COMMUNITY LINK

FALL 2019

KWIK SHRED-EXPANDING EMPLOYMENT SERVICES

Kelly Armitage

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After 27 years of operation on Terry Fox Drive, Kwik Shred moved to a new location at the end of May. Having outgrown the previously cramped space, Kwik Shred is now located at 758 Fortune Crescent, an up and coming industrial park area behind the Invista Sports Complex at the top of Gardiners Rd. The new location allows for storage of the paper that is sold for recycling to Cascades, and features a cargo bay entrance which allows for greater safety and efficiency. The new production floor is bigger, brighter and allows for an easier work flow.

In another exciting addition to the move, Community Living Kingston and District now has a dedicated Employment Services office. With the support of the Board of Directors to ensure that individuals served by our agency have an opportunity to find meaningful employment, it just made sense to have a space where pre-employment skills training and job search opportunities could be conducted. Combined, Kwik Shred and the Employment Services office is home to seven staff and twelve production assistants.

Come and see us at our public open house and grand opening on Wednesday December 4th from 2-4pm at 758 Fortune Crescent. For more information, contact Kelly Armitage at 613-548-7366 ext#2401

KWIK SHRED

Secure, confidential document destruction

◊ Business and Residential ◊ Pick up service available

Certificate of Destruction Provided

613-548-7366 kwikshred@clkingston.ca

COMMUNITY LIVING
Kingston and District
Inspiring Possibilities

From The Corner Office

RENEWING OUR STRATEGIC PLAN

Peter Sproul,
Executive Director

We are now deep into the process of renewing the Strategic Plan for Community Living Kingston and District. The plan will be completed and distributed widely in February and will set overall direction for the organization, highlighting the key priorities in the areas of service delivery, community development, advocacy, leadership, staffing, properties, administration and finance. Many of you are well aware of the progress so far and how it has unfolded since you've been actively engaged in it. Our outside facilitator, Rob Wood of 80/20 Info Inc. has been connecting with individuals and groups of stakeholders from throughout the organization, including persons served, families, volunteers, staff, community partners, management and the board of directors.

As we had hoped, the process has been an energizing one, drawing creative and innovative ideas from various participants that collectively contribute to setting strategic direction and defining objectives. It all starts with our mission and values. A review of our Mission Statement and Value Based objectives allows us to check in with our reason for existence, our foundation of principles that drives the work we do and shapes the key goals for our organization. As it has been throughout our history, we are reminded that Community Living Kingston and District exists for two purposes. First, to deliver supports and services to individuals and families under contract with provincial and municipal funders. And second, to be a leader in social change, enabling the community to evolve and become a more inclusive, welcoming place where everyone belongs.

The themes that have been emerging from the consultation sessions that Rob Wood has facilitated will address both the current issues that require attention such as staff recruitment, retention and shift coverage as well as those priorities that we understand are important even if they are not sitting on the front burner at this time. From the broad strategic plan that is created, we will have more precise objectives that will likely be developed in the areas of program operations, administration, community collaboration, clinical services, leadership and governance. Those will serve as objectives within operational plans that altogether will move us in the direction articulated in the overarching strategic plan.

The exercise of strategic planning is an important one. It requires us all to chip in to set a vision for the organization that will be a beacon for our efforts and activities. The last plan was completed in 2014 and identified key strategic objectives that guided our work over a five year period, including:

- *The reform of our Kwik Shred operation and development of employment supports;*
- *The growth of our supports for Transition Aged Youth as experienced in our Compass and Bayswater programs;*
- *The efforts to develop innovative residential supports to efficiently and effectively respond to a variety of needs and interests;*
- *The emphasis on talent management and succession planning;*
- *The growth of day supports given the significant increase in individualized, direct funding to families (Passport);*
- *The move to more suitable properties for our Options Program, Family Services teams and main office.*

As it was in 2014, stakeholders from all corners of the organization and beyond have contributed to shaping this plan. We all own it. The process has been an inclusive one that has solicited ideas, themes, strategies and solutions to make our organization stronger and forge our best path forward. Thank you to those who have selflessly given their time and offered insight to develop our new strategic plan. Your dedication and leadership is sincerely appreciated. I look forward to sharing it with you and working hard to make our vision a reality in the months and years to come.

