

3 - Working In A Pandemic

Things were a little different than usual this spring as Community Living workers adjusted their routines to accommodate people supported by the agency. This is how we did it!

5 - Cogeco Features CLUOV

CLUOV was proud to be featured in a local segment with Cogeco about how our agency was handling the pandemic. The video for this segment is available on our website at www.cluov.ca

8 - Speakers' Bureau Work

They may not be giving presentations but the CLUOV Speakers' Bureau has been hard at work, helping other agencies and doing some more promotion work of their own.

SUMMER 2020

In Touch

COMMUNITY LIVING
Upper Ottawa Valley



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Golf Day Moving Forward: COVID-19 Safe

With golf as one of the approved outdoor activities that can take place this year, Community Living Upper Ottawa Valley is moving ahead with an altered golf event for 2020. The golf day will run in a COVID-19 safe format and continue to provide a fun experience this year.

In the past, the golf tournament has been a shotgun start where all golfers start and finish at the same time, and then share a meal while prizes are awarded. This year, golfers will tee-off at scheduled tee times and will have a "to-go" lunch they can enjoy during their round or take with them following their round. There will be no social gathering afterwards, but everyone will receive a \$50 gift card for a local eatery. The event is usually a fundraiser, but this

Same great event.
New format for 2020.

Golf Day 2020

COMMUNITY LIVING
Upper Ottawa Valley

Friday, September 18th
Tee Times: 8:00am-12:40pm
Oaks of Cobden Golf Course

year, Community Living wanted to support the local business community by promoting the annual sponsors and meeting eateries halfway by purchasing \$25 of the \$50 gift card.

While most organizations have cancelled their golf events, CLUOV is happy to be able to support The Oaks of Cobden golf course by altering our event and still be able to support them this year.

Registration for the golf day is now open. The cost to participate is \$100 per player and includes 18 holes, a golf cart, lunch and a \$50 gift card at a local eatery. Tee times are available from 8:30am to 12:40pm. Golfers can register as twosomes or foursomes and can choose a time slot where they would like to play. Golfers can also choose to play their own game (like a regular golf

outing) or play a scramble format which is usually the format for this event. It's entirely up to you!

To register for the golf day, contact Paige LeClair at pleclair@cluov.ca or call 613-735-0659 ext.101.

CLUOV is so appreciative of everyone who has supported our golf event in the past and we hope to see a full field out for this year's modified golf day.



Carol Ripley taking care of our flower planters at the CLUOV building.



Melvin Mittag, Natasha Brennan and Michel Monette having a pajama day!



Raina Flexhaug shows community support with her "In This Together" poster.



Tina Williams, front centre, at the From Presence To Citizenship event.

Could you Share Your Home?

A spare room could give someone a place to call home. Ask us!

LifeShare

Email Stephanie Moss: info@cluov.ca



Ashley Lynn Lee and Ashley Corbett have a games night during the pandemic.



Shelby Roy making masks for Community Living staff!

CLUOV On Provincial Event Panel

From Presence to Citizenship: Learning Exchange is a conference that brings people together who work in the developmental services sector. This annual March event features nationally and internationally recognized speakers and breakout sessions. This year's event attracted approximately 300 executive directors, managers and leaders in the developmental services sector.

The conference focuses on the value of community leaders who believe in building inclusive communities where all people belong. Attendees benefit from learning alongside others with the same beliefs and are able to adopt new

ideas in the organization based on the best practices and initiatives of others.

This year, Community Living Upper Ottawa Valley was proud to share best practices with others in the sector. Tina Williams, CLUOV's Executive Director, was part of a panel of inclusion champions who participated in discussions around impactful actions that agencies can implement in their communities. Tina shared various CLUOV initiatives including the Random Acts of Kindness campaign, the International Women's Day breakfast and the 31 Days of Inclusion campaign during Community Living Month.



International Women's Day breakfast 2020! Another packed house at Jenna & Kerry's.

