



CLAPW E-Newsletter

Spring 2023

Journey To Belonging-System Reform UPDATE

As we have previously shared, the government released a plan to make Developmental Services and supports work better for the people that use them. This plan is called [Journey to Belonging: Choice and Inclusion](#). You can also find an easy read version of it [here](#). MCCSS is in the design phase of reform, and are developing the key commitments outlined in the plan.

Funding Approach

The government is developing a new way to fund services and supports for people with developmental disabilities. They are aiming to provide funding that is based on people's assessed support needs. They also want people to have more choices about how they receive the services and supports they need. To do that, they need to establish a fair and equitable funding model to determine a funding amount for each person. This means developing a fair way to identify what supports a person needs based on their assessment, and then determining how much money the government will pay for those supports.

Right now, the consulting firm KPMG is leading a study of developmental services and costs. The purpose of the study is to help the government understand the real costs of services, including where and why they vary across the province.

Workforce strategy

Through the Developmental Services Workforce Strategy, the government is developing a plan for the workers who support people with developmental disabilities. Their goal is to help the workforce develop their skills further so they can do the best job possible helping people live the lives they choose and be part of their communities.

Key Actions Taken to Date

The government is making improvements to developmental services now, while they work on longer-term reform. Here are some highlights since the government published Journey to Belonging in May 2021:

- Communication: they updated their website to provide clear information about developmental services and the application process on [Ontario.ca](#). Passport agency partners also created a new website for the Passport program (www.passportfunding.ca)
- Developed a Social Media Campaign [Ontario.ca/seemyabilities](#)
- Modernized [core competencies](#) for developmental services workers to reflect the skills and competencies they will need to provide more individualized, person-directed supports in future.

If you have any questions or comments about system reform or if you would like to be added to the MCCSS distribution list, please contact dscsengagements@ontario.ca.

You can also visit the [Developmental Services page](#) on Ontario.ca for more information about developmental services and Journey to Belonging.

Maureen and Sharon's New Digs!



"Living on your own feels good. I like it!" says Maureen M. who recently moved from a group home to a shared apartment with roommate Sharon W. "I had started a new job in Whitby and had been waiting a long time for an apartment" states Sharon. "I'm glad it is closer to my work." When the opportunity came up late last year for a Rent Geared to Income apartment, the women were eager to see the space and agreeable to becoming roommates.

"It's different now, we have bills to pay and have to take care of our own activities. The SIL staff help us with that" says Maureen. Both women had wanted to try living independently for some time and both state they did not have too many surprises after moving in. Maureen says that when she saw the apartment in early December she said "Alright, let's take this on!" Living independently had been a goal of hers for a long time and she felt ready.

Both women are active with volunteering and Sharon works part-time. Their schedules are busy. When they are together in the shared apartment, they have agreed to check in with one another to see how they are feeling. They agree that they need to work together to keep things tidy and organized.



Maureen has already met several people that live in her Co-op. Sharon says that her family was amazed that she wanted to try living on her own and are proud of her accomplishments. Maureen says, "I feel good showing my mom and brother what I am capable of." She has recently updated her resume to remove the group home phone number and list her own cell number as a point of contact.



PASSPORTS UPDATE-by Janice Rainey-Turpin

MCCSS has released new Passport Guidelines to replace the COVID-19 temporary guidelines. These changes were effective as of April 1st, 2023.

The major change is that some technology items will no longer be covered and for the technology items that will continue to be covered, there will be a \$3,000 maximum annual reimbursement. Laptops, tablets and accessories, cell phones, phone or data plans, and internet will all be covered under the \$3,000 cap.

Gaming related items including gaming consoles, video games, software, hardware, accessories and virtual reality systems will no longer be covered as well as gaming apps and gaming related subscription services (Xbox Live, PlayStation plus, etc. and television/cable, streaming and subscription services (Netflix, Disney +, Roku, Spotify)

The other change is with the Community Participation Support Supplies and equipment. Fitness, recreation and sports equipment, arts and crafts supplies can still be purchased but there is a \$2,000 maximum amount per fiscal year that can be spent.

