



CLAPW E-Newsletter

Summer 2021

STRATEGIC PLANNING

On Tuesday June 22 representatives from across CLAPW participated in a full day of Strategic Planning. This was a virtual event and was attended by twenty people with a good representation of agency stakeholders including parents, program participants, direct support staff, board members and managers.

A full day of planning done virtually can be daunting, but we are working with an excellent facilitator, Michelle Chambers of Chambers and Associates, and had the opportunity to be involved in small group discussions, white board activities as well as large group discussions. Strategic Planning is vitally important to organizations like CLAPW, and this is even more pronounced at a time when the pandemic has caused so much upheaval and uncertainty.

The planning committee did some preliminary work by conducting a PEST analysis. This involves looking at the Political, Economic, Social/Cultural and Technological implications that may influence our work over the next few years. The committee met again on August 16 and our goal is to have the final Strategic Plan (2021-2024) ready for presentation to our agency membership at the AGM on September 27, 2021.

Key areas of focus will include resource development, staffing strategy, enhanced individualized support strategy, continuous learning/mentoring, innovative living arrangements and strengthening family supports. Some of the topics are similar to our previous plan. And while we made good progress towards the objectives specified in that plan, the pandemic caused some of the work to remain incomplete.

We are in the business of helping people to have good lives and ensuring the agency has a solid plan that aligns to our mission, vision and values is a critical part of this work.

Feedback from the planning day:

"It was a great group of participants who are truly committed to the mission and want to see the agency succeed!" Michelle Chambers, Facilitator

"This is going well. Good pace, good organization, good instructions, good crowd control. We were dubious about 8 hours solid, but this has good energy and variety. It is also a treat and by product to interact with staff members."
Parent Participant

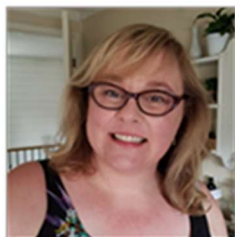
"You did a great job organizing this event on zoom. It was a pleasure to be part of it. Thank-you for inviting me."
Program Participant



Staffing Changes

We are pleased to announce that Lena Reilly has accepted the position of Senior Manager of Operations. Under the direction of the Executive Director, the Senior Manager of Operations is responsible for the supervision/support of management personnel and direct support staff of the programs and services as well as the management of any special projects and other staff as may be required. The Senior Manager of Operations plays a senior leadership role in the development and implementation of personal, organizational, and strategic outcomes.

Lena brings experience and a proven track record of success in the Developmental Service sector which will be invaluable in meeting both the ministry and agency goals and objectives as the sector begins a transformation of service delivery.



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Lena

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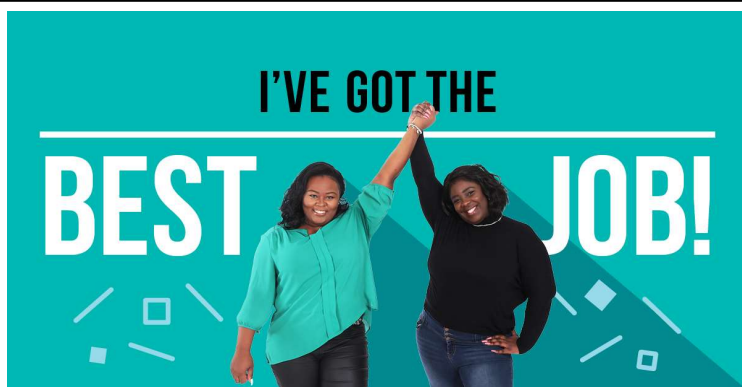


Kelly

And welcome to Kelly Poulin who has accepted the position of CPP/CEP Manager. Kelly has worked at CLAPW for more than 20 years holding a variety of positions including within residential services primarily at our Applewood location and in the Supported Employment Program. Kelly is an active CLAPW employee and has served on the following committees: Health and Safety, Labour Management, Workplace Culture, Diversity, Equity and Inclusion and Rights. Kelly is a strong advocate for the people supported by CLAPW and is a trusted staff member with families and community partners. She also has the best play list for CLAPW dances!

We are excited to welcome Lena and Kelly to their new roles!

WE ARE HIRING!



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

"Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do."

