

2019 Golf Tournament

Book into our golf tournament on lucky Friday the 13th (September)! You can also support the event by being a sponsor. More details are available on page 5.

Erosion Claims Property

CLUOV lost a property due to erosion and we're asking the government to help us recoup the costs. More about this story and our efforts on page 6.

Bee Successful Jobs

Four more people with disabilities are now employed thanks to the work of the Bee Successful team. We welcome back summer students too. Details on page 8.

SUMMER 2019

In Touch

COMMUNITY LIVING
Upper Ottawa Valley

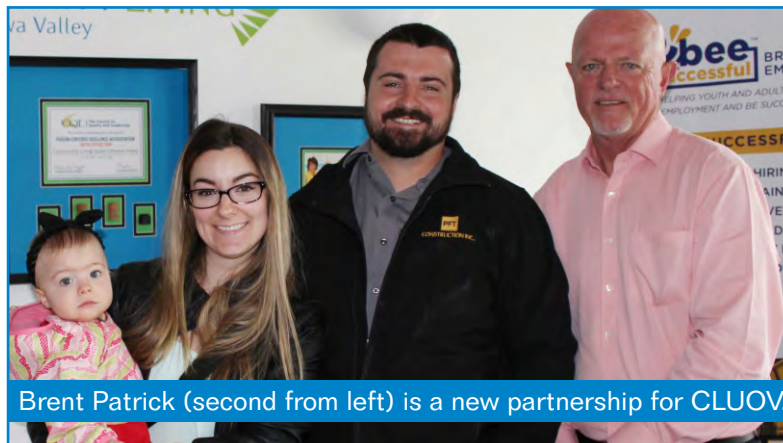


894 Pembroke Street West, Pembroke, Ontario K8A 6Y6
Phone: 613-735-0659 | www.cluov.ca | info@cluov.ca

An Update On Housing Initiatives

There are few things in life that are more personal than where you live and Community Living has taken on a housing initiative that is gaining momentum across Ontario.

In the fall of 2018, Community Living hosted a wine and cheese event for realtors, landlords and developers. The goal was to explain how they could help us move away from agency-owned properties and towards more inclusive living. From that event, five developers, two homeowners and an existing project manager stepped forward with opportunities. Some individuals have already moved into non-agency owned properties and more are planned for the fall. Being able to offer a variety of living



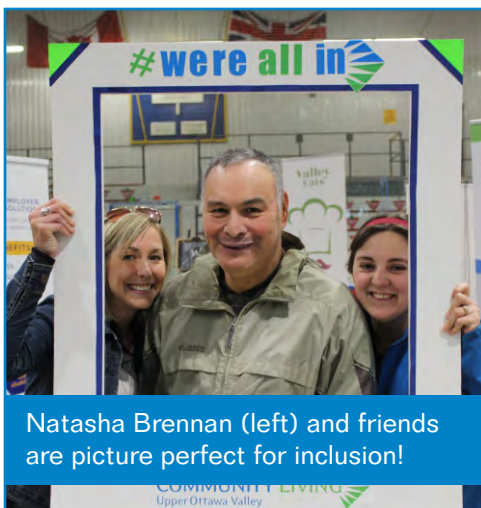
Brent Patrick (second from left) is a new partnership for CLUOV.

choices greatly enhances autonomy for people we support.

This initiative is also yielding financial benefits such as freeing up the costs that come with home ownership - repairs and capital costs. This allows funding to be redirected more effectively and expands the community partners who increase their appeal to a wider customer audience.

As the agency sells its owned properties, those proceeds are planned to be invested with a local community foundation where the funds will grow and interest can be redistributed to benefit the people supported through Community Living.

This strategy has caught the interest of other Community Living agencies who have invited staff from our local agency to discuss the housing program. In addition, Community Living Ontario has invited Chris Grayson and Tina Williams from CLUOV to present at the 2019 conference. Their presentation will include a summary of findings from an MCCSS case study of CLUOV's housing project.

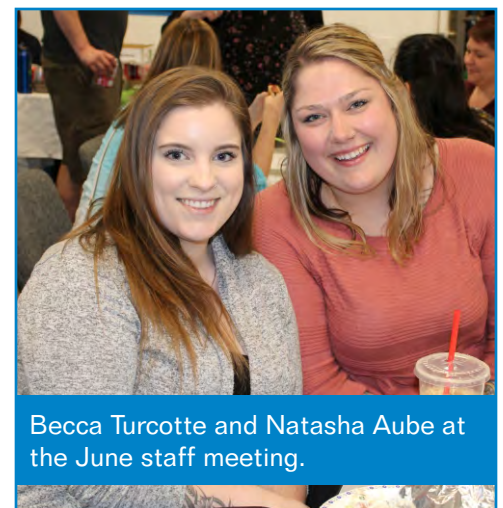


Natasha Brennan (left) and friends are picture perfect for inclusion!

Looking For Good Tenants?

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

Speak to Chris Grayson:
cgrayson@cluov.ca
Phone: 613-735-0659



Becca Turcotte and Natasha Aube at the June staff meeting.



Kirby Adam and Brian Gillespie pack lunches for Box of Possibilities.

