

# Community Living Connections

## Renovations Are Complete

Ted Shuh ~ Executive Director

Community Living North Grenville built our existing building at 2830 County Road 43 in 1983 as a "Workshop". It was built with a combination of local fundraising, co-chaired by Gord Sowten and Ian McLaughlin, and a provincial government grant. Over the years the Association moved to providing opportunities for people with an Intellectual Disability in more inclusive environments in the Community such as Supported employment, volunteering in the Community and Leisure and Recreation. Our vision of an inclusive Community started in the late 1980's. We have never questioned that decision.

Additionally we experienced a great deal of growth to meet local demands for support as well as through the closure of St. Lawrence Regional Centre and Rideau Regional Centre. Funding from the closure of both Regional Centre's has benefited others in our community as well, over the years. As a result of this growth additional staff was hired and our Administrative infrastructure grew to manage this growth. In the mid 1990's we experienced serious funding cuts by the government of the day, as a result of a downturn in the economy. To manage these cuts in part without reducing services to individuals we support, we moved our then leased administration offices into part of the old "workshop".

We have continued to grow since then and have leased additional office space for our supported employment and Youth in transition services. This still left many staff working in overcrowded offices at our main building. To manage these overcrowded conditions we decided it was long overdue to build an additional to our existing Administration building. This was our most cost effective option since we own this property. To offset the cost of this addition in part, we closed our Clothier Street office and moved staff from that office to our new addition and relocated staff that was working in crowded conditions to this new space. We are very pleased with the results, which you can see in the photos in this newsletter.



## The End is Near!

Brenda Dillabough  
Manager, Adult Day Services

For those that are working in, and using the Administrative Offices and Resource Centre on a regular basis the end to renovations is near. Referring specifically to the Resource Centre we now have a completely accessible washroom; areas open to the public; have had door frames widened; slip resistant flooring has been installed; landscaping has created beauty to the exterior; the driveway has been re-surfaced and lined; and finally a new snoezelen room has been introduced.

Thanks to everyone for their patience and co-operation during the renovations. We are very appreciative of the Executive Director and the Board of Directors for supporting growth in our resources and recognizing the importance of providing an accessible environment.

It is Community Living's belief that "all persons live in a state of dignity, share in all elements of living in the community, and have the opportunity to participate effectively".

### This Issue ...

- \* Life Lessons In The Fourth Grade
- \* Calling All Virginia's
- \* From The "E.D's Desk"

See inside for more!

## Life Lessons In The Fourth Grade

Debbi Black

Reflect back to Developmental Psychology 101 and remember Maslow's hierarchy of needs: a sense of belonging comes just above our human need for health and safety. Without feeling that sense of belonging there can be many issues that arise in our world, and of course, in our workplace. Some people spend their whole lives struggling for a place to belong. A feeling of belonging to a group is positively associated with good physical and mental health.

So what???

I would encourage everyone at Community Living North Greenville to ask these questions, How well do I know my coworkers? How often do I take the time to provide my coworkers with positive feedback?

How often do I really listen to my coworkers? David Pitonyak has written a brilliant commentary about belonging. If you go to his website at [www.imagine.com](http://www.imagine.com) you can read the article in its entirety.

After I read more of David's work I started to think of people who have impacted my life in a very positive way.

Do you remember your favourite teacher? I cer-

tainly do: she was my Grade Four teacher and I remember her because she greeted me (and everyone else) at the door to the classroom every morning and she ALWAYS noticed something nice about me (a new shirt, haircut, etc.). I knew without a doubt that I belonged in that classroom. The simple process of greeting someone and saying something nice could mean a world of difference to another person. It's been a long time since I've been in Grade Four but I will never forget Mrs. Campbell. Consider that we spend as much time with our coworkers as we do with our families. Imagine the impact our work environment has on our lives. Imagine the impact that giving everyone a sense of belonging would have on our workplace. Imagine the impact that something so basic and simple could have on the lives of people we support. So let's all take a minute to make a positive difference. Greet your coworkers at the door with a kind word. Remember that other people always matter.