- Steve Jobs

Message from the Executive Director-Lisa McNee Baker



We are officially in the dog days of summer. It has been nice to be able to “open things up a bit” as the numbers of COVID 19 circulating in the community were low. That coupled with high vaccination rates helps to provide reassurance as people get back to some of their previous routines. It has not been easy for anyone, and we continue to be thankful to our dedicated staff and inspired by the people we support who have adapted so readily to the many changes.

We are pleased to have taken a lead on Rapid Antigen Testing. This provides another layer of protection and certainty. We are currently regularly testing staff, supported people and will offer this service to families who are visiting and contractors who must be inside an association location.

One of my favourite events of the year is the annual garden judging contest. (I love to garden) The creativity shown by each location was fantastic and our homes are some of the nicest looking homes in the neighbourhoods in which they are located.

Our summer program has been very successful again this year. It is amazing what can be done on a virtual platform. We have been fortunate to have 11 great, hardworking summer students that have helped with everything from programming and promotions to archive management and maintenance. We appreciate their efforts and hard work.

We are winding up year one of our three-year Trillium grant with a focus on one-to-one volunteer matches to reduce social isolation and had a very favourable evaluation. Which, when you think about it, is quite something to achieve during the midst of a global pandemic that required sheltering at home and maintaining physical distancing.

We created a Diversity, Equity and Inclusion Committee as well as a Community Wellness Committee. Both groups are comprised of Managers and Direct Support Professionals. These groups will help us continue in our efforts to ensure that CLAPW is a welcoming, dynamic, and supportive workplace.

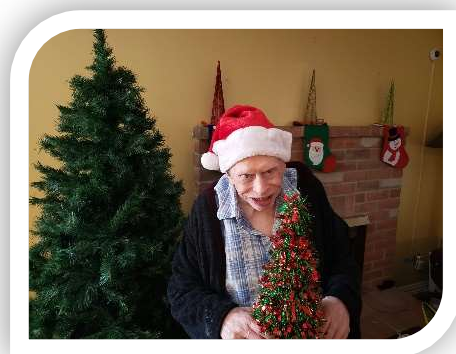
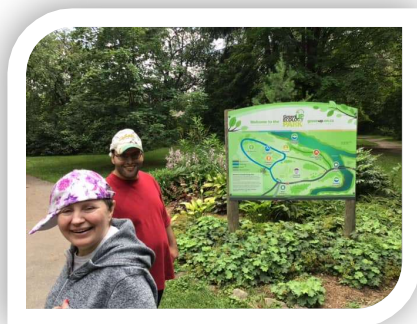
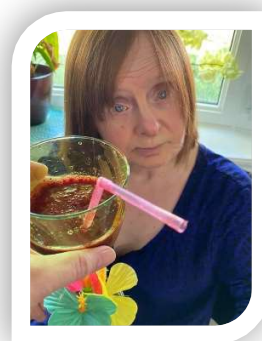
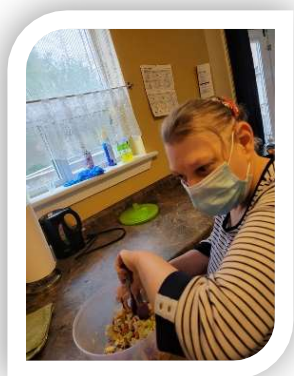
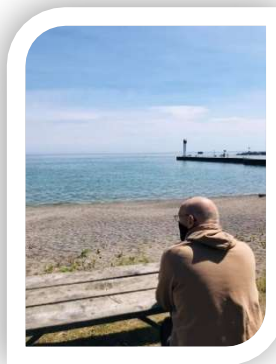
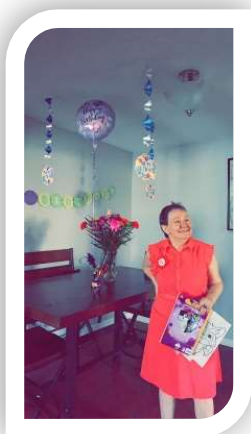
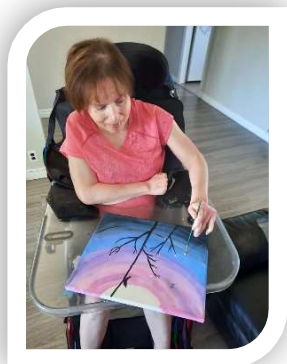
The week of September 12-18 is Direct Support Professionals Week, and we are once again hosting our annual staff scavenger hunt during that week. Always a lot of fun, this event is open to all staff at CLAPW. We have discovered that we have very creative, fun-loving, and competitive people at CLAPW!