Activities in the community continue to be covered but there continues to be a limit of \$150 per ticket for a maximum of two tickets for live events - concerts, sporting events, etc. For individuals who are not presently receiving Passport Funding you need to contact DSO to begin the application process.

Message from the Chair of the Board-Jackie Stewart



Happy spring everyone! While we may still have temporary blips of winter weather, it's hard to deny the singing of the birds and the plants sprouting!

Our Community Participation Program activities at Dowty have been expanded to include evenings and Saturdays. This is a very innovative approach. This expansion provides much needed respite for our families and a lot of fun for our supported individuals. Emails are sent out weekly, so please take a look.

March saw the first dance since before COVID and it was so evident that everyone missed them greatly. The theme was St. Patrick's Day and I believe everyone came in some sort of costume. What a great event, thanks to the volunteers.

Speaking of volunteers, April is Volunteer month and we are extremely fortunate to have such a dedicated and strong team of volunteers. We need to acknowledge these special people, so if you have a volunteer in your life, please take a moment to thank them.

It is now time to either join CLAPW or renew your membership. We would like to strengthen the voices of our families; this is the channel to do so. Having a voice is great value for only \$10.00.

I wish you a happy, healthy and safe spring.

Message from the Executive Director-Lisa McNee Baker



Happy Spring! Such an uplifting season! I love this time of new growth and renewal. I am seeing some signs of life in the garden and I'm looking forward to warmer weather. This past winter was easier than the past couple of years. We didn't have as much snow and although Covid continued to be present, with vaccinations and access to anti-viral medications for those most at risk it was not as deadly as it has been. I continue to be in awe and am so appreciative of our staff members who have been so diligent.


Progress continues with our Strategic Plan. We have made significant changes to our Community Participation Program based out of Dowty Road and to our Supported Employment Program. Please make sure to check our website and follow our social media for regular updates on the many activities taking place. We have welcomed new people to our Group Living and Sil Programs over the past few months. We have significantly increased the number of people for whom we manage Passports Funding. We are gearing up for another busy summer program for Transitional Aged Youth.

As we wind down our Trillium Grant that saw the expansion of our Volunteer Program, we are thrilled to have been awarded a Capital Grant from Trillium which will result in the addition of windows in the large activity room at Dowty and the renovation of the old loading dock creating a functional and inviting space.

Further along in this newsletter you will read about two staff members who have received awards for their work and contributions to the sector. It makes me think about the growth and renewal happening at CLAPW. It's a wonderful era of growth and change for our organization.

And finally, we are currently seeking two board members. Our board typically meets 10 times a year and as a governance board provides leadership, oversight, and support to the organization throughout the year. People committed to the agency mission and interested in governance can reach out to myself-Lisa.mcneebaker@clapw.org or Board President Jackie Stewart -Jackie.Stewart@clapw.org for more information.

WE ARE HIRING!



We are hiring part-time and relief staff to work in our group living locations. Please send resume to hr@clapw.org to be considered for an interview. We offer good wages, flexible hours, regular training, and the opportunity to make a difference!

BEST JOB EVER!

"A small team, committed to a cause bigger than themselves, can achieve absolutely anything." Simon Sinek

STRATEGIC PLAN UPDATE

We continue to make good progress on our Strategic Plan.

- ➔ More than 21 volunteer opportunities created at the Community Participation Program
- ➔ More than 70 people have been matched with 1:1 volunteers
- ➔ Have attended 15 Board of Trade/Chamber of Commerce events and have had 8 paid employment opportunities created
- ➔ Established a mentoring program for new staff
- ➔ Have begun offering evening and weekend in person programs included Fee for Service options
- ➔ All Staff completing Open Future Learning mandatory learning modules on Valued Social Roles, Active Support, Building Friendships, Person Centered Approaches
- ➔ Reworked key locations including intensive supports to better utilize staffing compliments
- ➔ Provided learning opportunities through placement to 34 college students
- ➔ Hosted a collaborative Family Meeting open to families throughout Durham Region
- ➔ Created a part-time Management position to oversee Passports/Individualized Funding/Host Family
- ➔ Had 4 supported people move into Rent Geared to Income Housing including 2 people who moved from Group Living
- ➔ Created an Individualized Funding Plan to move one person from hospital to home through Urgent Response
- ➔ Implemented an in person, community based, Transitional Aged Youth Summer Program
- ➔ Secured \$72,500 in grants (excluding summer jobs grant) in the past year

We are making substantial progress, enjoying the journey, and staying mission focused.



