



CLAPW E-Newsletter

Summer 2022

COMMUNITY PARTICIPATION PROGRAM

The nice weather is finally upon us, and we are happier than ever to be getting outside enjoying it!! We have certainly had our ups and downs navigating our new 'way of doing things' since the start of COVID. Amongst all the uncertainties and unknowns there have been some positive changes and additions that we would not have experienced if it were not for COVID. One that immediately comes to mind is our virtual platform that runs 6 days per week. The staff go to great lengths and efforts to ensure there are a variety of well-balanced options offered for people to participate in. Thank you to those who took the time to fill out our online survey. We are pleased to report that most people are thrilled with our activity base and even choose to continue joining us while on vacation, visiting friends, at cottages etc. We heard your suggestions for areas you would like to see covered in upcoming classes so stay tuned for those in the near future!

Over at Dowty Road, we have been busy joining bingo at a local seniors' centre, working out at the gym, brushing up our volleyball, pickleball, bowling and mini golf skills, learning to cook and giving back to our community in the way of volunteering. In the past 10 months or so, we have secured a total of thirteen different volunteer placements in a variety of settings all around Durham Region. Staff and participants are welcomed and commended for their excellent dedication and work ethic. Very recently one group that volunteers at 'Simcoe Hall Settlement House' noticed a great need for supplies and took it upon themselves to organize a food drive and were able to deliver over 250 pounds of food and supplies. Thank you to all who participated in this great cause! We will plan to run another drive in the late summer/early fall.

Some other examples of places you will see us out serving our community is the Oshawa Zoo, Feed the Need Durham, Rose of Durham, St. Vincent De Paul Thrift Store, The Salvation Army, and a couple of community gardens. Over the next few weeks, you will see us helping at the Habitat for Humanity build site and a group beginning their journey at Reptilia in Whitby.

Of course, we are not all work, we love to have a great time hiking the local conservation areas, playing pool at Patrina's Billiards in Ajax, and have just recently purchased a membership for Petticoat Creek/Pioneer Village. We are really looking forward to some fun one-day events such as a picnic in the park, BBQ at our Dowty Road location and maybe even a trip or two into the city! If you would like information on our Day Services, please feel free to reach out to Kelly Poulin at kelly.poulin@clapw.org.

Submitted by Kelly Poulin



COMMUNITY EMPLOYMENT PROGRAM



Howard has been working at the Tim Hortons at Liverpool & Bayly for over six months now. He works two days a week and completes a variety of duties such as unloading the delivery truck, organizing the items inside the store and general cleaning. He takes transit independently to and from work and has become a valuable member to the team. He has even been offered additional shifts when needed to help them out and another store requested him if he ever became available. When talking to Howard about what he likes about his job, he said "I like making my own money and being able to go to work on my own. It is something I like doing every week." The Supported Employment Program staff are proud of Howard and his accomplishments this last year and are looking forward to seeing where his employment journey goes next.

Submitted by Siobhan Pearce

WE ARE HIRING!



We are hiring part-time and relief staff to work in our residential locations. Please send resume to HR@clapw.org to be considered for an interview. We offer good wages, flexible hours, regular training, and an opportunity to make a difference!

BEST JOB EVER!

"What is the recipe for successful achievement? To my mind there are just four essential ingredients: Choose a career you love, give it the best there is in you, seize your opportunities, and be a member of the team." - Benjamin F. Fairless



Message from the Chair of the Board-Joe Visconti

Summer is finally here! Green is everywhere and flowers, long dormant or just recently planted are blooming their vibrant colours lifting our spirits. Contributing to this is the further lifting of pandemic restrictions coupled, of course, in the need for continued vigilance and care. The renewal that spring and summer brings is upon us.

There is a lot happening in our organization, too much to outline here but let me mention a couple. Our day program is flourishing with activities and community outings that have taken place or that are being planned. Recently, we have been very successful in our summer jobs campaign. We will have eleven students joining us in a variety of roles all for the betterment of our supported people. We welcome you.

