  
*1942-2021*