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facebook

www.facebook.com/cluov



Avery Munro and Lisa Teevens put together Box of Possibilities lunches.



Team Kyle! Kyle Croft (left) and Kyle Robinson (right) delivering lunches.

530 Boxed Lunches!

Community Living Upper Ottawa Valley's annual Box of Possibilities lunch event was held on May 2 as a kick-off to Community Living Month. In our sixth year of the event, more than 530 orders for lunches were placed - our highest sales order in the history of the fundraiser!

Funds raised by the Box of Possibilities lunch will help people supported through the Outcomes Fund. The Outcomes Fund makes possible a purchase or experience that may not otherwise be financially available. Some of the past Outcomes Fund initiatives have

been vacations, theatre and concert tickets, orthopaedic footwear, winter jackets, air conditioning, swimming passes and transportation.

As always, our agency is especially grateful to our returning volunteers who work so diligently to make this an exciting, fun and well-run initiative. We appreciate all who placed orders for lunches and thank everyone for their contributions to inclusion.

Donations are welcomed all year round to grow the Outcomes Fund. Workplace initiatives have been great supporters of the fund.



Jen Debenham (right) and Ashley Leedham (second from right) at Core Gifts.

Staff Attend Core Gifts Training

In early April, Ashley Leedham and Jennifer Debenham, supervisors with Community Living Upper Ottawa Valley, completed the Master Facilitator Certification Program. Core Gift Institute and leadership coach Bruce Anderson of Community Activators offers a certification program that teaches professionals how to determine their primary life purpose (core gift), understand past behaviour, recognize current difficulties and determine a clear path to create future positive action and opportunities.

This training is very much in line with Community Living Upper

Ottawa Valley's goal to honour and promote the gifts of the people we support, our employees and our community. One of the ways to do this is by incorporating gift culture into the workplace and fully embracing the process.

Incorporating core gifts in the workplace can drive our agency towards being a sustainable organization. The heart of that sustainability is our resilient and committed staff.

The CLUOV staff attended along with staff from Community Living Atikokan and other Community Living agencies.

Staff At Pembroke BIA Events

On April 17, women from Community Living Upper Ottawa Valley spent a morning at The Nook Creperie in Downtown Pembroke at a women's networking breakfast. The event was hosted by the Pembroke Business Improvement Area (BIA). The breakfast gathered local business women together and presented an opportunity to strengthen ties, get to know each other and influence positive change in the community. Women were also invited to share their personal career journeys with one another.

The event's guest speaker was

Stephanie Schultz, an online fitness and business coach. Schultz spoke about how women can build each other up and empower each other, near and far.

The following month, our agency participated again in another Pembroke BIA event, the Downtown Connect Trade Show. The trade show was held at the Pembroke Memorial Centre. CLUOV and Bee Successful, the local employment agency for people with disabilities, shared a booth.

We appreciate the BIA reaching out to include us in their events.



Community Living Executive Directors meet with MPP John Yakabuski.



Greg Leslie at Pine Ridge Park, one of the 31 Days campaign businesses.

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



The Community Living office was lit up for the Shine A Light campaign.

CL Agencies Meet With MPP

Three Renfrew County Community Living agencies met with Renfrew-Nipissing-Pembroke MPP John Yakabuski in February to discuss issues within the developmental services sector. Community Living executive directors who attended included Chris Grayson (CLUOV), Jennifer Creeden (Community Living Renfrew County South) and Monica Prymack (Madawaska Valley Association for Community Living). The joint meeting was to show support cutting red tape in the sector, highlighting three of many areas that needed serious attention. The agencies noted that "serious occurrence reporting" is still being

completed using fax machines and that the excessive paperwork for the Passports Program is also causing concern for agencies and families.

In addition, the three executive directors also addressed the need for financial resources, adding that further cuts to our sector would put more pressure on a growing wait list of more than 15,000 people in Ontario who are waiting to be approved for services.

Finally, the group discussed the lack of affordable rental space in their communities and that support for housing availability is critical for independence.



Nancy Healey, Colin Howard and Holly Tennian at the leadership event.

Shining A Light On Community Living

If you were driving around in the evening on Friday, May 3, you may have noticed something different at local properties. As part of a new initiative, we had several properties light their buildings with green and blue lights. The province-wide initiative is called "Shine A Light on Community Living." This was our

agency's first time participating.

The following locations were part of our campaign: Algonquin College Waterfront Campus, Henry's Furniture in Petawawa, Grey Gables Inn and Saars General Store in Laurentian Valley. The Community Living Upper Ottawa Valley office was also lit in blue and green.

We appreciate the local participation in this campaign, allowing us to celebrate with provincial partners. We look forward to illuminating the Ottawa Valley again next year. Together, we are sharing a powerful message of inclusion that shines throughout our community.



Laurentian Hills Mayor Jed Reinwald, centre, flying our new flag in May.



Grey Gables was lit up in Community Living colours for the May campaign.



Shelley O'Malley and Rev. Tiina Cote at the memorial garden event.