At the Board level, the Governance Committee has been reviewing by-laws and governance policies and objectives. Our Strategic Planning Committee, comprised of many different stakeholders, is ongoing with regards to overseeing our organization’s Strategic Plan going forward. Of course, as always, our Finance Committee continues to do their fine work in overseeing our finances.

Also at the Board level, we say goodbye to our former Vice-President, David Sudbury. David’s wisdom, experience and knowledge has been essential to the success of CLAPW during his tenure. In addition, he is just a great guy. Thank you, David, for what you have contributed to the growth of our organization. In addition, we welcome two new Board members, Amber Smith, and Jasmine Parmar to the Board. We look forward to your years of service to CLAPW.

Enjoy the coming months as we continue to enjoy the favourable weather and what we hope will be an exceptional summer.

Message from the Executive Director-Lisa McNee Baker



We are so excited about the things to come this summer! Our “Spirit of Summer” Program will be operating in person out of the Youth Hub at Ajax High School. We appreciate the support of the “Making a Difference “ program of the Durham District School Board in making the beautiful space available to us free of charge. We are thrilled to have been awarded a \$20,000 grant from the CIBC program so that we can implement a financial literacy program called “Making Sense of Dollars and Cents”.

Our day program has been operating fairly consistently the last few months and people are connecting in meaningful ways with the community. Our CPP staff have really risen to the challenge of transforming the program and have adapted beautifully to the curve balls thrown our way by Covid. Our Supported Employment staff have begun attending Chamber of Commerce Events and Board of Trade events in order to spread the word about our outstanding employment program and hopefully recruit new employers.

We are having a very busy summer. We had a fantastic MCCSS Review at the end of June. The progress made by CLAPW over the past few years as it relates to compliance has been remarkable. Like all agencies across Ontario we will be participating in a costing study over the summer coordinated by KPMG on behalf of MCCSS.

We have a promising summer ahead of us with 11 summer students brought on with funding through the Summer Jobs Grant. Some of our favourite summer activities like the car wash, and garden contest are back. In the fall we will be launching a mentoring program for our newly hired staff and have plans to once again run our fun filled scavenger hunt.

We are pleased to see the lessening of some of the covid restrictions and reduction of some of the administrative reporting relating to the pandemic over the summer months.

51 HIKING TRAILS TO CONQUER

I made a goal to visit all the trails in Durham!

Every Monday we pick a new trail to go to. There is a total of fifty-one trails. So far, we have gone to Duffin's Creek North, Heber Downs, Pickering, Ajax, Whitby and Oshawa waterfront trails, East Duffin's Headwaters, Greenwood Conservation Area, Lynde Shores, Uxbridge Trail, Harmony Creek Trail, Durham Forest, Glen Major Forest, and Enniskillen! Phew!

We have a lot of work to do to get to all fifty-one trails, but I am proud of the work I have done so far."

Submitted by Maureen M.



CIBC GRANT



With a \$20,000 grant from the CIBC Foundation CLAPW will be offering a Financial Literacy Program starting in the fall.

This program will operate a few times a week from different locations and will be open to people across Durham Region who have intellectual disabilities.

Asset-building and financial education programs can contribute significantly to the economic success and financial well-being of people with disabilities. Asset-building programs can enable people to develop savings behavior and accumulate assets to reach lifelong goals, while financial education programs impart financial skills and knowledge. We are thrilled to be able to offer this important programming.

We are just in the planning stages now but wanted to share the good news with you.



LET THE INCLUSION LIGHT SHINE



A good life depends on the strength of our relationships with family, friends, neighbours, colleagues, and strangers.

David Lammy

"What disability means, matters. What it doesn't mean matters more." – Dave Hingsburger

The BIG Canada Run



SAVE YOUR EMPTIES
FOR A GREAT CAUSE!!

2022
THE
BIG
CANADA RUN

Get moving and motivated with this team challenge across Canada.