Join Us for our Book Fair!  
October 16 from 3-7pm  
October 17 from 9-3 pm  
At the Ferguson Forest Center  
275 Cty Rd 44



## Calling All Virginia's

'Tis the season to be jolly !!! What season you ask? Well at the time of writing this submission, Thanksgiving weekend has just past and Christmas Day is a mere 70 days away (and yes, I did know that). The Christmas "season" however will begin soon with parades, parties and daily magical sightings of the all knowing Santa Claus who already has your name on the naughty or nice list. Thanksgiving reminds us to be thankful for what we have. I think it is a perfect segue for the season of Christmas, the season of giving.

Need I remind you that "Yes Virginia there is a Santa Claus and he lives in each and every one of us". We have lots of "Virginias" here at Community Living North Greenville and each year we find more ways to spread Christmas spirit in our community. It is time to get in to Christmas mode and make a difference again this year.

For quite a few years now, members of Community Living North Greenville have made sure that there are numerous toys and clothes for the Wish Tree and food for that Salvation Army. We have done this by way of a silent auction of many donated items and handmade treasures. I would like to ask people to consider donating an item that perhaps you made for our auction to make it a success again this season. We have so many talented people here.

We have been collecting pennies for the Wish Tree. For a long time, the bottle was not accumulating much. It has pleasantly been filling up again. Sometimes pennies are left on my desk in jars and baggies. Sometimes it seems fuller than the day before, "magically". For all who have donated via baggies or by magic ~ "thank you!".

So in closing I would like to ask you, are you a Virginia? Are you someone's Santa Claus? It's easy to do and there are so many things you can do. Let's make a difference again this year to the children and their families in our community who may be less fortunate.

So yes it is "tis the season to be jolly". It is the season of giving. And we do have so much to be thankful for. All you have to do is "Believe". However I'll save that for the next newsletter.....

**Submitted "Joyfully" By Kathy Botham**



## From the E.D.'s Desk

*Ted Shuh—Executive Director*

This past summer continued to be a busy time for us. There was a time when there were a few weeks in the summer that gave us all a bit of a break to catch up with all of our work. Those days seem to be have long gone by. This brings new meaning to “prioritizing workloads” and “time management”.

The Ministry of Community and Social Services continues with the Transformation to comply with the new “Services and Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008”.

This replaces the old “Developmental Services Act 1975”. A great deal of work has gone into the consultation process by our provincial networks to bring our suggestions forward in regards to the final wording of the act and the regulations that accompany the act. News articles “Spotlight on Transformation”, from the Minister of Community and Social Services can be found in our new Library.

It was with excitement that we watched the new addition to our administrative office take shape. We are now moved in, our office on Clothier Street has been closed and staff has moved to their new quarters. This addition was long overdue; staff has been working in cramped quarters and often found it difficult to carry out their work without compromises their confidentiality. I would like to thank everyone for their contributions and patience during the construction. A highlight of the addition is a bigger Board/Training room. It will provide us with more space for training,

meetings and more efficient use of our video conferencing equipment. The landscaping made our tired old building look “refreshed”. With the completion of the addition we have been able to turn one old office into a Library. In the library we have a number of books, tabloids, video’s and pictures. We would ask that you enjoy the library but do not remove anything without signing out for it. Much of our History can be found there. I would encourage newer staff to spend some time there. The information in the Library will give you a better understanding of our Association’s history. The new addition has also provided us with two new small meeting rooms and a new Snoezelen room.

We continue to prepare for Accreditation in the fall of 2010. Jackie Ritskes will report further. Internal committees have been established to develop, Risk Management Plan, Accessibility Plan, Environmental Plan, Technology and Systems Plan, Business efficiency Review that includes staff and supported individuals surveys, and a review of our Strategic Plan by our Board. Most plans have been completed and approved by the Board of Directors. I would like to thank everyone for getting involved in this process. It is critical to have involvement from all levels of staff, families and stakeholders. Accreditation is not to be looked at as some third party checking up on what we do, but rather a celebration, validation and process to build upon the good work we do.

**7th Annual  
Kathy Botham  
Bowl for Easter  
Seals!  
Raised \$3800 on  
October 18.  
Great Job!!**



## New Sports Time for Kids With Special Needs

**EquiFITT.COM**  
Fitness & Sport  
Conditioning  
(613) 258-4866  
[personaltrain-  
ing@equifitt.com](mailto:personaltraining@equifitt.com)

**Equifitt Fitness & Sport Conditioning** will be offering a new parent/child sport group supported by Autism Ontario, and open to all children with special needs.