"However beautiful the strategy, you should occasionally look at the results." Winston Churchill

CLAPW MENTORING PROGRAM IS WELL UNDERWAY!

In mid-January of this year, our first batch of mentors were partnered with their mentees.

The mentoring program is a way for CLAPW to give employees the opportunity to be a mentor or receive mentorship from a senior employee. The goal is to match experienced Direct Support Professionals with people who could use their guidance.

For the mentee, which is the person being mentored, the purpose of mentoring is to grow by tapping into the knowledge and experience of someone further along than themselves. It's the best way to accelerate their development. By having someone who knows more than themselves share advice, offer guidance and be a sounding board for their thoughts they stand to benefit from experience beyond their own.

Being a mentor serves to give back and is an important development and learning experience. Teaching others is the best way to learn yourself. In the same way, mentors become more competent as leaders and communicators as they guide and help rising talent. Being put in the position of a role model can help mentors become better leaders and instill confidence in their leadership ability. The responsibility of helping guide someone's career and goals requires the more experienced employee to teach, motivate and offer honest feedback in difficult conversations. All these skills are at the top of the required list for a leader.

One of the advantages of having a mentor at a new job is that they can help you adapt to the workplace culture more quickly. Employees who participate in a mentorship program are typically more aware of workplace routines, policies, and expectations than those who do not participate. This is important for building inclusive workplaces.

The mentors attended a training session before being 'matched' with a new hire and guidance is provided from the Senior Manager of Operations, HR, the Program Managers, and the ED. We are committed to learning from the process and building a good program.

The time commitment for the mentor and mentee is approximately five hours over a three-month period. To date the mentoring partnerships have been successful! Here are some comments from our current mentors and mentees:

"The mentorship program is a great way for new staff to figure out how things work at CLAPW. Not just the policies and procedures but the little things that are so confusing when you're at a new company. The time commitment is small, and the outcome is huge for the mentee. The mentor gets to see and feel the accomplishments of their discussions with the mentee and the agency feels somehow smaller and more inclusive."

"The Mentorship Program has kicked off to a great start! They are an amazing group of people who are looking to ensure that new staff entering CLAPW feel welcomed with a smooth transition into our agency. I got involved in this program as it I knew how overwhelmed I felt when I first began. Without the team that I had, and those that took the time to explain every detail on how to be a great DSW in this agency, I can say I wouldn't be where I am right now. My hope, is to be that person for someone new coming in. I make an effort to ensure that they feel heard, welcomed, and confident within their role. I find that meeting new people with different skill sets, and experiences within this field to be so beneficial to learn from. Not only, am I providing insight on my experiences but, my mentee is also providing me with insight on theirs. If you've ever thought about being a part of this program, I highly recommend it!"

"I remember starting out over 30 years ago and how scary it was at times learning to navigate all aspects of the job. I want to be able to alleviate some of those issues to someone just starting out."

"It is an amazing feeling to know that you are creating a relationship built on mutual respect and love for the developmental services field."

"It can be challenging to coordinate schedules at times, but we touch base by text, phone or email. Being available doesn't involve much time commitment, it's the quality of time spent vs quantity."

"I love that I can be a part of someone's journey in the developmental field. We have created a relationship built on trust and mutual respect."

For more information reach out to HR Manager Shannon Shepherd at Shannon.Shepherd@clapw.org

Submitted By Lena Reilly-Senior Manager of Operations.



MENTORING FOR MANAGEMENT

Also in the works is the development of a mentoring program for those interested in learning more about leadership and management, or for those whose aspirations are to secure a leadership position with CLAPW.

As part of our succession planning, we hope to bring on 2 people who are interested in learning more about what it is like to be a manager in our agency. Mentees will be matched with a CLAPW manager where they will learn all about the roles and responsibilities of a manager.

They will also have the opportunity to take on temporary management secondment positions, where they will fill in for managers in their absence.

We are aiming to start this mentorship program in late spring / early summer.

