

Community Living Connections

Where dreams come true...

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 ...

- * **From The E.D's Desk**
- * **CARF Update**
- * **Lazy, Hazy, Crazy days of Summer**
- * **My Weekend in Toronto**
- * **Employment Supports**

See inside for more!

After months of planning and weeks of preparation "We are ready", said Al Weiss, President of Disney World Resorts. "It's not very often that we have a visitor that causes this much excitement here at Walt Disney World". Even Mickey Mouse the big cheese at Disney could hardly contain his excitement as he waited his turn to meet the special guest. Was it the President, the Pope or the Queen they were referring to? No! Linda Antoniak arrived at Walt Disney World in Orlando, Florida on March 16, 2010.

While visiting there, Linda saw many of her favorite characters in the Disney family including; Pinocchio, Goofy, Woody, Donald Duck, Daisy Duck, Chip and Dale, The Little Mermaid and many others. The highlight of the day was a private meeting with Mickey and Minnie. Mickey was overheard later saying to Minnie that meeting Linda was "the thrill of a lifetime and something that I will remember forever!"

While at Disney World, Linda and her husband Albin enjoyed a safari cruise down the Nile, a show put on by the Country Bears, the beautiful singing birds of the Enchanted Tiki room, a comedy show at the Monsters Inc Laugh Floor, a ride on the Liberty Square Riverboat and many other adventures. Linda and Albin had several pictures taken in front of Cinderella's Castle and many different locations throughout the park.

After dark, Linda had a reserved front row seat across from the Hall of Presidents for a Parade of Lights featuring many of the friends that she had met earlier in the day. Afterwards, Linda and Albin enjoyed the fireworks show over Cinderella's Castle. After a long 15 hour day at Disney World, Linda and Albin were whisked away to their

private accommodations a few kilometers from the Magic Kingdom, where it is reported that Linda had magic dreams that night. Linda said the next day that "It was fun" and Albin commented that "It was good, geez!"

While in Florida, Linda and Albin enjoyed shopping trips, eating out at several restaurants, a day walking along the Atlantic at Daytona Beach as well as swimming and sunning themselves at a resort in Kissimmee.

A great time was had by Linda and Albin, with many memories to come home with.



*Submitted by:
Judi Paterson*

CARF Update

What have the "CARF GIRLS" been up to? Over the past several months Nancy and I have been compiling information that everyone has provided for us, into binders for the CARF Survey Team. Each of these binders speak to the specific programs that are being accredited by CARF. The binders fall into categories such as; Community Housing, Community Integration, Supported Independent Living, Community Transitions Services, Respite Services, and so on. In total there are 13 binders that sum up what we do here day in and day out.

Next steps.....

Peter Sproul, a surveyor for CARF and an employee with Community Living Kingston, will spend one and a half days with us here in Kemptville answering questions and reviewing the work we have done to prepare for our Accreditation Survey.

October 18th to 20th the CARF Survey Team will

arrive at Community Living North Grenville and spend time with us, asking questions and going through our information. They will then make determinations on where we excel as well as making some recommendations as to where we can improve.

Submitted by: Jackie Ritskes



Colleen is holding the two pictures that she and Trevor Harris submitted to the Gallery 6 photo contest. Both of them attended the wine and cheese party held the night before the judging. Trevor placed third in the competition. Congratulations to both Colleen and Trevor!

PRH Workshops Coming to CLNG in 2011

Hello to all persons who have an interest in their ongoing personal development! I have been encouraged this past year by the awareness on management's part of the need for opportunities for employees to grow as persons, as well as ongoing skills training. As a result, I have been asked to present some workshops for interested persons.

I say "interested" persons because any growth has to be voluntary. This means that those who have already done some growth work, or who are interested or even curious about their personal development may find this opportunity very attractive. Others may dismiss it outright for whatever reasons. Either response is valid. Personal growth best occurs when persons are ready and consciously value their growth as an ongoing journey. So, I encourage you to become aware of what resonates in you after reading this article. Does it make sense for you? Is it something that you have been looking for? Are you aware of any hesitancy? Are you aware of any interior resistances? Your responses to these questions are neither right nor wrong. They are simply what presently lives in you around these questions. It may be helpful to ask yourself what is underlying your attraction or resistance to this topic of personal growth? The importance here is to become more conscious of why I am living one way or the other in relation to this topic of personal growth.