BOTTLE DRIVE

CPP 2022 Bottle Drive

The staff and participants at CPP are asking for your help to raise funds for our team to join The Big Canada Run. The Big Canada run is a virtual team challenge across Canada. The CPP team will have from July 1st, 2022, until June 30th, 2023, to run, walk or hike 8,000 km (the equivalent of the classic east to west route that follows the Trans-Canada Highway). A wonderful way to exercise, have fun and support Canadian charities!

Bring your empty cans and bottles to 177 Dowry Rd. Ajax
-Pick-up also available for CLAPW Locations-
(Monday-Friday 9am-4pm)
Thank you for your support!

COMMUNITY LIVING
Ajax Pickering and Whitby
Inspiring Possibilities

Car Wash and BBQ

The third annual staff appreciation BBQ and Car Wash will be held on Friday August 19! (Rain Date Friday August 26) Thanks to the workplace culture committee and amazing summer students for organizing and hosting this event. The Car Wash and BBQ will run from 11:00-2:00 and will be held at 36 Emperor Street. (Head office)



Better than a YARD SALE Bake Sale and BBQ

Grab bags for first 50 customers!
Gift Basket Raffle draw for all who make purchases!

Westminster United Church
Rossland & Garrard
July 23
9am-3pm

COMMUNITY LIVING
Ajax Pickering and Whitby
Inspiring Possibilities

BETTER THAN A YARD SALE

CLAPW is hosting a **HUGE** Yard Sale at the Westminster United Church in Whitby on July 23. We have HUNDREDS of excellent items up for grabs. Funds raised will offset the costs associated with our Annual Christmas Dinner/Dance for the people we support. We are hopeful that we will be back in person for 2022! We will have several crafters on hand selling everything from greeting cards and pottery to organic dog treats and art. The sale is indoors and will go ahead rain or shine and will include a full BBQ and Bake Sale hosted by the Westminster United Church. There are raffles prizes and grab bags for the first fifty customers! This is one sale you don't want to miss. We are still looking for volunteers to assist us with the event. If interested, please reach out to Lisa at Lisa.mcneebaker@clapw.org.



Once again, the gardens at CLAPW are looking **SPECTACULAR!** The garden contest judging will take place on Thursday July 28. There is no doubt that the judging will be as tough this year as it was last summer. Many of our locations have expanded their gardens to include herb and vegetables. CLAPW homes are often some of the nicest houses in the neighbourhoods in which they are located thanks to the efforts of the residents and staff members. Watch the fall newsletter for pictures of the winning garden. Good luck everyone!



Applewood



Forestview



Clarke

Cards by Melissa

Melissa C. has taken many card making courses over the time things were put on hold during Covid. This is the beginning of a great business for Melissa ~ her work is beautiful, her cards are meaningful and so far, she has successfully sold many items to both staff and participants at the Dowty Day program!

Part of the challenge as a new businessperson is getting the word out about your product. Luckily, Melissa has a great support network, and many people are helping her!

Melissa's mom helps in the production of the cards and Melissa takes every opportunity to show and sell her product! Melissa has given her permission to have her email address published in the newsletter and is in the hope that everyone who would like to purchase her gift cards (\$2, \$3, \$5 cards) will email her and exchange information.

Melissa hopes to be in a one-time pop-up booth at the Whitby Library Wednesday Market and she will have a table at the CLAPW Yard Sale at Westminster United Church in Whitby on July 23.

If you would like to contact Melissa about her cards, please send an email to: custodiomeli@gmail.com



Submitted by Ann M. and Melissa C

AGM

Annual General Meeting

Hosted on Zoom
Tuesday September 27, 2022
6:30pm - 8:00pm
Business Meeting 6:30pm - 7:15pm
Guest Speaker 7:15pm - 8:00pm

Presenters
Sandy Deering - Certified Financial Planner*
Member Of Advocis Canada since 1997
Professional Conduct Chair of Advocis Durham Chapter
Katie Deering - CLU®, QFP*

Sandy and Katie will be presenting on Registered Disability Savings Plan, Disability Tax Credit, and Henson Trusts

To access Zoom meeting please
register by emailing
Janice.reesor@clapw.org
by September 23, 2022

Voting Many believe it is not just a right to vote but a civic responsibility to vote as well.