Parents Meeting Parents

We are a group of parents with sons and daughters who have developmental disabilities.
We get together once a month to share advice, frustrations, and laughs.
We have speakers every other month on topics that we're interested in.

All parents and caregivers are welcome.

The Parents Meeting Parents group was established in late 2015 by a small group of parents who wanted a venue to share information, hear about community opportunities, and lend support to each other.
We are supported by one Family Support staff who acts as a resource to the group and facilitates the connection to the agency.

Some of the information sessions presented have been:

- *Legal and ODSP issues*
- *Disability Tax Credit & Registered Disability Savings Plan*
- *Guardianship, Powers of Attorney and other legal matters*
- *How to talk to your kids about sex*
- *KPD Vulnerable Sectors Unit, Kingston Police Force*
- *Dual Diagnosis*
- *Self-Care/Burnout*
- *Recreation and Leisure resources*
- *Funding*

For more info about the group contact:
Leslie at Community Living Kingston and District
leslie.moore@clkingston.ca 613-507-8460 ext. 2228
Join the Facebook group at: specialneedsparentsupportandfriendship

The Staff Corner

Jeff Harrison

RECENT PROMOTIONS

Several existing staff members have been promoted to new full-time positions over the past six months. Here is an overview of their new roles.

Employee Name	New Position	Program
Lisa Pennock	Coordinator- Permanent	CO2
Fatima McArthur	Coordinator- Permanent	Milestones
Saralyn Morris	Community Facilitator- Permanent	Options
Buffy Rushton	Direct Support Professional-Full Time- Contract	Family Home/Respite
Paula Brawley	Direct Support Professional- Full Time- Permanent	Options/Parkway
Krystal Wood	Behaviour Therapist- Contract	
Kelsey Starkey	Residential Facilitator- Contract	Aberfoyle
Meaghan Desautels	Residential Facilitator- Contract	Splinter
Sydney Hudson	Residential Facilitator- Contract	Melanie
Laura Lee Babcock	Direct Support Professional- Full Time- Permanent	Splinter/Smithfield
April Price	Direct Support Professional- Full Time- Permanent	Ringstead/Roosevelt
Christa Gowdy	Direct Support Professional- Full Time- Permanent	Arbour
Kayla Edwards	Community Support Worker- Contract	Parkway
Caley Penford	Community Support Worker- Contract	Parkway
David Wright	Direct Support Professional- Full Time- Permanent	Mowat/Davis
Greg Allport	Coordinator- Contract	Options
Rob Andrews	Manager- Contract	Community Inclusion Programs

Inspiring Possibilities

Community Living Kingston and District promotes full participation for individuals who have an intellectual disability.

Become a Full Time or Respite Family Home Provider and help make community living a reality!

Enrich your life by sharing your home with someone who has an intellectual disability on a full time basis or for weekend visits and short stays.

As a provider you will receive reimbursement, person specific orientation and ongoing support.

For more information contact Hailey at 613-546-6613 or hailey.latimer@clkingston.ca

YEARS OF SERVICE ANNOUNCEMENTS

A number of CLKD employees have recently reached length of service milestones with the organization. Congratulations to all of the following and thank you for your dedication.