Below is a brief explanation of **PRH (Personality & Human Relations)**, which is an **International School of Adult Education** PRH stands for the French "Personalite et Relations Humaines" (Personality and Human Relations)

It is a tool for auto-formation meant for adults.

It has been created by Andre Rochais who always liked to call himself an ordinary man, a man animated by a deep love for his fellow human beings and a deep faith in their power to grow, to become happy, resourceful and service minded people.

Deep down the greatest wish and aspiration of Andre Rochais was that all human beings come to know themselves and value themselves. He devised a means, a method of growth for all human beings. He was open to all persons. In order to reach all people he invented a vocabulary that is universal, which can be understood by everyone. **This method is centered on the discovery of the core of the person which is essentially good and positive, and on the living of this reality.** That is something that has always appealed to me about PRH.

The purpose of PRH is not simply to give workshops, but to help persons grow as they are called to, with the help of some workshops and of other means provided by PRH. These include one to one counseling, and/or, monthly growth groups. **Everyone takes what one needs from the method, whatever helps him/her to be a more integrated person.**

For more information, contact John at (613) 258-0076 or email at johnwtgraves@yahoo.com . Have a great day.

**Canadian Website: www.prh-canada.org
International Website: www.prh-international.org**

Submitted by: John Graves

From the E.D.'s Desk

Another summer has passed us by. We were all kept very busy preparing for Accreditation, Strategic Planning and complying with three new pieces of legislation, "Violence and Bullying in the Workplace", "Public Sector Constraints Act" and "Asbestos Regulations".

In regards to Accreditation, dates have been set in October. Jackie will report in more detail in this newsletter. I would like to take this opportunity to thank all of our staff who stepped forward to assist us in preparing for Accreditation.

We have set October 2nd for our Strategic Planning day and look forward to participation from Board members, staff, supported individuals and their families as well as the broader community. If you wish to participate please contact me at the office. This planning day will establish a long term plan in regards to the supports and services provided by Community Living North Grenville and review our vision and mission. Given the many changes that are happening in the developmental services sector provincially, this is an appropriate time to come together and plan for the future. The province passed new legislation in regards to violence and bullying in the workplace, which provides employees with the right to a workplace that is free from harassment and violence from both internal and external sources. Community Living North Grenville developed policies in this regard a number of years ago and amended our policies to ensure compliance. Staff training was provided and we feel everyone now has a better understanding of the significance of these issues.

In addition to this training the management team were provided with "due diligence training", to ensure the management team understands their

responsibilities to meet legal and legislative requirements.

The Public Sector Constraints Act essentially freezes wages and expenditures in our sector from April 1, 2010 to March 31, 2012. Given the rapid increase in demands for new service in our sector and in particular our community, this will place a great deal of pressure on our Association. Legislation under the Occupational Health and Safety act required employers to have workplace asbestos testing done. Although asbestos was banned in Ontario in the late 70's, some workplaces may still contain asbestos containing materials. This testing was completed on all Association owned properties and reports filed. Some remedial work and asbestos management planning was required as a result of this testing on two locations built prior to the ban. Over the past several years we have recognized the need to upgrade our computers, electronic filing system, staff scheduling, employee and clinical records, membership and other electronic applications given this time of technology. Proceeding with this was cost prohibitive for us in terms of purchasing software and the staff time required for the updating all of this information. With that in mind we applied to the Ontario Trillium Foundation this spring and I am happy to report our application was approved for a \$141,400 grant. This will be a three year project, and also provides funding to increase our staffing complement to do the work.

The Ministry of Community and Social Service continues to roll out their regulation in regards to the "Services and Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008".



Community Living North Grenville now has a Suggestion Box, compliments of Henry Boruszewska. If people we support, the general public, or support staff have ideas on how to improve service, a friendly note can be dropped into the suggestion box.

Summer Memories of 2010

With summer coming to an end, we sit back and enjoy the quietness of fall and reflect upon those warm days gone by. This summer many of us let go of our inhibitions and filled our summer days with fun, educational and new work experiences.

One of our outcomes was to cut down on mileage and increase and enhance local opportunities and experiences. Thank you to all of the locations that welcomed us with open arms and helped to make our summer above average.

