COMMUNITY LINK

SPRING/SUMMER 2021

INSIDE THIS ISSUE

FROM THE CORNER OFFICE 2-3

COMMUNITY LIVING MONTH HIGHLIGHTS 4

QUALITY IMPROVEMENT REPORT CARD 5

THE STAFF CORNER
Years of Service Announcements 6
Recent Promotions 7

THE VOLUNTEER SIDE
Separated by Screens 8
Hoping to Dance Again 9

RESOURCE CONSULTANT UPDATE
Sometimes in the waves of change ... 10-11

RECLAMATION PROJECT 12

CELEBRATING "COMMUNITY" LIVING MONTH!

Sheri Scott

The month of May is recognized across the province as Community Living Month, a time to recognize and celebrate the accomplishments of the community living movement. Here at Community Living Kingston and District, we used this opportunity to recognize and celebrate our "Community" through a number of initiatives and social media campaigns.

The following are some highlights of this year's campaign:

Shine a Light on Community Living!

On May 6th, Kingston's City Hall and Market Square joined other iconic buildings across the province including the CN Tower, by lighting up in blue and green, colours representing the Community Living movement.

continued on page 4

COMMUNITY LIVING
Kingston and District
Inspiring Possibilities

From The Corner Office

REFLECTIONS OF A PANDEMIC

Peter Sproul,
Executive Director

In scanning the news from around the world, it's clear that COVID-19 has brought out both the best in people and the worst in people. Thankfully, I'm seeing more of the former, particularly within our organization and community. In reflecting on the past fourteen months as well as our current situation locally and across the province, I can't help but be impressed by the strength and determination demonstrated by the stakeholders of our organization and the community at large. A number of adjectives come to mind as I consider this:

Adaptability

We have all endured several "waves" throughout this pandemic, and each time we face an increased threat level, I marvel at everyone's ability to adapt to the rapidly changing conditions and circumstances in order to take care of themselves and those around them. Although COVID fatigue has settled in among many, resulting in some people venturing out and taking unnecessary risks in a desire to re-claim a normal life, the vast majority of people focus on their own contribution to the public good. Our employees go beyond that and pivot in ways that consider the health and safety of those we support as much as for themselves.

Resilience

This COVID marathon has worn everyone down, but it won't defeat us. The collective recognition that we will come through this and the enormous effort that accompanies that recognition is a clear measure of resilience. Regardless of the daily pressures we face, the associated disruptions and the impact on our quality of life, the threat is a temporary one (although lasting far too long) that is being met with unwavering resilience that more than meets the challenge.

Collaboration

The level of collaboration between local developmental service agencies, the ministry, and other groups has been very impressive. Instead of retreating in a manner that is insular and territorial, organizations have been quick to offer assistance and resources for the benefit of everyone. This "all hands on deck" approach is best illustrated by the support and flexibility exercised by the ministry with respect to funding as well as Ongwanada's leadership in engaging with Public Health and organizing vaccine clinics at its Resource Centre.

Community Effort

As a member of the Mayor's Task Force on COVID, I see first-hand the selfless efforts of community members from various sectors, both private and non-profit. I have a new-found appreciation for the communities of Kingston, Gananoque and the surrounding areas as I witness the genuine concern expressed for all members of the community and the efforts that accompany that concern. The overwhelming sense of civic responsibility is shared by many and contributes directly to the success of meeting the COVID challenge in our region.

Vision

Winston Churchill once said "never let a good crisis go to waste." Perhaps it's in that spirit that many throughout the developmental services sector have started considering how we may want to modify our services going forward, particularly in a post-COVID world. The pandemic has taught us a few things if we are inclined to spot them. As we approach the release of our five year strategic plan, we can be assured that the overall direction we have set is entirely consistent with the goals and interests of our stakeholders, something that's been reinforced throughout the pandemic.

Optimism

Better days lie ahead. Our organization has faced many unique and formidable challenges throughout its almost seventy years of existence

The Corner Office continued...

and it has effectively met all of those challenges while continuing to grow and thrive. COVID will be no exception. Regardless of the current conditions, we have reason to be optimistic about what lies ahead in the coming months. History shows us that pandemics typically last for about two years, this one shaping up to be similar. Widespread vaccinations will beat back COVID and allow us to return to a normal life. That confidence helps to fuel our current efforts that are rooted in precautions and consideration for the health and safety of others.

As always, many thanks to the people of CLKD: persons served, families, employees, volunteers, board of directors, management staff, and friends and neighbours for continuing to persevere. Our commitment to each other will be rewarded, sooner than later I hope.
Take care everyone.