Five Years	Fatima Amaqi Direct Support Professional Ringstead/Roosevelt	Socheath Bellamy Direct Support Professional Options	Staci Elliott Home Facilitator Dolshire
Five Years	Beatriz Rivera Residential Facilitator Davis	Nicole Cartmill Direct Support Professional Milestones	Rebecca Mangan Direct Support Professional McMichael
Ten Years	Meghan Deslippe-Griffin Residential Facilitator Arbour		
Fifteen Years	Robyn Ross Payroll Officer Administration	Jessica McGinn Community Support Worker Outreach	Louise Frink Direct Support Professional Milestones/CCRCS
Fifteen Years	Heidi Watson Direct Support Professional Options	Jefferson Boucher Direct Support Professional Arbour	
Twenty Years	Romana Maj Residential Facilitator McMichael	Kyla Robinson Direct Support Professional CO2	Rob Andrews Interim Manager Community Inclusion Programs
Twenty Years	Erin Impola Manager Family Services Division	Kevin O'Reilly Direct Support Professional Ringstead	Cynthia Arpin Direct Support Professional Smithfield
Twenty Years	Hope Slack Residential Facilitator Roosevelt	Brenda Vandusen Residential Facilitator Aberfoyle	Stephanie Veley-Halladay Community Support Worker Supported Independent Living
Thirty Years	Rob Christian Executive Assistant Administration	Jeanette Beaubien Scheduling Supervisor Residential Services	Sheila Arsenault Residential Facilitator McMichael
Thirty-Five Years	Pam Jacob Coordinator Gananoque Services and LTC		

Be sure to check out Community Living Kingston's page on Facebook. Learn about upcoming events, share opinions and hear about how others are making community living a reality.

Check us out at: www.facebook.com/communitylivingkingston

EXCEPTIONAL VOLUNTEERS RECOGNIZED AT INSPIRING POSSIBILITIES CELEBRATION

Eleonor Egidio and Kelly Agazzi

Community Living Kingston and District's Volunteer Services Program recognized a handful of exceptional volunteers at the Inspiring Possibilities celebration in June. These volunteers are individuals or families who have demonstrated significant commitment and dedication, both to the people with whom they are matched and to the attainment of Community Living Kingston and District's goal:
"That people with an intellectual disability have every opportunity to participate fully in our community with dignity and independence."

This year we recognized Daniela Baiao, Seth Glassner and the Egidio-Cluett Family.

Daniela Baiao– Community Award Recipient

Daniela Baiao moved to Kingston in the summer of 2018. She arrived with two degrees from Portugal, one in Psychomotor Rehabilitation (similar to an Occupational Therapy degree) and a Masters degree in Physical Activity specializing in seniors. She also spent a year working in adolescent mental health. She was eager to integrate into her new community and she decided volunteering was a good way to do that. Luckily she found us when she was very available and within a short time she was matched in two volunteer positions in the Community Inclusion Program.

Daniela supports Sarah with her volunteer role in the kitchen of the Seniors Association and until recently she helped Bethany with learning math concepts. Other than going on a couple of vacations, Daniela is very dedicated and never misses a day. She is extremely patient and flexible. She says she enjoys seeing people's progress and growth no matter at what rate that progress might be. She has been told by others that she has a lot of patience.

The ladies had this to say about Daniela:

Sarah says, "*She helps me work very, very hard at the Seniors Association. I liked when she took me to the library to look at books and DVDs. I like to ride the bus with Daniela. She is so nice."*

Bethany says, "S*he helps me learn my numbers. She's a good tutor. She's patient and kind.*"

Daniela enjoys yoga and getting to know her community and all the activities it has to offer. She has now seen a live basketball, baseball and hockey game which is all new to her. This past year she has checked out Ottawa, Toronto and Montreal, she has vacationed in Cuba and visited her family and friends in Portugal. She hopes to continue to travel but even more important to her is her ability to work in Canada. Now she can. Daniela just got her work permit! Congratulations to Daniela, who received the 2019 Community Volunteer Award.

Seth Glasner – Youth Award Recipient

Before coming to Queen's and over a span of 6 years, Seth had taught private and group music lessons and for three of those years he taught people with a variety of disabilities and he adapted music curricula to meet their needs. Seth decided to offer his time and talent to Community Living. Seth can teach bass, guitar, piano, drums, violin and music theory. We haven't had a lot of opportunities to have a volunteer teach guitar and we have had some requests and so guitar was chosen as the instrument to learn.