Michael made sure to exercise his right and do his part in the last provincial election and is doing his research for the upcoming municipal election in the fall.

If you have candidates knocking on your door, do you ask them questions that relate to the Developmental Services Sector? You could ask about affordable housing, zoning issues, transportation issues, recreation, accessibility....whatever is impacting you.

Find out where they stand and assess whether they can make a difference for you or your loved one.



Hi CLAPW Friends! My name is Cindy and I recently moved into Pittman. I like the staff and my housemates. I also like to go on walks and am happy that it is warm enough to visit the lake on a nice day. I can't wait to start going to the movies and restaurants with my housemates and Pittman staff. I am also excited to meet new people at CLAPW. You will see me at the next event! *Cindy*

"Just wanted to thank you once again for everything. You and all the amazing staff have made the transition for Cindy a very easy one. She was so at ease and happy when my daughter and I left today. Have a wonderful weekend." *Debbie R.*

USEFUL LINKS

MCCSS

<https://www.mcass.gov.on.ca/en/mcass/>

Developmental Services Ontario

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

CLAPW

<https://www.cl-apw.org/site/home>

Journey To Belonging

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

CHEERS FOR PEERS-EMPLOYEES/TEAMS OF THE MONTH

 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 coordinated the garden contest, organized CLAPW shirt and hoodie orders and worked hard to increase staff morale.

We are looking forward to our third annual **CLAPW STAFF SCAVENGER HUNT** being held the between September 10 and 20th.



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

April

Trina Vardy

May

Skye Hutchinson

Clark Upstairs

Clark Downstairs

June

Sydney Camara



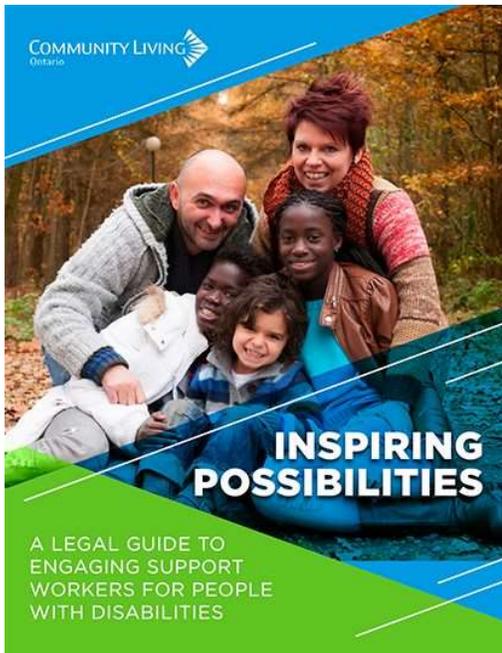
"Doing what you love is the cornerstone of having abundance in your life." - Wayne Dyer



CLAPW RECEIVES THE PRISM AWARD!

The **PRISM** award program honours organizations that utilize coaching programs that fulfil rigorous professional standards, address key strategic goals, shape organizational culture, and yield measurable positive impacts.

It was a true honour to be recognized for the hard work the CLAPW leadership team put into team development working with Leadership Coach Michelle Chambers. As the saying goes, we have come a long way!



HIRING SUPPORT WORKERS? CHECK OUT THIS RESOURCE

Together, Community Living Ontario and Pooran Law have produced another free e-book-essential reading to anyone looking to engage or who has engaged a support worker. The book provides a detailed and accessible explanation of the law of employment and contractual relationships, as well as key related considerations respecting insurance, funding, taxes and much more!