I, along with other local Executive Directors of Developmental Service Agencies, have been meeting with local MPP's to discuss the needs in our sector including the maintenance of the wage enhancement and the need for more services to address the numbers of people currently awaiting support. As well, we took time to discuss how well our sector weathered the Covid 19 Pandemic, thanks in large part to our philosophy about supporting people in small settings and the dedication, and commitment of our staff who adhered rigidly to infection prevention and control measures.

Looking ahead to the fall we are busy planning for our Virtual AGM to be held on September 27 (details to follow soon) and our virtual Christmas Party to be held on December 10. And of course, we are slowly reopening our day services.

And finally, make sure to take a look at the MCCSS website https://www.ontario.ca/page/journey-belonging-choice-and-inclusion?_ga=2.131299919.1513065841.1629125796-553421516.1592012937 to access information on the proposed transformation of Developmental Services. This ten-year plan will have implications for families, individuals supported by CLAPW and staff. Families and other stakeholders from across the province have had input to the plan. This will be something that we will hear more about in the coming months/years.

KEEPING BUSY IN LOCK DOWN



"If you love life, don't waste time, for time is what life is made up of." – **Bruce Lee**

MO'S MUNCHIES FOR POOCHES



Maureen started her 'phase 2' round of homemade dog biscuits this summer.

She sold many to friends, family & neighbours!!

Her dog treat business was such a success, she hopes to restart her business sometime this fall!!

Thanks to everyone who supported Mo & we will keep you all posted once she bakes up a storm & has more stock!!!

Want to place an order? Contact Mo at maureenmontgomery79@gmail.com

She's got your dog treats covered!

CHRISTMAS IN JULY

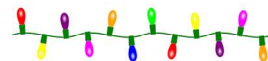


The last year has been hard on everyone, but Christmas was particularly difficult for our Harman home this year.

We decided a Christmas do over was in order with Christmas in July. We watched lots of Christmas movies, made a gingerbread house, had a big Christmas dinner, gifts, and even had a visit from the big man in red himself!

Everyone had a great time, and it brought some normalcy to the house!

Jacqui Devine



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

Dave Hingsburger an unrelenting and tireless advocate for the rights and freedom for people with intellectual disabilities suddenly passed away on July 18/21 in Toronto

Welcome Jeffrey to Pringle!

By Jeff and Shannon



Meet Jeffrey 😊 or “Jeff” to his friends (as he likes to say). Jeff is new to CLAPW and a welcome addition to Pringle! It has been a pleasure getting to know him. He is a funny and charming character with a great love for music, sitcoms, and game shows!

Thanks to the support of the team at Pringle, Jeff has settled quite nicely into his new home. He has been enjoying getting to know his new housemates, Suzanne, and Mark, going for walks in his new neighborhood and spending time in his backyard and watering the gardens. This summer, he has been going on day trips to places like Beavermead Park, the Toronto Zoo and recently attended the BBQ/Carwash at head office, along with his support staff and housemates. After the BBQ, he thanked his support staff for taking him and said he really liked meeting all the “nice people” there.

The future looks bright for Jeff as he settles into his new life with CLAPW and looks forward to all the exciting adventures he will have and friends he will meet along the way!

Welcome Jeffrey! 😊



The second annual staff appreciation BBQ and Car Wash was a huge success! Thanks to the workplace culture committee and amazing summer students for their hard work and most excellent car washing abilities. Our group was having so much fun that our neighbours got in on the action. Pictured here is the tiniest customer of the day, Jacob, who was only too happy to assist in the washing of his vehicle of choice.





GARDEN CONTEST 2021



Once again, the gardens at CLAPW have been SPECTACULAR! The garden contest was a blooming success! Every location looked lovely, and the judging was so tough! Our Applewood location came out victorious this year and as such get to keep the CLAPW garden gnome, ED CLAPPER on site for the next year!