INCREASED SUPPORT HOURS AT DOWTY-submitted by Jackie Devine and Shonda Tait-Dwyer

In February we introduced an increase in hours at Dowty. This involves offering programming during the evening and on Saturdays. This creates more opportunities for the people we support and provides flexibility for families who may need some additional respite.

We have started a financial program, funded by a grant from CIBC, where we learn together about money. This includes recognizing money, budgeting and the safe handling of money.

We have been off to a great start including an outing to the Maple Syrup Festival at Purple Woods and Toe Beans Café. Upcoming events include the Ontario Science Center, getting our steps in by walking in local parks, movies, bowling and more! Have an idea for an outing? Shoot us an email at cppevents@clapw.org

Making Tacos for Taco Tuesday!



Making Sense of Dollars and Cents



GALLERY



Happiness is not a goal-It's a byproduct of a life well lived!



ARCH Disability Law Clinic is a speciality legal clinic that practices exclusively in disability rights law. Since its incorporation in 1979, ARCH has been a leader in disability rights advocacy and test case litigation. ARCH is dedicated to defending and advancing the equality rights, entitlements, fundamental freedoms, and inclusion of persons with disabilities with low income in Ontario. ARCH is primarily funded by Legal Aid Ontario.

ARCH also represents persons with disabilities and disability rights organizations in precedent-setting cases at various provincial and federal courts and tribunals, including the Human Rights Tribunal of Ontario, the Canadian Human Rights Commission, the Canadian Human Rights Tribunal, the Canadian Transportation Agency as well as appellate courts, including the Court of Appeal for Ontario, the Federal Court and Federal Court of Appeal, and the Supreme Court of Canada.

VISION

A society in which laws, policies and legal systems ensure full participation, inclusion, dignity, and equal rights without discrimination for persons with disabilities.

General inquiries email: general@arch.clcj.ca

Website: www.archdisabilitylaw.ca

SPIRIT OF SUMMER 2023!

Once again, this year CLAPW will be hosting the **Spirit of Summer Program** for Transitional Aged Youth from 15-25 years of age. The program will start on July 04, 2023, and will run until August 25th, 2023.

IN-PERSON COST INCLUDE

- ✓ Support staff
- ✓ Local public transportation
- ✓ Occasional snacks & Friday lunch
- ✓ Most venue admissions
- ✓ Activity supplies
- ✓ Start-up bag & T-Shirt

For more information

contact:

Kelly.poulin@clapw.org

Or

Sharon.burgess@clapw.org



Connected People-Submitted by Sharon Burgess

Volunteer Services is winding down their three-year Ontario Trillium Grant. There have been close to seventy matches between volunteers and the individuals we support. These matches are meeting in-person or virtually and have enhanced the supports we are able to offer at CLAPW. This grant has shown us how vital volunteers can be to our agency and the people we support, and going forward, our Volunteer Services has become part of our Strategic Plan.

We have been hosting volunteers from all walks of life who enjoy giving back to their community by spending time with some of the individuals we support to do various activities. For instance, this winter Heather and Emily joined an eight-week art class while Maureen and Holly journaled and practiced meditation over Zoom. Brent and Ryan watched all sorts of wrestling while Cindy and Eiman played word games and did crafts together.



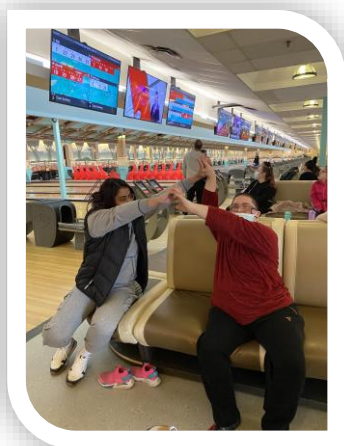
We have hosted 34 College Placement Students this past year, mainly from the Developmental Service Worker and Social Service Worker Programs. We also have two Human Resources Students starting in April and ten Social Service Worker Students starting in May. They come from a variety of colleges including Durham College, Fanshawe College, Seneca College and Humber College.

Sharon and Lisa attended a Placement Host Appreciation Event at Durham College in April ~
“We are grateful for your participation as a host for Durham College students and for providing the opportunity for them to practice their skills in the community.”