Family Support Monthly Drop-In

Our team can help you...

- **Complete government forms**
- **Complete referrals**
- **Provide advice**
- **Find out where to turn for supports and services**

WELCOMING FAMILIES LIVING WITH A PERSON WHO HAS AN INTELLECTUAL DISABILITY

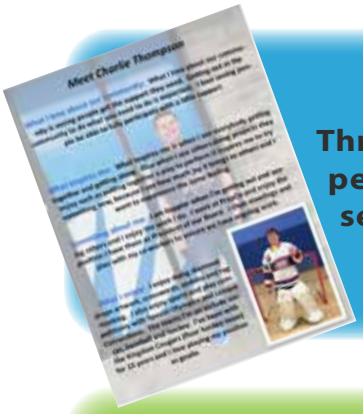
The 2nd Thursday of every month from 1:00p.m.-6:30p.m.

Virtual Appointments Only at this time.

(can be offered in both French and English)

For more information or to book an appointment, please contact Diane Stewart at 613-217-9159 or by email at diane.stewart@clkingston.ca

Community Living Month Highlights



Faces of Community Living

Throughout the month of May, we highlighted thirty-one profiles of people connected to Community Living Kingston and District. Persons served, families, staff, volunteers, and Board Members shared a little bit about themselves, what inspires them and what they love about our community.

Building Community

The pandemic has made it difficult for many to feel connected to others. During the first week of May, we encouraged our friends and neighbours to help us promote being part of something bigger than ourselves. We delivered "Community" posters and encouraged them to display them in their windows so that people passing by might a sense of collective belonging and togetherness.

Our Community Cares

Each of us has likely benefitted from the kindness of others when we least expect it. From May 9th to 15th we encouraged everyone to "pay it forward" by performing Random Acts of Kindness.

Our Beautiful Community

From May 16th to 22nd we shared photos of what we personally find beautiful about our Community. As a result, our Facebook page was covered in many wonderful representations of our unique sense of beauty.

Our Healthy Community

We spent the last week of May encouraging everyone to take care of themselves by sharing daily tips and wellness activities that helped us take care of our physical, mental and emotional health.

Quality Improvement Report Card

Every year, Community Living Kingston and District sets goals to try to make ourselves better. We collect all sorts of data to try to see how we are doing. Every year, we put together a Quality Improvement Report with lots of information and statistics about how we did with our goals. This report can sometimes be very detailed and complicated.
This report card is an attempt to let people who are important to us know how we did, but in an easier format.

What do the grades mean?

Thumbs up: We met our goal and have a pretty good handle on things.

We did OK: We either met the goal, but didn't do as well as last year or we just missed the goal but feel like we're on the right track.

We're working on i We didn't meet the goal, and we have some work to do.

What We Wanted to Do	Our Grade	Comments
Whole Agency: We wanted to make sure that persons served were happy with how we have dealt with COVID.		We asked four satisfaction questions, with an average approval rating of 92%.
Whole Agency: We wanted new staff to be happy with their work so far.		We asked six satisfaction questions, with an average approval rating of 87%.
Community Inclusion Programs: We wanted to develop new community based resources.		We developed six new community resources. We were hoping to develop twice as many, but COVID was a barrier.
Residential Services: We wanted to make sure persons served have connections to people who aren't paid to support them.		This was hard to do this year because of COVID. We tried to make up for it with technology.
Community Services: We wanted persons served to have valued social roles.		Around 65% of persons served had a social role noted in their plan.
Child Care Resource Consultants: We wanted families to get into service as quickly as possible after being referred.		Over 95% of families were in service within 60 days of being referred.
Family Support: We wanted to make sure that families are coming to our drop ins and virtual sessions.		We had 78 families attend sessions this year.
Family Home: We wanted to make sure that family home arrangements stayed intact and were long-lasting.		All of our Family Home situations stayed intact through the year, except for someone who moved out on their own.
Whole Agency: We wanted to make sure that staff sick time was kept to a manageable range.		Our sick rates were under 5% in every program, which is pretty good during COVID.
Residential Services: We wanted to decrease medication errors.		Our medication errors were up by 8% this year.
Whole Agency: We wanted to limit the number of staff injuries.		We would like there to be no staff injuries, but we had about the same as last year.
Whole Agency: We wanted staff turnover rates to be low.		Our part-time turnover is still too high (25%), but this was an improvement over the last three years.
Whole Agency: We wanted to manage our long-term costs like owed vacation time, etc.		COVID made it hard for people to take time off. Our costs tripled this year.