Seth was introduced to Reed. Right from the beginning Seth was flowing with ideas. Reed doesn't have the use of one of his hands. Seth designed a prototype for a device to help Reed play chords on his guitar using both hands. He did all the research, sought out who would help him refine it, printed it and brought the idea to fruition.

After meeting Reed, Ethan joined the group. Shortly after Seth came up with a second idea of getting Reed and Ethan into the music studio at the Boys and Girls Club where he volunteered as a music programmer. The guys really enjoyed that experience. Seth soon realized that Ethan wasn't so much interested in learning how to play guitar but he did seem very interested in the percussion equipment at the Boys and Girls Club and he was indeed a youth so Seth invited Ethan to join him there instead to explore that as a possibility. Then Jarred came along and joined the group. Seth just met with him for about 20 minutes and the ideas started flowing about ways Jarred could play his guitar more easily. From there, Jarred's dad joined in the lessons. Seth, Reed, Jarred and his dad performed for us in June at the Inspiring Possibilities Celebration and they were a hit. This fall, one more student has joined the group and I am sure he will not regret it.

Seth's teaching style is all about fun songs, singalongs, and jam sessions based around the students' tastes and abilities. He uses assistive devices designed to eliminate the barriers that physical disabilities present. His curriculum is individually created to make learning as fun and effortless as possible. It is hard to believe Seth is only 20 years old. He comes to us with a lifetime of experiences. Seth always has new ideas and he always delivers. He has already received a number of awards and certificates. We were pleased to present him with the 2019 Youth Volunteer Award, a small token of appreciation to add to your collection.

Family Home Provider Award - The Egidio -Cluett Family

This year's Family Home Provider Volunteer Award was presented to Eleonor Egidio, her husband Gord Cluett and their daughters Seryna and Yasmine, for their outstanding commitment in their role as Respite Providers for Margaret.

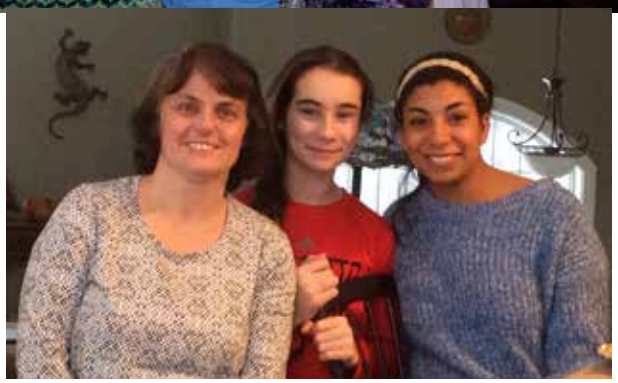
Approximately 20 years ago, Eleonor began assisting Margaret with transportation from her home into town, as they lived close to each other. This simple act of kindness soon turned into a special friendship between the two women. The Egidio/Cluett family then offered to provide some respite to the family as needed, which the family readily accepted.

Over the years, Margaret and her parents grew very fond of Eleonor and her family, thinking of them as their extended family. The Taites had the pleasure of watching Seryna and Yasmine grow up, and shared many special family occasions together over the years.

The respite stays allowed Margaret's parents to not only take a break to recharge, but to take this time without worrying, knowing that Margaret was safe and supported in the kindest way. For Margaret, the stays provided her with the chance to experience life with a young, vibrant family, participating in all aspects of their lives, attending community events together and just having fun.

Margaret's parents state that they will always be indebted to Eleonor and Gord for their love and support as respite providers. Margaret's life has been made richer by having the Egidio/Cluett family in their lives for so many years.

In Family Home, we bring people together initially in an artificial way, with the hope that something natural will grow. Over the past 20 years, this respite arrangement emerged into a long-term relationship, bringing two families together, who have embraced each other with friendship, support and love.