<https://communitylivingontario.ca/resources/legal-guide/>

JOURNEY TO BELONGING-Developmental Services Reform

Developmental Services Reform Plan

Vision

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

Immediate Actions:

We will take action over the next year to **improve access** and **reduce barriers** for people and families

Application	Passport	Service Provider Capacity	Life Transitions	Workforce	Awareness
<ul style="list-style-type: none"> Improve communications Reduce wait times Virtual option and pilot online booking 	<ul style="list-style-type: none"> Help people purchase technology Easier to submit claims and reimbursement Clearer guidelines 	<ul style="list-style-type: none"> Streamline administrative processes so more time is spent supporting people 	<ul style="list-style-type: none"> Affordable housing solutions Youth employment initiatives Improve transitions for youth 	<ul style="list-style-type: none"> Recruitment and retention efforts Sharing knowledge and best practices 	<ul style="list-style-type: none"> Education campaign to reduce stigma and discrimination

Principles

People receive **support based on their needs**

Services build on the **strengths of people and supports** provided by families, support networks and communities

Supports are **person-directed and flexible**

Supports are **proactive and responsive** to people's changing needs across the course of their lives

Services are driven by **evidence, outcomes and continuous improvement**

Services and supports promote **health, well-being and safety**

System is **sustainable**

Reform Commitments:

Over the next 8-10 years, we will make the foundational changes needed to enable successful long-term reform. We will work in partnership with people with developmental disabilities, families and service providers as well as other ministries and sectors to achieve our vision of helping people truly belong in their communities.

1 Putting People First

Supports that are proactive and flexible, and based on people's unique needs and circumstances.

- ✓ Better planning and early intervention
- ✓ Person-centred needs-based funding model
- ✓ Supporting access to services across sectors
- ✓ Culturally relevant supports

2 Improving Service Experience

User friendly services and modernized service delivery.

- ✓ Improved needs assessment
- ✓ Simplifying the application process
- ✓ Adopt best practices and innovations
- ✓ Digital first delivery

3 Improving Quality and Accountability

High quality supports that lead to good outcomes for people.

- ✓ Performance measurement for continuous improvement
- ✓ More choice and a quality framework to help people choose
- ✓ Skilled workforce to deliver high-quality person-directed services

2021

Strategy Development 2021-2023
Develop and design elements to deliver on key commitments outlined in the plan.

2024

Implementation and Transition 2024-2027
Test new approaches and help people and providers to transition

2027

Provincial Roll-Out 2027-2031
Roll-out changes provincially, with support for people, families and sector partners.

Developmental Services Ontario (DSO) is the access point for adult developmental services funded by the Ministry of Children, Community and Social Services (MCCSS) in Ontario. There are 9 DSO agencies located across the province: serving different counties and regions.

If you have a developmental disability, live in Ontario, and are 18 years old you must apply through DSO to see if you are eligible to receive adult ministry-funded supports available in your community.

When you connect with your area DSO, they will help you:

- understand and complete the application process.
- determine the services and supports you need.
- get access to MCCSS funded services and supports that you need when a spot is available.
- find information in your community.

There are all kinds of fantastic resources available on the DSO-Developmental Services Ontario website. Take some time to review the website and have a look at some of the toolkits, webcasts, and podcasts.

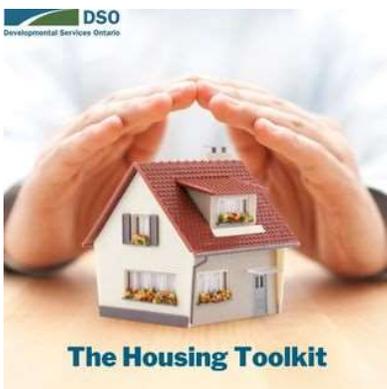
<https://www.dsontario.ca/resources/housing/welcome-to-the-dso-housing-toolkit>

<https://www.dsontario.ca/resources/webcasts-podcasts>

The DSO is active on Facebook and often post links to upcoming educational events and seminars. If you use social media, check them out!

<https://www.facebook.com/dsontario>

Talk to [your area DSO](#) to find out what services and supports are available and are right for you.



Staff Appreciation Car Wash and BBQ



Brought to you by
The Culture
Club



August 19
11am - 2pm

Head Office:
36 Emperor Street, Ajax

Rain Date:
August 26