Where Can I Get More Information? You can get more information in our Quality Improvement Report, which is on our website: www.myclkd.ca. Or you can contact Jeff Harrison at jeffrey.harrison@clkingston.ca

The Staff Corner

Jeff Harrison

YEARS OF SERVICE ANNOUNCEMENTS

A number of CLKD employees have recently reached length of service milestones with the organization since our last update in the Fall. Congratulations to all of the following and thank you for your ongoing dedication.

Five Years	Melissa Randall Direct Support Professional Gananoque	Tricia King Direct Support Professional Ringstead	Cynthia Morton Community Facilitator CO2
Five Years	Andrea Cherrington Direct Support Professional Residential Services	Jessica Struthers Community Facilitator CO2	
Ten Years	Mallory Moore Community Support Worker ESIL/Family Home	Ernie Maala Direct Support Professional Ringstead	Kate Corrigan Scheduling Supervisor Administration
Fifteen Years	Barry Golemiec Maintenance Technician Maintenance	Lisa Hewitt Direct Support Professional Roosevelt	Joe Horrocks Direct Support Professional Arbour
Fifteen Years	Amy Tennyson Direct Support Professional Aberfoyle	Tamara Cordeiro Community Facilitator Options	Jennifer Chhay Family Support Worker Family Support
Twenty Years	Steacy Kavaner Home Facilitator Dolshire	Sherry Jarvis Community Support Worker Supported Independent Living	Kevin Simpson Direct Support Professional McMichael
Twenty Years	Hailey Latimer Respite Coordinator Family Services	Tania Griffin Residential Coordinator Residential Services	Gregory Allport Options Coordinator Community Inclusion Programs
Thirty Years	Catherine Lawrence Compass/Lyons Coordinator Community Services	Roseanne Teal Employment Facilitator PrepCo	
Thirty-Five Years	Sandra Bonucchi Residential Coordinator Residential Services	Christopher Elderkin Direct Support Professional Ringstead	

To all CLKD Employees: THANK-YOU! We cannot do this without you!

Your ongoing dedication is appreciated more than you know.

Staff Corner continued...

CLKD would like to congratulate Dan Meehan on his recent retirement. Since 1989, Dan has been a faithful employee of CLKD, primarily working as an Employment Facilitator in the Kwik Shred program. Dan has been an integral part of the success of Kwik Shred over the years, and the organization is grateful for all of his contributions.
We wish Dan all the best!

Congratulations on your retirement Dan!

RECENT PROMOTIONS

Several existing staff members have been promoted to new full-time positions since our last update.
Here is an overview of their new roles:

Employee Name	New Position	Program
Elysha Rahim	Resource Consultant (new hire to CLKD)	CCRCS
Lisa Macdonald	Manager-Human Resources (new hire to CLKD)	Administration
Griffin Chambers	Full Time Direct Support Professional- Contract	Kwik Shred
Alex de Snoo	Community Support Worker- Contract	Family Home
Jessica Meeds-Turnbull	Full Time Direct Support Professional	Co2/IB
Alysha Charbonneau	Community Support Worker	Compass
Bradley Gregoire	Full Time Direct Support Professional- Contract	McMichael
Mikayla Purvis	Community Support Worker- Contract	SIL
Sydney Hudson	Residential Facilitator	Melanie
Meaghan Desautels	Full Time Direct Support Professional- Contract	IB/Smithfield
Krystle Gauthier	Employment Facilitator- Contract	Employment Services
Paula Brawley	Community Support Worker- Contract	Parkway
Natasha Roth	Residential Facilitator- Contract	McMichael
Karli Gibbs	Residential Facilitator- Contract	Roosevelt
Kayla Dunlop	Full Time Direct Support Professional- Contract	Mowat
Fiona Bracher	Community Support Worker-Contract	Family Home
Cara Sickler	Residential Facilitator	Aberfoyle
Jessica Meeds-Turnbull	Full Time Direct Support Professional-Driver	Kwikshred
James Brendle	Community Support Worker	Compass
Taylor Peters	Community Support Worker	Lyons Street
Cynthia Morton	Community Facilitator	CO2

SEPARATED BY SCREENS AND STILL LAUGHING

Devon Stuart and Nick Smith

Both of us came to Queen's University in the fall of 2018 and searched for ways to get involved in our new community-to-be, to integrate ourselves into the world that would be the next 4 years of our lives. During Orientation Week we were placed in the same group and quickly became friends. During one of the promotional events for clubs, we jointly found Queen's Best Buddies and wanted to become involved. Devon had participated in similar programs throughout his life, in elementary and high school and Nick had always searched for ways to become involved in similar communities.