INCLUSION PROMOTES HEALTHY LEARNING & GROWTH

Susan Collins-Nixon RECE,
Program Director Helen Tufts Nursery School

Helen Tufts Nursery School(HTNS) has been an inclusive center since its inception in 1966. Founder Mary Straw graduated from the ECE Program at Queen's University, and it became very real to her how influential the early years are on a child's development. It was evident to Mary that many children would not be able to access an early learning experience due to their low economic status, and therefore may not have opportunities for a stimulating learning experience outside their home life. From the very beginning, many children that accessed HTNS were facing a variety of challenges and special needs.

HTNS welcomes all families with open arms. Its aim has always been to create an environment rich in diversity, learning, support and nurturing; respecting the individual needs of every child. As a result of this, it enables each child to reach their potential.

As an Educator for many years, I believe that inclusion grows in your heart and mind and is reflected in our responses to others. These attitudes can develop in a young child as he or she interacts with other children in a positive learning atmosphere while under the supervision and guidance of trained and caring educators. In my experience, whether the children have had developmental delays, a specific diagnosis, or differ in culture or religion, they can learn from each other. Children that are enrolled in an integrated setting respond positively, are helpful and accepting. It is our hope these attitudes, if learned at a young age, will continue as the child grows and matures.

I have always felt strongly that inclusion is in the 'doing', not with written policies or mandates. Inclusion is how we respond and support those around us and view all children as competent and capable and rich with potential. I truly believe that inclusion thrives when the adults create an environment with all the children in mind, modeling respect and genuine care for their communication and actions. Being part of an inclusive environment develops skills and knowledge to enable participants to support others, and learn the importance of patience, empathy, compassion and acceptance.

HTNS provides transportation, breakfast and lunch daily. Transportation brings the children together and they soon become aware of each other on their way to Nursery School with singing songs, counting taxis and having conversations. Transportation is also beneficial in providing consistent attendance and as result, allows more time for establishing routines as well as peer and adult relations. For meals, the children are invited to sit at a table that has only five chairs and an adult. The idea is to provide a relaxed atmosphere to eat and communicate with each other.

We value children's play and follow their lead. The staff understands the importance of the way we set up the environment, following the children's lead, creating areas for independent and cooperative play, all of which are essential in allowing choices and skills to develop. Each child is unique and staff observe the children with openness and respect; considering many aspects of the child's life, and then providing support accordingly.

Over the past few years, we have been supporting many children on the Spectrum and we have just recently implemented a multi-sensory corner, modeled after the Snoezelen concept. We know that all of the children will enjoy the panels of wheels, the coloured bubble tube, the soft lights and calming music.

HTNS is fortunate to be able to access many resources for support. One of the most consistent resources

available to us is the Resource Consultant through Community Living Kingston Resource Consultant Program. Their support is invaluable! With a referral through HTNS or another organization, they set up a meeting with the family to gather information and then with the staff of a licensed center, discuss how strategies and ideas can be implemented to work on individual goals. Everyone at HTNS that has been involved with the Resource Consultant team has benefitted. Their support and expertise adds to and increases our understanding, knowledge, and skills in working with children who have special needs.

It is important to understand and recognize that the family knows their child best. With this in mind, registration is an open conversation between us and the family. This information sharing is essential in building a relationship that is positive, respectful, honest and genuine.

Other organizations that we partner with are: Kids Inclusive, Maltby Centre and Early Expressions. I have had the privilege of working with many professionals and have appreciated their input. These include Speech Pathologists, Occupational Therapists, and Behaviour Therapists; all who come to our center to observe the children in their natural play environment. At this time these professionals can consult with our staff and compare and discuss observations made by both. These sessions are invaluable in further setting appropriate expectations/goals for the children. Our children themselves, are great teachers of what they need and enjoy. I feel we can support all children successfully and respectfully as we strive to see each as unique to themselves and then provide a creative and flexible program where they can grow and evolve.

Over the years, numerous Educators, Enhanced Support Workers/cooks, volunteers and students have had the privilege to spend time with the children and their families at HTNS. I anticipate that all look back and remember fondly, the special place these children have in their hearts and will wish to share what they have experienced with others.

I will always cherish my time at Helen Tufts N. S. and value every child that let me into their hearts as they will forever remain in mine.