Many of us enjoyed the sunshine while we enjoyed the outdoor pool in Kemptville. The new lift and stairs assisted us in accessing the pool. When we were in the pool, the warm water, the helpful staff and lifeguards, the public and the sunshine all enhanced our swim. Those of us that wanted to access the deep end of the pool and the diving boards were free to do so while others of us chose to stay where we could touch bottom. On a few occasions before the pool opened for the year, we accessed the pool at my house and we played with my dogs, cats and other toys. Prior to our swims and at other times throughout the summer, we accessed both parks in Kemptville. When we went to Curry Park we played sports, skipped stones and had picnics. We never did get an opportunity to go fishing but there is next year.... At Riverside Park, when the swings were available, we took turns using them. It doesn't matter what age we are, a swing is always appealing but everyone was excellent about making sure that all children had priority to the swings before we laughed and made ourselves motion sick. Prior to the 1:30 swim there was a group of swimmers practicing from the swim team. We often watched the swimmers and talked to the family members of the swimmers. The picnic tables are a great place to have a pop and relax in the shade on a hot day.

The local movies at the Municipal Centre on Thursday mornings were also a hit. The movies were only \$2.00 and they were at 10 a.m. so it left the rest of the afternoon to have a picnic or do another activity. The local bowling alley was opened on Fridays so we went for

some strikes. Mark volunteered to help us have a little more fun with those strikes and/or gutter balls. Thanks Mark, for enhancing our summer. Colby and Jos, owners of the bowling alley, also invited many of us to their 25th wedding anniversary/50th birthday party (for both of them) and, WHAT A PARTY!

The local library was also a place to hang out and enjoy the books and the computers. The library hosted a morning of activities for a group of people that frequent the library throughout the year. It was a morning filled with stories and crafts. The library also gave us some walking tour brochures of Kemptville. We enjoyed doing these early in the season before it got too hot. One morning when we were looking for a local activity, David asked to go see the fire hall. Chief Bond was great to welcome us and show us around. David and others enjoyed looking at the fire trucks and hearing the sirens and seeing the lights. David and others also stopped to visit my husband Bob, a local MTO officer. Again, David was interested in the siren and lights of the cruiser.

Many of us had birthdays over the summer, Peter and Shirley were great about making sure that there was a party and a cake for each occasion.

This story wouldn't be complete if I didn't mention that many of the local eateries welcomed us with open arms and great food. The local stores encouraged us to "Shop till we dropped." Over the summer, we toured museums in Merrickville and Ottawa. When the local bowling alley wasn't opened we travelled to the bowling alley in Smiths Falls. Midway in Ottawa was also a new experience to many of us. Especially me!

Many of the young people have not had a lot of work experience yet, so we introduced them to the work world. Some of the jobs that they experienced were doing local newspapers, yard work, township work, and volunteering at Big Sky Ranch.

Overall a great summer, with great people and great weather!

*Submitted by: Rose Riddell
Youth in Transitions*



Kick Off To The CLNG Silent Auction

Kathy Botham, Heather Riddell and Lisa Sigl have organized a silent auction for the Children's Christmas Wish Tree for 5 years now. Over these 5 years, together we have raised approximately \$3000 for gifts to go under local Christmas trees.

Betty Carson has jumped into this fund raiser and she would like to help them kick off the fund raising by donating a baby comforter and

pillow that she and her friend Florence have quilted together. Betty is encouraging everyone to make something that can be auctioned for a great cause!

The auction takes place this fall, for more details please call the office.

Submitted by: Rose Riddell

At left: Betty Carson and Lisa Sigl displaying the beautiful quilt and pillow.



Brick Walls And Leaky Roofs

I came into work this morning and ripped the month of August off of my calendar. As I prepare to head in to a new month, I look at all the notes I have made to myself on this sheet to not forget anything.

It occurred to me that although a calendar is a great guide to remember important things, not everything important in our lives are recorded and highlighted on paper.

This summer I was reminded of the words of a very inspirational lecturer. I looked up his lectures on the internet. Then found myself in a bookstore buying the book "The Last Lecture" by Randy Pausch. Yes, I actually bought and read a book. Don't get me wrong, I like to read. I like to read magazines, newspapers and articles. I am not a book reader.