Meeting weekly, in the evening, for 8 weeks of sports and active learning. Activities subject to change but could include basketball, soccer, floor hockey, yoga, Olympic-type activities, dance, fitness training and much more. Giving your child an opportunity to

socialize and develop sport skills at a suitable pace, in a fun & non-judgmental environment. Interested families and volunteers are asked to contact Patricia (info below) for more information, or to sign up. The class will be on either Tuesdays or Thursdays, time to be determined depending on participant interest and availability. Cost will be approximately \$80 for 8 weeks. Contact: Patricia Flanagan [pflan@xplornet.com](mailto:pflan@xplornet.com) cell: (613) 724-1843

## Christmas is coming .....

The annual Community Living North Grenville Christmas Party will be held on Friday December 4th at Sam Jakes Inn in Merrickville. The cost will be \$10 per ticket which includes your buffet dinner. More information will follow.

## CPI Training Dates

We will be holding two CPI recertification class this fall, one on the 17<sup>th</sup> of November and the other on the 24<sup>th</sup>. Staff who are up for renewal have been notified by memo. If you are wondering where you sit on the recertification list for either First Aid or CPI, I have a list posted at my desk.

Our latest venture in training development has been to provide staff with Medication Orientation and Policy Review in a more formal setting. Preparing and administering medication is an important function within our workplace and providing staff with practical training over and above job orientation is viewed as an important element of staff preparation for the workplace.

In the past, staff have attended or purchased online courses which, in the end provided certification however, did not provide the practical knowledge or lab opportunities necessary for job training. The program we present exceeds the DSW course outline and provides policy review in the

areas requiring across the board consistency of practice such as the processing of doctor's orders, procedures and documentation.

The 2, 2 hour classroom sessions are designed to provide both basic knowledge of pharmacology as well as practical lab demonstration of safe medication administration. Review of policies governing safe practice and documentation are reviewed and staff are challenged with both an assignment and written tests. It is a full 4 hour of no wasted time presentation. At present we have conducted one session with new employees. There were also several of our senior staff who attended and more who have expressed an interest in attending future sessions.

Let me know if you are interested in our next session. Maintaining competence is an ongoing responsibility of any professional and this no cost in-service opportunity may be of interest to you.

Fall Campaign for Canada Savings Bonds has begun. CSB's are available to all employees. Don't miss the October 20th deadline. Call the office for more information.

## Community Options Report

Marcus Dickie

I'd like to take this opportunity to thank all of the agencies that provide quality volunteer opportunities for many of the people we support. This relationship is invaluable as we continue to expand our community involvement and develop meaningful experiences for individuals and organizations alike. While the day support staff continue to provide positive activities they are all working hard to help develop an even better program which will help ensure that through day programs that individuals can achieve their outcomes and participate in a diverse array of valuable experiences.

To assist us with this venture we are fortunate enough to have two terrific student volunteers; Richard and Sierra. Both students will be with us for several months, during which time we will be utilizing their skills primarily at the resource centre. They will help enrich our activities program and provide assistance for our day support staff as we continue to provide quality community based activities such as the therapeutic riding program, bowling and swimming.

With focuses on a literacy and arts program, we look forward to some unique and exciting experiences this fall and winter season.

## Staff Update since our last newsletter .....

- **BABY NEWS:** Brooke McEvoy gave birth to a beautiful baby girl on September 29 at 1 am. Layla Lynn weighed 8 pounds 12 ounces. Jen Brown gave birth to Jacob.
- Jen Brown gave birth to Jacob Xander in April.
- Marcus and his wife welcomed Maddox Hadden Dickie into their family. Maddox was born February 20, 2009
- Sarah Loken and Fred Green were married July 11 at the Burritt's Rapids Dam.
- **NEW HIRES:** Marie Hoogenboom, Melanie Johnston and Ciony Ljungar
- Angela Gray returned to Kimberly following a six month leave of absence.

**Congratulations !**



Anyone wishing to include January 2010 issue of "Community Living Connections" may forward their submissions to Tanya Gray. [tgray@communitylivingnorthgrenville.ca](mailto:tgray@communitylivingnorthgrenville.ca)

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