Together, we applied for Best Buddies and were matched with our amazing Buddy, Cory Brooks, who we have been hanging out with for the past three years and counting. We have both been absolutely privileged and blessed to have met Cory, as we have shared countless smiles and belly laughs. Some of our favourite activities to do include going bowling, playing soccer, watching hockey games and attending Best Buddies group events. You will find us at the snack tables at any Best Buddies movie night if you want to come say hi…

Being around Cory can brighten anyone's mood; he has the gift of unrelentless kindness and a laugh that fills a room. When we were going to meet Cory for the first time, we were waiting in a room in the John Deutsch building on Queen's campus, introducing ourselves to everyone walking through the door as we had never met Cory before and had never seen any photos. We were nervous we might not get the chance to meet him that day, however once he walked into the room, you knew it was Cory. He was introducing himself to everyone in the room, and it seemed like everyone already knew who he was except us! We spent that day having Cory introduce us to all his old and new friends and getting to know the Cory we have grown to become so fond of.

Since transitioning to this online world, we have been lucky to be able to still hang out with Cory through video chatting. Despite being separated by screens, Cory never fails to make us laugh, and these online moments are some that we cherish the most. We are both still super eager to get back to kicking a soccer ball around and going bowling with Cory. Grateful is not strong enough a word to express what Best Buddies has given to us both, and we hope that this experience is shared by all those involved or looking to get involved!

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: https://www.facebook.com/communitylivingkingston

HOPING TO DANCE AGAIN

Erica Smith

Best Buddies is the first club I joined at Queen's University, and it is the club that I've been a part of the longest in my university experience. I was initially drawn to Best Buddies because of its inclusivity and its emphasis on educating others about how individuals with disabilities are just like everyone else. I've had the pleasure of being Bernadette's Best Buddy for nearly two years now, and I've had a wonderful experience with both her and with the members of Best Buddies.

Seeing Bernadette biweekly during the school year, our most frequent hangout spot is Tim Horton's, where we have coffees, chat, and people watch. Other times, we've gone to the movies. We saw the movie Ford vs Ferrari together, and it was so good! My fondest memory of my time in Best Buddies is at the Christmas event, where I met so many wonderful people, ate lovely food, and danced with Bernadette for hours! It was so much fun, and I'm hopeful that we can share another evening like that again in the future.

COVID-19 has definitely changed the Best Buddies experience, with Bernadette and I being able to see each other less than in the previous year, and with so many guidelines. Despite the challenges that this year has faced, I am grateful that I've been able to continue my relationship with Bernadette and keep in contact with members of the Best Buddies club. I'm so glad that my friendship with Bernadette has continued to bloom despite the unfortunate circumstances, and I am hopeful that we can share more nights filled with dancing soon.

ONTARIO VOLUNTEER SERVICE AWARD NOMINATIONS

Eleonor Egidio

The Ontario Volunteer Services Awards (through the Ministry of Citizenship and Immigration) recognizes volunteers for providing committed and dedicated service to an organization. Adults are recognized by the length of time they've volunteered with one organization, ranging from five to 65 years of continuous service. Youth (24 years old and under) are recognized for two or more years of continuous service. An organization can nominate up to nine volunteers.

The awards are presented at ceremonies across Ontario held in the Spring. The recipients are presented with a stylized trillium service pin and a personalized certificate to acknowledge their years of service. This year Community Living Kingston and District nominated the following volunteers:

Nominee	Award
Tatiana Hyde	Youth Award
Megan Cull	Youth Award
Emma Crivello	Youth Award
Beatrice Done	Youth Award
Sarah Swartz	Youth Award
Brittany McLaren	Youth Award
Cassy Liu	5 Years of Service
Erina Park	5 Years of Service
Sean Cassidy	5 Years of Service

Resource Consultant Update

"SOMETIMES IN THE WAVES OF CHANGE WE FIND OUR TRUE DIRECTION"

Paula Alger on behalf of the CCRCS Team

At some level we have all experienced changes in our personal, social or work lives, with families, friends and co-workers. Even though change is inevitable, if we work together and support each other we can continue to move forward. This has been evident over the past year with the COVID-19 pandemic.

I feel that music can be a source of inspiration and it can help us navigate changes and uncertainty that life can bring. In times of celebration, defeat, endings and new beginnings, music has always been there to see us through. I am reminded of this through the lyrics from a song entitled, "Wind of Change" by the Scorpions as I reflect on how our world has changed significantly over the past year and possibly for years to come. "The future's in the air, can feel it everywhere, blowing with the wind of change" "Walking down the street, distant memories, are buried in the past, forever".