A Look At The LifeShare Program

Through LifeShare, families can offer a safe and nurturing environment for adults with intellectual disabilities (home sharers). LifeShare (also known as host family) is so much more than providing a room in your home. Being a home provider means you're giving someone with an intellectual disability "a place in your heart, a place in your home."

People with intellectual disabilities are active participants in their communities. They can be athletes, artists, employees, advocates, community volunteers, neighbours and friends. They're an important part of the community and contribute to the strength of our province. LifeShare

helps adults who are 18 and older, live as independently as possible in their communities.

The Family Home program, LifeShare, started in 1984, as part of the Ontario Ministry of Community and Social Service's commitment to providing a range of services for adults 18 and older. While the program has changed, its basic tenants remain the same.

A booklet explaining LifeShare is available on our website at www.cluov.ca. Choose the LifeShare logo and you will be taken to a dedicated page. If you would like more information about sharing your home, contact Stephanie Moss at info@cluov.ca or call 613-735-0659.

Working In A Pandemic: What We Did

COVID-19 has certainly impacted our work as it has with many others in the Ottawa Valley. Many of our staff work outside our office on a regular basis, so being able to stay in touch with them easily became an important priority early on in the pandemic. We created a wellness committee to provide activities and resources for staff and the people we support. This helped with ideas of things to do when many of the places we would have visited or experiences we would have had were cancelled due to COVID-19.

The wellness committee also hosted a variety of virtual check-ins, including

virtual yoga classes with Paul Mayfield, a recently retired Community Living Worker. Our committee has had some sort of activity every day since March 16 to now, varying from funny videos, dance parties, new recipes, a self-care checklist and more! We also hosted a few staff contests including a photo scavenger hunt and an isolation photography challenge. Finally, the committee created "boredom buster packages" that included bubbles, seeds, materials to make your own backyard ring toss, chalk, labels for seeds and a printed activity kit with colouring pages and games.



Stephen Smith and Katelynn Savage are masked-up during COVID-19.



Part of our Community Living Month campaign was shining a light on our building.

CL Month Campaigns Continue

May is Community Living Month and this year, our agency participated in two initiatives to celebrate.

First, on May 15, the agency lit up part of their building with blue and green lights as part of the province-wide "shine a light campaign" for Community Living. This was an initiative we first participated in during the 2019 campaign.

Also, our popular 31 Days of Inclusion campaign on Facebook continued and this year, we shared a story a day from our staff! Stories focused on each person's personal work experiences and career motivations at Community Living. These shared stories received an incredible amount of feedback from

people in the community, as well as support from colleagues. Many people also appreciated the insight into their individual jobs as it provided a greater understanding of the agency's role in the community.

Staff provided their experiences during a time when everyone was quite busy with the pandemic and we appreciated all 31 staff members who took the time to contribute to this year's campaign while managing their other challenging responsibilities.

You can revisit our campaign with staff stories and photos on our Facebook page at www.facebook.com/cluov

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Sue Lafontaine and Donna McMahon were busy COVID-crafting this spring.



Samantha Fleming and Kim Rigo were sampling the chili at our annual cook-off.

Local Community PPE Heroes: Thanks From CLUOV

Over the last few months, CLUOV has been working diligently to supply staff and the people we support with necessary PPE during the COVID-19 pandemic.

What we didn't expect was that many community members, partners and business owners would step-up to ensure we could continue our daily

services with donations of masks, hand sanitizer, face shields, ear savers and more. We would like to take this opportunity to thank the following people and organizations: Alanna Margaret, Dr. Bernstein's Health and Diet Clinic, Brendia Drew, Cindy Romaine, Connie Edwards, Custom Draperies & Blinds, Fine Bed Linens,

Duvets & Pillows, Donna Locke, First Team Transport, H&H Construction, JC's Storage Company, Jennifer Shainline, Maureen James McKinnon, Michelle Seguin, Mrs. Sew N' Sew, Progressive Industrial Fluids LTD, Shelby Roy, SRB Technologies, Stephanie Buchanan Tom Clouthier, Hec Clouthier & Sons and Warrior Gear.