Without a word of a lie, I read this book, the clouds opened up, poured rain on my house which caused my roof to leak and two of my ceilings opened up!

So taking into consideration Randy's words, "We cannot change the cards we are dealt, just how we play the hand" and, "If we take one tenth the energy we put into complaining and applied it to solving the problem, you'd be surprised how well things work out".

In search of a roofer, a friend told me that her son is a roofer but he lived in Stittsville. I called him, hoping he would get back to me later that day. He immediately got back to me and happened to be driving down my street! How well did this work out? Play your cards, don't complain and just solve your problem.

I want to share with you some of Randy's quotes:

- * "The brick walls are there to give us a chance to show how badly we want something"
- * "If you lead your life the right way, karma will take care of itself"
- * "Ask yourself, are you spending your time on the right things?"
- * "Be good at something, bring it to the table. It makes you valuable"
- * "When there is an elephant in the room, introduce him"

and

- * "Are you a Tigger or an Eeyore?"

Ask yourself these questions. They are effective in so many areas of our lives, not just the ones highlighted on your calendar. How you approach your day, the people in it, circumstances and events and "it's raining in the spare bedroom"....Feeling well protected under my new roof I can safely say, I recommend this book.

So there. I have just proudly submitted to you a book report. Allow me to introduce an elephant. A book report to me would have been a brick wall at another time in my life. So would a leaky roof. Be a Tigger, bounce over walls, don't complain, work harder and don't run people over. If you have trouble, call me. I know a great roofer!

Submitted by: Kathy Botham

Support the 7th Annual North Grenville Book Fair!

Friday October 15

3pm-7pm

Saturday October 16

9am-3pm

Ferguson Forest

Center

275 County Road 44

Sticks and Stones

One thing that is tough to do is to change our use of certain words and phrases. Sometimes our use of language seems to take on a life of its own. I remember many years ago, a woman was at my home to provide a little support for my Mom who had A.L.S. This worker was leaving and she started to complain to me about her workload, going on to say that she had to "do" my Mom, then go and "do" someone in another town. I felt deeply offended to hear someone speak of my Mom's care in such an objectified language, yet I have probably said the same thing myself! Now I try to be conscious of my words and use a full sentence more often. I have found that I do have time for that and it never killed me.

Another word that has re-surfaced after years of near-absence is the "R" word. It seems to be a common adjective for things that are unfair, don't make sense, or are ridiculous. It is thrown around more by young people, who do not remember its previous use. Originally it was a clinical label, but it later became stigmatized and was used to insult people. I believe the people who use it now do not understand the pain it has caused in the past nor

must they comprehend how offensive it still is to many of us. Yet if it is so commonly used that we are de-sensitized I think it would be a sad thing for those of us who support people with intellectual disabilities and their family and friends. I do understand how awkward it can be to make changes but we are all capable of effecting change, at home, in the workplace and in public. I think of the time I decided to ban "dumb blonde" jokes in my home. I was embarrassed to bring it up, but in the wake of events such as the Montreal Massacre I felt it was my duty as a mother of girls. I wanted to do my part to diminish misogyny and acceptance of harm to women.

I hope I have given you some food for thought, but not a guilt trip. Just an opportunity to think about the power of words and maybe reduce some harm.

Submitted by: Jennifer McCue

* Refer to "The R Word" by David Hingsburger, published on his blog, August 24, 2010. Many of our staff are attending workshops presented by David Hingsburger this month.

2010 AGM Highlights

On June 16th the Community Living North Grenville Annual General Meeting was held at Purvis Hall on the Kemptville campus of Guelph University. Below are a few of the highlights that occurred that evening.

There were many awards handed out to celebrate CLNG staff as well as people in the community that have made this last year so memorable and successful. The recipients were as follows:

Team Building Award ~ the goal of this award recognizes that "our duty is not to see through one another but to see one another through" ~ Recipient ~ Sherry Stewart

I-Tri Award ~ is presented to a staff member who through their commitment to Community Living's philosophy promotes Independence, Integration and Individualization ~ Recipient ~ Judi Paterson

Volunteer Award ~ who displays an understanding and commitment to the Community Living 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" ~ Recipient ~ Penny Chattaway

Employer of the Year ~ presented annually to an employer that in addition to providing work for people supported by Community Living but also recognizes the individual as a valued employee who is accepted and included in aspects of the workplace ~ Recipient ~ Kemptville Bowl

Health & Safety ~ presented annually to an individual who promotes the physical and mental well being of supported individuals. He/she also promotes a clean and safe living and working environments. He/she brings forward health and safety concerns through the health and safety committee or supervisor as they arise. ~ Recipient ~ Kim Kirkby

Community Inclusion Award ~ Isla Hooper drives for the North Grenville Accessible Transportation. She provides support to individuals who require accessible transportation and recognizes the importance of community to those using this service.