REFLECTIONS OF CAMP INCLUSION 2019

Jenny Bain and Eli Afindenyo

Family Support was fortunate once again this past summer to receive funding to offer the Camp Inclusion Program. This program provides the support that a child with an intellectual disability requires in order to attend regular day camps in our community. We were able to assist nine children at nine different camps: City camps Walls and Waves and Sports of All Sorts, Little Cataraqui Conservation Area Nature Camp, Queens Science Quest, two different camps at the Kingston Family Y, Steamworks, Kingston Kids and Co., and Young Artists of Kingston.

Read the Inclusion Counselors reports to see how much fun they had!

Jenny Bain describes her summer with Camp Inclusion

This being my first summer as a Camp Inclusion worker, I did not know what to expect from the job. Although being challenging at times, I believe I gained some of the best experience possible in a very short time. Throughout the summer I worked with many different children, all with vastly different needs and abilities. This not only aided in gaining experience, but also opened my eyes to a whole new realm of capabilities that children can have. Having my assistance, combined with their unique abilities, gave each an incredible summer, being able to participate in all activities with all children.

Throughout the summer we went hiking, shelter building, swimming, to the splash pad, did science experiments, rock climbing, bug catching, and so much more! Although each camp knew I was there to assist, each welcomed the kids, and also tried their best to make their summers memorable. Each day I felt a sense of accomplishment and was so happy to assist these campers. This was a summer I will not forget, and I will hold this program close to my heart in the future.

Eli Afindenyo's observations from the summer:

When I found out that I was going to be working as Camp Inclusion facilitator, I was ecstatic. This summer through CLKD I had the opportunity to explore the many summer camps that Kingston had to offer including YAK, Crafty Creations at the YMCA, Sports of all Sorts and Coding and Science Quest. The camp counsellors in each of these camps were absolutely amazing and tried their very best to always offer a helping hand and encouraged the campers that I was with to always keep going, to have fun and to even return the next summer.

A highlight for me this summer was definitely having a group of kids which I could easily build a bond with as the week(s) progressed. I was particularly lucky because all the kids I supported were there for at least two weeks throughout the summer. It was amazing first meeting the children. Most of them were shy and reserved at first but by the end of the week were

absolutely open and willing to start conversations with the other children with no prompting needed. This definitely made me realize the opportunity I had and how important it was to build relationships with these campers in order for them to get the most out of their summer camp experience.

As exhausting as it is being in summer camps throughout the summer, there was no better way I could have imagined spending my time summer other than with these campers. As much as I hope I have taught them a few things this summer, they definitely taught me a few lessons that I could definitely use throughout the rest of my life experiences:

- Patience really is a virtue.
- It's okay to not be good at something. Practice and practice until you get better.
- Everyone LOVES a good snack time.
- Summer camp or anything in general is as fun as you make it.

Family Support Monthly Drop-In

Every 2nd Thursday of the month

1:00 p.m. – 7:00 p.m.

645 Gardiners Road, Suite#201

- Appointments are encouraged but walk-ins are welcomed
- We accept people dropping in and those with appointments until 6:00 p.m
- French Language Services are available by appointments only

Our team can assist you to...

- **Complete government forms**
- **Complete referrals**
- **Provide advice**
- **Find out where to turn**

WELCOMING FAMILIES LIVING WITH A PERSON WHO HAS AN INTELLECTUAL DISABILITY

For more information please contact Diane Stewart

613-507-8460 ext. 2262

diane.stewart@clkingston.ca

THE RECLAMATION PROJECT

THE VALUE OF LIVING LIFE AT THE HELM

Stories of Life in an Institution and the voices that closed them.

A multi-media presentation about life in an institution.

It is imperative to document these stories so that current and future generations have a clear and memorable understanding about the experiences of institutionalization and the effect it has had on the lives of individuals.

"Those who cannot remember the past are condemned to repeat it"

- Santayana 1906

For more information, or to access the documentary and other resources, please contact:

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