Shelley Roberts and Andrew Foley having some Easter fun during COVID-19.



Ken Jones' Easter egg creations brought some cheer to his home this year.



Sherrie Haskin was the Chili Cook-Off Champion for 2020!

Box of Possibilities Fundraiser Set To Take Place In October

Community Living's annual Box of Possibilities lunch fundraiser was scheduled to take place as part of Community Living Month in May. Due to COVID-19, our agency decided to postpone the event, and we are now considering a tie-in with Small Business Week in mid-October.

Money raised from the Box of Possibilities goes towards the Outcomes Fund that provides for special experiences or additional needs that are not otherwise made possible for the people supported through our agency. This has been a popular event and in 2019, we had our highest participation ever! With the hope that workplaces will be back to normal in the fall, we look forward to launching this event again. So stay tuned for more details on the Box of Possibilities lunch.

Chili Cook-Off: A Tasty Staff Event

In February, the temperature was rising in the Community Living boardroom during the second annual Chili Cook-Off. This event began last year as staff brought in their homemade chili recipes and put them to the test with their Community Living colleagues. Some recipes had a kick of heat, one included customizable toppings and a few were on the milder side of the scale. Staff had the opportunity to

taste-test each competitor's chili before casting a vote for their favourite. At the end of the day, votes were tabulated and the lucky winner was announced.

This year, Sherrie Haskin, Manager of Finance and Administration took home the well-sought after medal and a gift basket of goodies to enjoy. Way to go Sherrie and thanks for the awesome chili!



CLUOV staff and board members with Gwen Greenstock (centre) during women's day.

Recruiting Website Shares Work Experience At CLUOV

Many employers are challenged with recruiting enough staff for their organization, and Community Living is no different. To help explain the careers within our organization, we created a website that is focused on recruiting. It is accessible at www.iamcommunityliving.com. The website discusses the role of

Community Living, the jobs we offer and the employment package we make available to those who join our staff. With recent retirements, we have had a number of positions to fill, and thanks to the full recruiting efforts of our human resources staff, we have been able to hire 10 new people in our agency!

If you or someone you know might be interested in working with Community Living, please check out our recruiting website at www.iamcommunityliving.com to see what we offer and if this career might be a fit for you. Our human resources staff are always available to speak with people about working with our agency.



Stephen Gorr gives two thumbs up to relaxing at home during COVID-19!



Warrior Gear provided us with masks for frontline workers.

Looking For Good Tenants?

If you have a property and are interested in long-term renters, talk to us.

Speak to Tina Williams:
twilliams@cluov.ca
 Phone: 613-735-0659

Cogeco Features CLUOV In Local Video

During COVID-19, Cogeco aired a variety of interviews with people at local agencies and businesses, asking how they were managing operations during a pandemic. Community Living was happy to share their agency operations in a segment which aired in May. A link to the video can be found on our website and Facebook page.

Executive Director Tina Williams provided the interview and touched on

how the staff was adjusting their ways of working and how the agency has increased its communications with all staff and people supported by the agency. Tina was also appreciative that the board of directors provided helpful guidance and reinforcement to the entire staff during a time when the environment was often changing daily.

For the full video, please visit www.cluov.ca

CLUOV Seeks Rental Properties For Long-Term Tenants

As part of our agency's work to build more inclusive housing opportunities for the people we support, we are looking for properties available for rent. If you are a landlord or property manager with available rental units, please let us know. Or, if you have potential rental units coming available in the future, we would appreciate being made aware of those options as well. As our organization moves away from agency-owned property, we look forward to establishing relationships with local property owners and managers who can help us meet our accommodation needs with good, long-term tenants.

If this is something you can help us with, please reach out to our Executive Director, Tina Williams, at 613-735-0659 or twilliams@cluov.ca



Trevor Riley of Cogeco interviews Tina Williams during a June 12th segment.



The Renfrew Mercury interviewed Emily Lessard on working during a pandemic.