People's Choice ~ Jason Payne maintains a very high work ethic and sets an example for others to follow on the road to independence.

President's Award ~ awarded to 105 Buchanan staff for their dedication and commitment to Frank King during a most difficult last six months before Frank passed away.

Service Awards:

Five Years ~ Jeannie Irwin, Melanie Williams and Kerrie Carson

Ten Years ~ Lisa Gifford, Lori Carty and Fran Brauneisen

Fifteen Years ~ Sandra Harrison

Twenty Years ~ Bruce Paterson, Kim Hill and Lisa Sigl

Twenty Five Years ~ Debbi Tryon, Brenda Dillabough and Diane Harvey Hart.

In addition to recognizing the recipients of the awards, a new Board of Directors for 2010-2011 were elected. They are as follows:

President ~ Fran Brauneisen

Vice President ~ Debbi Sabourin

Past President ~ Mary Alice Hossie

Secretary ~ Diane Dewing

Finance & Personnel ~ Paul Jansen

Fundraising ~ Gord Sowten

Leisure & Recreation ~ Bill Patterson

Public Relations ~ Steve Kohls

People's First ~ Doug Southcott

Director ~ Jane Collings

Thank you to all 70+ attendees to the AGM this year, we appreciate your support, hard work and dedication to Community Living North Grenville.



Lazy, Hazy, Crazy Days of Summer

Summer has always held an unfair advantage over the other seasons and this year has been no exception. It is almost impossible to believe that another summer is behind us. What ever happened to the lazy days of summer?

There has been no rest for the team preparing for the CARF surveyors. I have been watching our colleagues, Nancy and Jackie working toward the accreditation process and can't help but be impressed with the effort that has been devoted to this initiative. The various working committees that accepted responsibility for their respective standards should also take pride in the work they have done.

In September and October, Community Living North Grenville has much to look forward to. A strategic planning session is just one project that we have been working on. I would encourage all Community Living North Grenville staff to participate in this undertaking by sharing your favourite stories about the agency and the people that have constructed a foundation in the North Grenville community. So remember...everyone loves a good story and as John O'Brien says in his work, "Stories can be a powerful way of knowing and organizing. They can be a powerful tool for creating change."

In response to staff survey outcomes, several staff members have volunteered to address the obstacles that may prohibit good communication between programs. This will be a real team effort with so many benefits to be realized.

Another venture that will be rolling out in the fall is the redevelopment of our planning process. Our manual has been revised to incorporate CLNG's core beliefs around self directed planning. Inclusion, full citizenship, self determination and highlighting community as a first resource are principles that we continue to build on.

In other news, we will be pleased to welcome back Brooke McEvoy from parental leave. I am also pleased to announce that Melissa Bergeron was the successful candidate in a recent competition for a contract position. Melissa will be spending the next year working full time hours supporting Trevor and Dustin. Tracey MacDougall will be transferring to the support team at Elvira Street. Congratulations to all.

It seems to me that there has never been a better time to get involved in the ongoing effort to create a great workplace. Everyone needs to take pride in the accomplishments of the agency and celebrate the organization.

Submitted by: Debbi Tryon

Kathy Botham
Bowl for Easter Seals
Sunday October 24
9:30 am
Kemptville Bowl



We are still looking for people to enter a team, pledge money or donate gifts.

If you are interested please call Kathy at 613-258-7177 ext 131

My Weekend In Toronto

On the weekend of August 20th – August 22nd, 2010, Bill Duncan, Eric Lawless, Bobby Collings and I went to Toronto to see the Harry Potter Exhibition at the Ontario Science Centre. Saturday morning we ventured to the exhibit. The display was an hour and a half long. The exhibit had a lot of different artifacts, equipment, and many props from each of the six Harry Potter films. Some of the items on display were: the robes of the characters and professors in Harry Potter, the animals that appeared in the movies, artifacts like wands, books, food, Quidditch (the sport in the films), places like Hagrids Hut, the Great Hall, the flying car, and posters and clips from the six films.