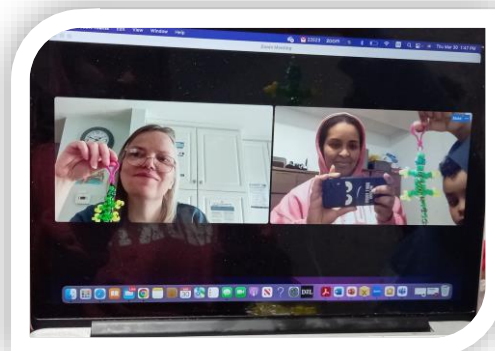
Another successful academic year with our Best Buddies gang from Trent U has come to a close. This year we had seventeen students create and implement various virtual games-groups weekly throughout the winter and we look forward to having them back next Fall.

Sharon was presented with the 2023 Annual Leader of Volunteers Award, which is presented to a Durham Region Association for Volunteer Administration (DRAVA) member who has demonstrated outstanding professionalism, leadership and excellence in volunteer engagement within Durham Region.

Mariya and Mustafa



Eiman and Cindy



Brent, Ryan and a Soccer Team



HEROES SELF ADVOCATES GROUP-Submitted by Nancy Anthony

Our HEROES are now holding their monthly meetings in person. We had our first meeting in March, and it was great to be together in person again.

We would like to thank the CICE program and DSW students at Durham College for hosting a bake sale to help spread the word about inclusion and raise awareness in the community. The HEROES attended for the day, and it was a great success. Some of the proceeds from the bake sale will be donated to the HEROES group.



We decorated at the Kids Safety Village again this Easter for the Big Easter Extravaganza. We also helped to organize the St. Patrick's Day Dance. This was another "first" after the pandemic and it was wonderful. The dance floor was packed!

We extend a warm welcome to Seema, and Heather, two new HEROES who have recently joined our group.

We still have on going Zoom socials with our Brothers of Charity Advocates in Ireland and always enjoy our chance to connect and hear about their advocacy work.

For More information on the HEROES Self Advocates contact Nancy at Nancy.anthony@clapw.org or Eric at Eric.smigielski@clapw.org



CALLING ALL MEMBERS!

We are hoping you might consider becoming a member of CLAPW to further support what we do. Our membership year is March 2023 to March 2024. Becoming a member entitles you to:

- attend all duly constituted meetings of the Members of the Corporation including the Annual General Meeting
- be entitled to one (1) vote at all meetings of the Members of the Corporation
- participate in decisions on matters brought to the Members of the Corporation
- be eligible for election or appointment to the Board of Directors

The \$10.00 membership can be paid by cheque, cash, credit card payment or e-transfer. Your cheque, cash or credit card payment can be mailed, or hand delivered Monday to Friday from 8:00 am to 4 p.m. at 36 Emperor Street, Ajax, ON L1S 1M7. The e-transfer can be sent to nicole.landells@clapw.org. You do not need to set up a password for the e-transfer as it gets deposited automatically into our bank account.

The Culture Club Committee



A group of CLAPW employees have banded together to create the “Culture Club” Committee. This group has taken steps to enhance the workplace culture. **We know that our biggest asset is the people who work at CLAPW**, and we know how important it is to feel good about the work we do.

This committee has held a few zoom paint nights, organized the annual holiday door decorating contest and helped to highlight special events such as Bullying Awareness Day throughout the year.

And in recognition of World Compliment Day on March 01, the Culture Club oversaw the distribution of hundreds of compliment cards to be used by CLAPW employees to recognize their colleagues.

It is this group of employees, working with the Heroes Self Advocates group that have brought back dances to CLAPW. Stay tuned for plans for a Spring Fling Dance with a Hawaiian flavour at some point in June.

Coming back this summer is our annual Garden Contest with judging taking place on July 07. The lovely Garden Gnome **Ed Clapper** once again up for grabs.



CHEERS FOR PEERS-EMPLOYEES/TEAMS OF THE MONTH

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

November

Titilola Eradajaye

January

Nick Persaud

February

Patricia Gillespie
Jennine Jarvis

March

Divanie Budhram



Mission: Community Living Ajax-Pickering and Whitby is dedicated to supporting people with developmental disabilities so they can live full lives and be effectively, safely, and inclusively supported in their own communities. We serve that mission by offering a broad range of personalized supports and services, closely aligned with their individual goals and choice of where they want to live, learn, work, and enjoy their leisure time.