Lessard Say Coworkers Are Truly Heroes

In early April, Emily Lessard, a Community Living Worker with our agency, was interviewed by the Renfrew Mercury about her experiences during COVID-19. Having worked with us for nearly six years, Emily provided a brief look at she and her colleagues evolved during the daily changes in the community.

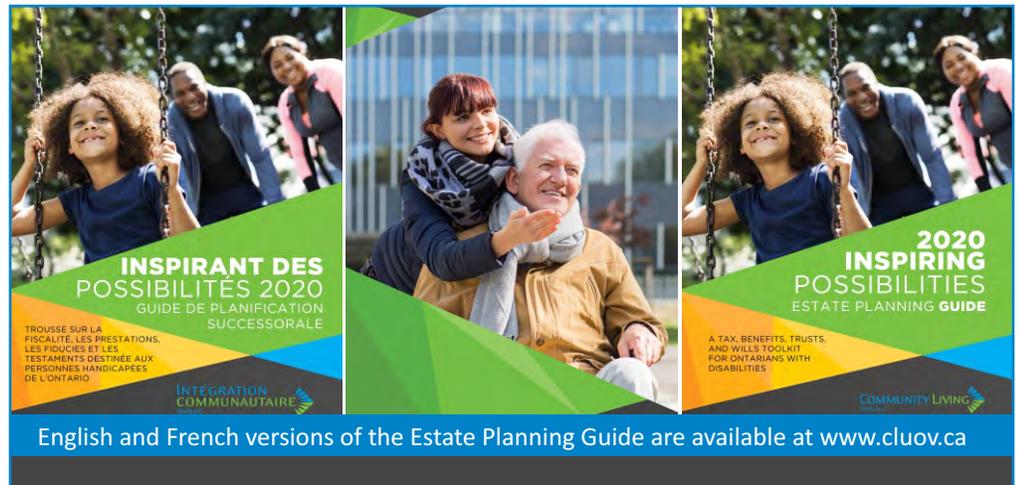
At the start of the pandemic, the people supported by the agency were “unable to go outside their home or physically interact with any visitors,” she explained in the interview. “We have no visitors allowed, even to bring them groceries. We have people helping out with errands, but the residents are unable to have that daily social interaction they essentially thrive on. So, we’ve had to quickly adapt to finding ways to assist them, such as video conferences to help them interact with friends and family.”

Emily called her colleagues “heroes” and said their calmness was critical to getting through these tough times.

“My co-workers are truly heroes right now,” she said. “They’re doing their best to keep everybody calm and healthy and still working through the unknown. I have to give them credit for still providing essential supports. We’re there to get the people through this.”

A link to Emily’s interview is available on our Facebook page.

Free Estate Planning Guide Available



English and French versions of the Estate Planning Guide are available at www.cluov.ca

One of the ways Community Living helps the people we support and their families is to provide resources for them when it comes to estate planning. Individuals are first connected to Community Living as adults and then remain connected to us as they, and their parents, age. Part of that process is ensuring that the appropriate people, directions and financial security are in place when a parent or guardian is no longer able to provide oversight for someone with a disability.

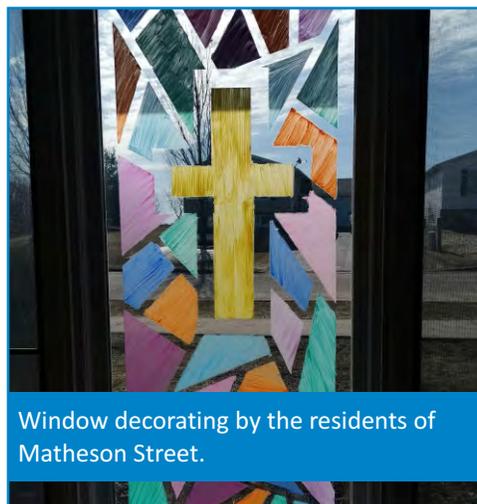
In the summer edition of Health Matters magazine, CLUOV's Executive Director, Tina Williams, shares a valuable resource on estate planning. Written by lawyers at PooranLaw, the guide includes many areas that focus on someone who has a disability, however, it is an excellent resource for any person who has not yet thought about

estate planning issues in their own family. One of the introductory pages of this toolkit does a good job explaining why this kind of planning is important:

“As a parent, sibling, or support person for someone with a disability, you have probably spent an enormous amount of time thinking about your loved one's needs, interests, finances and supports. You likely play a significant role in ensuring that their needs are met, their interests are explored, their finances are managed and their supports are provided in a respectful and dignified manner. How will this role be filled after you are gone? Consider estate planning your opportunity to communicate a set of binding directions and clear wishes as to how your affairs will be managed and the responsibilities you filled during your lifetime will be met in your absence.”

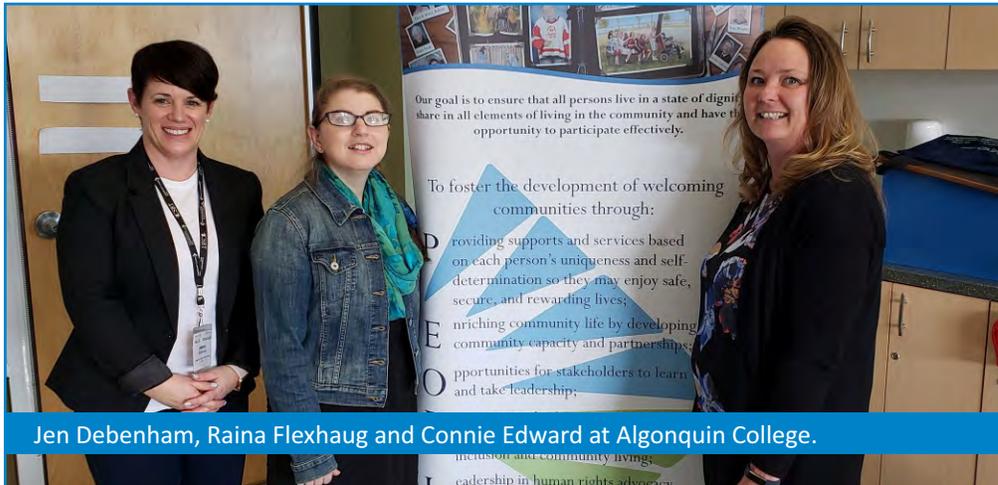
Some of the things discussed in the guide include will planning, trusts, legal decision-making and registered savings plans. The easy-to-follow guide provides helpful information on what to consider when it comes to providing care for a loved one when the parent or guardian is no longer in a position to do that.

The guide is available for free in French and English from our website at www.cluov.ca. We are also happy to email you a copy.



Window decorating by the residents of Matheson Street.

March Employment Presentations



Jen Debenham, Raina Flexhaug and Connie Edward at Algonquin College.

March was gearing up to be a busy month for Community Living staff and for the first two weeks, it was a flurry of activity. Before COVID-19 hit, our staff was participating in community events to help promote working at Community Living Upper Ottawa Valley.

PMFRC Expo

Tricia Kettlewell, a supervisor with our agency, attended the Petawawa Military Family Resource Centre (PMFRC) Employment and Education Expo on March 3. Held at the Petawawa Civic Centre, it was a gathering of more than 25 employers and post-secondary institutions. Employers showcased their career opportunities and available positions. Presentations were also made to introduce people to the many courses available through local and national colleges and universities. Tricia shared her experience working at Community Living Upper Ottawa Valley and answered questions from those interested in learning more about a career in developmental services.

Algonquin College Day

Also in March, Community Living was invited to give a presentation to one of the social service worker classes at Algonquin College. Jen Debenham, a supervisor and Connie Edwards, a Community Living worker provided students with a typical day-in-the-life of a support worker. One of the people we support, Raina Flexhaug, also attended. Raina is a member of our local Speakers'

Bureau, so her presentation provided insights into challenges of someone living with an intellectual disability, while also providing Raina with a chance to self-advocate. Their combined presentation also included the many aspects of working in the developmental services sector.