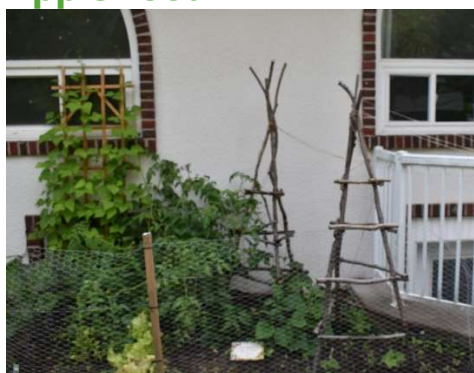
Applewood



Kirby



Cochrane



Forestview



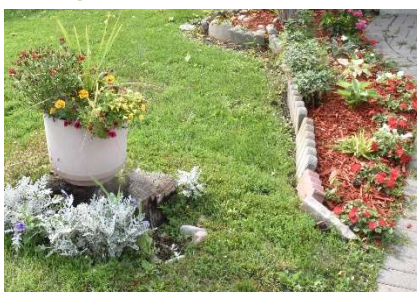
Dowty



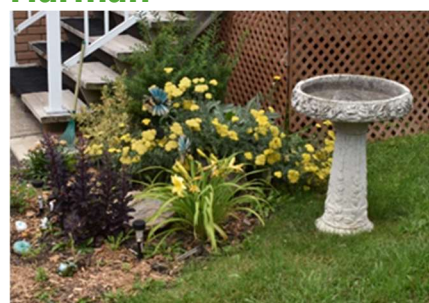
Harman



Dowty



Pringle



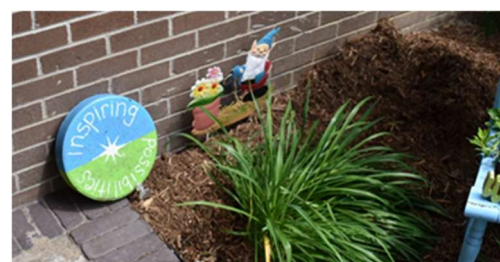
Windsor



Clarke Upstairs



Clarke Basement



Head Office

THANK YOU TO OUR VOLUNTEERS



Based on the survey input of participants, their families and the volunteers involved, the **Reducing Social Isolation Through Volunteerism** program, funded by the Ontario Trillium Foundation (OTF) and sponsored by Community Living AjaxPickering and Whitby (CLAPW), was a resounding success in its first year of operation, which began in July of 2020. Participants reported that they reached their most important goal, whether it was feeling less alone, being more connected to their community, having someone to talk to, making more friends or talking to more people.

Several volunteers and families provided complimentary comments about the program. One volunteer noted: *"The CLAPW experience was one of the most valuable experiences that I have had, and I am grateful for it."* A family member observed: *"It is a great program and a very worthwhile experience for our daughter."*

The stakeholders have spoken. In their view, the Reducing Social Isolation Through Volunteerism program met all its goals. It provided meaningful activities for participants; the activities were of the participants' choosing; the activities fulfilled the most important goals of each participant; they were as frequent as the participants wanted; and the volunteers and participants were well-supported by CLAPW.

We look forward to what year two of this very important project will bring.



CLAPW Annual General Meeting

AGM

This Year's AGM will be hosted via Zoom conference,

Monday, September 27, 2021
from 6:30 pm - 7:30 pm

To access the Zoom meeting please register by emailing
janice.reesor@clapw.org
by September 24th.

Upon registration the zoom link and login information will be emailed to you.

THIRD ANNUAL SCAVENGER HUNT

COMMUNITY LIVING
Ajax-Pickering and Whitby
Inspiring Possibilities

GROUPS OF 4-6 PEOPLE.
5 BONUS POINTS WILL BE
AWARDED FOR CREATIVE
GROUP NAMES!

REGISTER AT
CULTURECLUB@CLAPW.ORG
NO LATER THAN SEPT 7
DETAILS WILL BE EMAILED
WHEN YOU REGISTER

RUNS FROM
SEPTEMBER 10 - 20



Public/Member Event

Staff Event



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 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.



CHEERS FOR PEERS-EMPLOYEES/TEAMS OF THE MONTH

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

April

Althea Telemaque
Leadership Team

May

Karen Blackburn

July

Nicole Landells
Pringle Team



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

FAMILY FEEDBACK



We want to thank you so much for your assistance in finding ways for Jen to be more independent. She is so happy to show off her new skills making breakfast. She wasn't keen on learning these skills until you showed such an interest and made it a special time for her. She now has a list of several breakfast ideas she can make on her own. She was encouraged by watching her friends who have been learning as well. You've come up with interesting ideas to try and have encouraged her so much.

As things start to open up again, we are thinking back to the past year and a half and are so grateful to have had access to unique programs to help Jen relax and spend time with her friends. We are very proud that Jen was able to use the time spent at home to increase her independence as well.

Thanks again for all you do.

Dan and Judy