We have travelled in many directions and are dedicated to continue providing the best supports and services we can, given the limitations that COVID presents to us on a daily basis. Although there have been numerous changes, frustration and hardships along the way, we have also had many opportunities to build and learn new skills and find creative ways to continue supporting and connecting with each other. I think one of the biggest lessons COVID has taught me is to never take anything for granted and that there is not always ample time to prepare for changes that come our way but we do our best and carry on.

Our team said farewell to a friend and colleague, Bonnie Whittaker-Carr, as she embarked on her journey of retirement. Although traditional celebrations were not possible we were able to express our gratitude and have a virtual send-off for her to commemorate her work at Community Living Kingston and District as a Child Care Resource Consult.

Bonnie was a committed team member who had a passion and dedication for helping families and children with the foundations of belonging, well-being, engagement and expression in licensed child care programs. We wish Bonnie the very best in her next chapter of life!

Thanks for your years of service and dedication to CLKD and CCRCS, you will be missed by all.

Thank you Bonnie and all the best in your retirement!

New And Noteworthy Resources

This easy read guide explains COVID-19, how vaccines work in our bodies, how they are tested, who should take the vaccine, and more. The guide includes tips on who you can talk to about whether you should take the vaccine yourself. Remember, the best person to talk about the vaccine with is your doctor.

This easy read guide explains how the vaccine is being given to people safely, how to prepare to go to a vaccine clinic, and what will happen during and after your visit. This guide also covers what to expect in the days after you get the vaccine and why you still need to practice social distancing, hand-washing, and wearing a mask after.

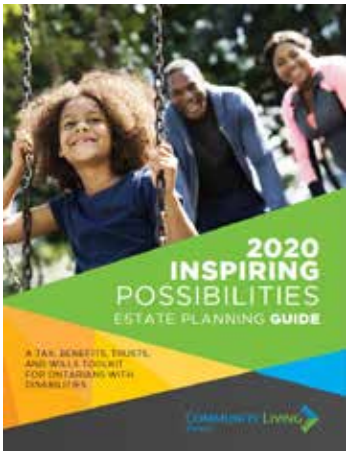
You can download these booklets and access many other helpful resources here: https://www.hcarddcovid.com/info

HCARDD Health Care Access Research and Developmental Disabilities

Building a Full Life + a Home of One's Own in the Community is new report from Community Living Ontario that offers recommendations on individualized funding, housing, and community inclusion for people who have an intellectual disability.

The report provides detailed guidance and insights, and will hopefully serve as a platform for meaningful discussion as the province moves forward with developmental service reform.

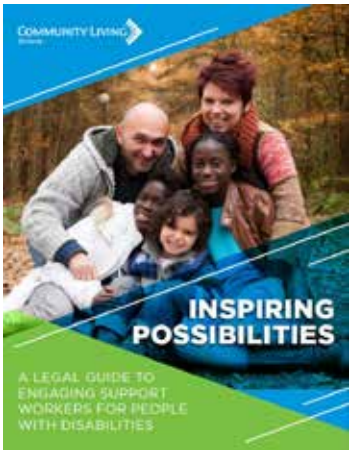
You can download a copy at the following link: **https://communitylivingontario.ca/en/building-a-full-life-report/**



Together, Community Living Ontario and Pooran Law have produced two free e-books to assist individuals and families with their most critical legal needs.

Inspiring Possibilities Estate Planning Guide-2020- A Tax, Benefits, Trusts and Wills Toolkit for Ontarians with Disabilities. Get your copy here: **https://communitylivingontario.ca/en/estate-guide**

Inspiring Possibilities -A Legal Guide to Engaging Support Workers for People with Disabilities. Get your copy here: **https://communitylivingontario.ca/en/legal-guide**



KWIK SHRED

Secure, confidential document destruction

◊ Business and Residential **◊ Pick up service available**

Certificate of Destruction Provided

613-548-7366 **kwikshred@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:

Sherrill Boyes
Community Living Kingston and District
#6-541 Days Road
Kingston, ON K7M 3R8
613 546 6613 ext 2158
sherrill.boyes@clkingston.ca

www.thereclamationproject.ca

Community Link Contributors:

Paula Alger, Eleonor Egidio, Jeff Harrison, Sheri Scott, Erica Smith, Nick Smith, Peter Sproul, and Devon Stuart

Editor: Peter Sproul
Design and Layout: Sheri Scott