“There is little success where there is little laughter.” *Andrew Carnegie*

AWARD SEASON

We are thrilled and very proud to report on more awards and recognition being received at CLAPW.

Kelly Poulin our Day Supports Manager has been selected to receive the the Ontario Association of Developmental Disabilities (OADD) Award of Excellence for 2023 in recognition of her work supporting and advocating for individuals with developmental disabilities through CLAPW's employment programs and rights committee. We are immensely proud of her! She will be presented with her award in late April at the OADD conference in London.

Sharon Burgess our Volunteer Coordinator was selected as the recipient of the Leader of Volunteers Award from Durham Region Association of Volunteer Administration (DRAVA). This is presented to the member of DRAVA who has demonstrated outstanding professionalism, leadership, and excellence in volunteer engagement throughout Durham Region.

CLAPW was selected by The City of Pickering to receive the Service Group Civic Award. This award is given to the service group/organization whose activities stand out amongst all other service groups in Pickering for their contribution and service to the city over the last year.

Congratulations to Kelly and Sharon on very well-deserved recognition!! Doesn't it make us all feel good to see the excellent work being done at CLAPW being recognized?



USEFUL LINKS

DSO

www.dsontario.ca

Pooran Law

www.pooranlaw.com

Arch Disability Law Centre

www.archdisabilitylaw.ca

P4P Planning Network

www.planningnetwork.ca

Microboards Ontario

www.microboardsontario.com

RECRUITING BOARD OF DIRECTORS

Although the AGM, which is held each September seems a long way off, we are beginning the recruitment process now for a couple of board members. Are you a CLAPW member in good standing? Do you have a passion for the mission of the agency? Do you have a background in Finance, HR, Public Relations, or Social Services? Do you have previous board experience or are you seeking to gain board experience? **YOU** might be just who we are looking for! To learn more about the opportunity reach out to E.D. Lisa at lisa.mcneebaker@clapw.org or 905-427-3300 ext. 237.



Neighbour- by Iain Crichton Smith

*Disdaining the artificial barriers between people,
these verses celebrate the nature that ignores
these lines, and the joys and sorrows that unite us*

Build me a bridge over the stream
to my neighbour's house
where he is standing in dungarees
in the fresh morning.

O ring of snowdrops
spread wherever you want
and you also blackbird
sing across the fences.

My neighbour, if the rain falls on you,
let it fall on me also
from the same black cloud
that does not recognise gates.



SUMMER JOBS GRANT

Once again, this year we have made application to the Summer Jobs Grant Program to enable us to hire 11 summer students. These students will help with online programming, a transitional aged youth summer program, administrative support, marketing and promotions, and property maintenance. We are pleased to have the opportunity to work with young people who bring great enthusiasm and energy to their roles.

Please pass the word along to young people (under 30) that you may know who are in post-secondary education that may be looking for summer jobs.

We can think of no better place to have a summer job than CLAPW!

Spirit of Summer 2023

Week	Theme	Cost
July 4-7	Outdoor Adventures 	\$140
July 10-14	Game On 	\$175
July 17-21	Ultimate Survivor 	\$175
July 24-28	Force of Nature 	\$175
July 31- August 4	Art Explosion 	\$175
August 8-11	Down on the Farm 	\$140
August 14-18	Mad About Science 	\$175
August 21-25	Summer Send Off 	\$175

Important Information

Time: 9:00am – 3:00pm Monday – Friday (Closed July 3 & August 7)

Location: TBD (either Henry Street or Ajax High School)

Who Can Register: Those between 15 & 25 years of age

Cost Includes:

- ✓ Support staff
- ✓ Local public transportation
- ✓ Occasional snacks & Friday lunch
- ✓ Most venue admissions
- ✓ Activity supplies
- ✓ Start-up bag & T-Shirt

Note: Details subject to change. Limited spots available.

For registration information contact: spiritofsummer@clapw.org / 905-999-6718