It was very entertaining and there were some hands on activities like throwing the Quaffle and other things. Everyone enjoyed it. We went to the gift shop where they had everything from the Harry Potter films.

In the end it was worth the trip to Toronto. The Harry Potter Exhibit was very good and I recommend it to anyone who loves Harry Potter or magic.

If they came to Ottawa or back to Toronto, I would go again.

I hope you enjoyed my article about my trip to Toronto. It was a great weekend as we also shopped and stayed in a hotel as well. It was fun. Thank-you for taking the time and reading my article. The End!!

Submitted by: Jason Payne



Eric Lawless and I in front of the Harry Potter Exhibition poster at the Ontario Science Centre in Toronto.

The New Communication Improvement Committee CIC

Community Living North Grenville now has a new committee! The purpose and main goal of this committee is to improve/enhance the communication between CLNG programs and support providers. The committee's first task was to develop Terms of Reference beginning with the identification of a mission statement. The mission statement is as follows: **"The Communication Improvement Committee will facilitate an enhanced culture of communication while honoring the CLNG mission statement."**

This committee was created from one of the responses to a question in the 2009 staff sur-

vey. CLNG employees were asked if they feel there is good communication between CLNG programs and support providers 30.8% of employees indicated that improvement is needed. The CIC members are Bruce Paterson, Connor Nicholls, Debbi Tryon, Jen McCue, John Graves, Matthew Burley, Rose Riddell and Tina Smith. In the near future we will be looking for the input of staff on new ideas/solutions, communication methods, and success stories. We are all excited with this new opportunity and hope to get a lot of participation in the near future.

Submitted by: Matthew Burley, Chair CIC



Bob Merkley had the honour of meeting Ben Eager and the Stanley Cup while they were at Bayfield Manor on July 22.

Employment Supports

It is hard to believe that summer has come and gone. It has been a very busy summer in employment supports: we completed a 6 week workshop "First Job Survival Skills" with six wonderful ladies.

One of these ladies; Colleen Kelso has found two jobs this summer, one with the township and one with Beth Donovan Hospice. "Colleen is a very hard worker and pleasant to have in the office", said Dawn Rodger, Executive Director at the Hospice. Colleen is supported by Sarah and Sherry and enjoys meeting new people and making new friendships in the community.

This fall a second 6 week workshop will begin with six gentlemen whom we know will be just as successful as the ladies.

An employment survey has been developed and we hope to have this completed by the end of September.

This will be a valuable resource in allowing us to continue supporting the needs of the community.

Submitted by: Tracey Bennett



Act as if what you do makes a difference. It does. ~ William James

As the summer draws to an end, it is a good time to look back on the year and remember all the volunteers who donated their time and skill to our organization.

It is also a good time to reflect on the individuals we support who continue to show their contribution as first-rate citizens enhancing the lives of others and offering their services back to our community.

We are truly fortunate that there are individuals within our community that have a larger view of our society, perceive no barriers and put aside differences to reach out and offer their assistance for the betterment of all.

This past summer we recognized our staff, supported individuals, board members and our community at our volunteer appreciation luncheon. We were very pleased with the turnout and look forward to continue to enable the good work of volunteers within our community.

Thank you to all.

Submitted by: Marcus Dickie



Anyone wishing to include an article in the January 2011 issue of "Community Living Connections" may forward their submissions to Tanya Gray.

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Therapeutic Riding News

At this time we have eighteen riders enrolled at Touch a Rainbow Farm and Riding Stables in North Augusta. Sessions cost each rider \$30.00 per hour which includes preparing and grooming your mount, riding, and light exercise. We have the opportunity to ride in the indoor arena on wet days or enjoy the outdoor trails on sunny days. A number of people have been enrolled for several years and continue to enjoy not only the thrill of sitting 'high in the saddle', but also the connection they have made with their mount.

If you know someone that may be interested in this experience, or may want to see what it is all

about, please contact Donna McConnell or Brenda Dillabough at 613-258-7177 through Adult Day Supports. Ride On!