During the presentation, students were able to ask questions, learn about available job opportunities with Community Living, understand the language used in the sector and obtained an appreciation of person-centered supports.

Algonquin College has always been a great community partner. We look forward to many more partnerships and opportunities with them and with other local agencies in the future when the opportunity to make presentations is able to resume.



Tricia Kettlewell at the PMFRC Expo in March, sharing her experience at CLUOV.



Megan Evans is a volunteer with CLUOV and vice-president of our board.

Recognizing Our Dedicated Volunteers

Throughout the year, there are certain weeks of recognition that are special for Community Living. One of those is National Volunteer Week, which took place during the third week of April during a time of year when we were all asked to stay at home. We posted a shout-out to our volunteers during this week on our Facebook page, and we also wanted to take a moment to recognize them again here.

We have a variety of volunteers at Community Living, starting with our board of directors. The staff has appreciated their leadership more than ever this year during COVID-19. In addition to our board directors, we also have many retired staff members who continue to be part of Community Living through volunteerism (some of which are mentioned in this issue!) It is special for us to maintain connections with our former colleagues who have played such incredible roles in our history. Finally, we have people who volunteer for events or provide services on an as-needed basis.

We are so fortunate to have had such an extensive and supportive group of volunteers as part of our organization throughout the years. We could never have accomplished as much without their leadership and support, and we are grateful they choose to invest their time with us.

Speakers' Bureau Shares Best Practices

The Community Living Speakers' Bureau is a local committee of people with intellectual disabilities who speak to community groups about their personal experiences. They share challenges they have faced and overcome, along with their efforts in contributing to building more inclusive experiences in their communities. This past spring, Community Living Huntsville reached out to our local group for information on how our speakers' bureau operates. They found us through our agency website.

One of the challenges facing Huntsville was the emotional weight of their sessions when members spoke of their personal experiences. Having recognized that challenge previously, Connie Edwards, a Community Living worker who is a resource staff for our speakers' bureau, explained how our members use the speaking opportunity



as a way to promote a message of inclusion throughout our community. While there are emotional moments, the focus is on moving forward. Connie also shared how a partnership with Algonquin College has been helpful to educate future workers and serves as a learning experience for them. Plus, it's

not all business! The speakers' bureau also hosts an annual Christmas Cheer drop-in. They were all initiatives that Huntsville was eager to incorporate.

In addition to sharing with other agencies, the CLUOV Speakers' Bureau has also invested in public speaking training for their members and has continued to keep in touch with video calls and goal-setting in anticipation of when they can speak to groups again. The committee also created member profiles that are now featured on the CLUOV website. There are currently nine members of the speakers' bureau and their efforts have encouraged others to join the group.

The team consists of Gayle Cayen, Jill Davidson, Melissa Hoffman, Jeff Shand, Kyle Croft, Raina Flexhaug, Jennifer Holohan, Kyle Lamarche and Richard Holohan.

Greenstock Shares Inclusion Message at IWD Breakfast

More than 60 women attended the International Women's Day breakfast - our last event before the COVID-19 shutdown. Our keynote speaker this year was Gwen Greenstock who shared an inspiring and heartfelt story about her life that touched many in the crowd. Gwen's story included a lot of reinventing of herself as her family moved often for her father's work, and then with her husband's career and her

move to the Ottawa Valley. She also had career challenges that resulted in her starting her own business for which she became an Eastern Canada sales leader. Finally, she shared her recent experience of having a spouse in long-term care and how she has had to adjust to a new lifestyle, reinventing herself again. Gwen shared how all of her life experiences all connected to the value of inclusion, a message that

resonates strongly with Community Living. (Our sympathies go out to Gwen as her husband recently passed away this summer.)

Organizers received many positive comments about Gwen's message, along with the breakfast served at Janna and Kerry's restaurant. A few weeks later, we all found ourselves reinventing our lives as we started to live through a pandemic.



Gwen Greenstock was our keynote at the International Women's Day breakfast.



Speakers' Bureau members participate in goal setting by video conferencing.



"We are thinking of you" was a message of support for frontline workers.