Flying Flags At Municipal Offices

May was Community Living Month throughout Ontario. The goal of the province-wide promotion is to build awareness in Community Living agencies through discussion of how people who live with an intellectual disability can contribute and benefit from full participation in the community. Locally, one of the ways our agency marked Community Living Month was to ask our local municipalities to "fly our flag" in May. This year, the City of Pembroke and the Township of Laurentian Hills happily agreed to help raise awareness for full inclusion in our communities by flying our flags.

Tina Williams, Director of Operations and Gayle Cayen, a self-advocate with CLUOV's Speakers Bureau, were also invited to speak at the City of Pembroke council meeting on May 7.

Free Estate Planning Guide

Estate planning isn't everyone's favourite thing to do, but it can certainly ensure that things move smoothly when certain life situations arise. Community Living Ontario has created an Inspiring Possibilities Estate Planning Guide that is available for free by email.

The guide is a toolkit for Ontarians with disabilities and covers taxes, benefits, trusts and wills. All you

need to do is provide your first and last name, municipality and email address and the guide will be sent to you.

A link to the guide can be found on the Community Living Upper Ottawa Valley website home page. We are also happy to send it to you. While the guide focuses on Ontarians with disabilities, it can be a resource for anyone.



Megan Lariviere, Kyle Croft and Pembroke Mayor Mike LeMay flying the flag.

Annual General Meeting Set For September 26

CLUOV's Annual General Meeting (AGM) will be held on Thursday, September 26 at 6:30pm at the Best Western Hotel & Conference Centre. This year's guest speaker is graduate student Katharine Viscardis, B.Sc. (Sociology), MA (Canadian Studies and Indigenous Studies). Viscardis witnessed the

horrors of child institutionalization while volunteering in a Bulgarian orphanage in 2010, and it prompted her to understand the foundations and conditions of institutions for children and the abuse that ensued. Her dissertation explored the history of Canada's first institution for children and adults with disabilities,

the Huronia Regional Centre. Viscardis won the 2019 three-minute thesis challenge at Trent University as she celebrated 10 years since the final closures of institutions. The AGM is open to the public. Register by contacting Holly Tennian at htennian@cluov.ca or 613-735-0659 ext.220.



Ryan Slaughter (left) and Pembroke Mitsubishi is a golf event sponsor.



Riley Stacey-Sullivan (right) at Moncion Metro, inclusive employer.



Speakers Bureau

A great way to engage your club or community organization

Tee It Up For Community Living

Mark your calendar for the annual Community Living golf tournament, happening Friday, September 13 at the Oaks of Cobden Golf Course. Proceeds will be directed to the Outcomes Fund. For the \$100 per person entry fee, golfers have 18 holes of golf with a riding cart, dinner and the chance to win prizes. Sponsorship opportunities are available for challenge holes, raffles,

dinner and corporate sponsorships. Sponsorship ranges from \$25 to \$1,000 and includes the business name on all CLUOV promotion, marketing materials included in our golfer package and hole sponsors will have a sign on the course.

You can register a team by calling 613-735-0659 or sending an email to info@cluov.ca. Forms are also available on www.cluov.ca

We Want To Speak To You!

The Community Living Speakers Bureau is available for booking by groups who want a dynamic and informative presentation. It's guaranteed to open your eyes to the struggles and the achievements of people with intellectual disabilities.

The Speakers Bureau is available to speak to small and large groups alike. Agencies that have booked them include schools, church groups, service clubs and Algonquin College. The speakers are also very open to any questions from the group.

For information on booking the Speakers Bureau for your club, contact Robyn Beauchamp at 613-735-0659 or rbeauchamp@cluov.ca.

IDEA: This is an easy way to be inclusive and featured in an upcoming newsletter and promotion with us! Book us today!

23rd ANNUAL Golf Tournament!
Friday, September 13
Oaks of Cobden Golf Club

Register at: info@cluov.ca or 613-735-0659 ext.113

\$100 per person includes 18 holes of golf, prizes, dinner and more. Proceeds to the Outcomes Fund.

Register as a team or as an individual!



Tina Williams, Raina Flexhaug and Julie Keon at the IWD breakfast.

Keon Shines At IWD Event

Community Living Upper Ottawa Valley was excited to host an International Women's Day breakfast for the second year, with close to 70 women attending. Julie Keon, a death educator and life-cycle celebrant was the guest speaker. An unexpected outcome of the breakfast was how well Keon's messaging fit with our values.

Keon bravely shared her life experiences which brought both laughter and tears from the audience. Her heartfelt stories about Meredith, Keon's medically-fragile daughter, illustrated the gifts and contributions Meredith makes to their family's daily life.

As an agency, CLUOV makes a significant contribution to working women in our community, as 90% of the 130 employees at our agency are female. This is also true for our leadership team. CLUOV recognizes the commitment these women make while balancing other responsibilities that often directed to women.

CLUOV has received tremendous compliments for hosting this event, and at the request of many attendees over the two years, our agency has added this as an annual event in our calendar. We very much look forward to welcoming women to breakfast again next year. Details to be determined!

Property Lost Due To Erosion



CLUOV's Moffat Street property had issues with erosion this spring.

Many properties in the local area have been facing flooding and erosion issues this year, and a Community Living property was among them.

In April 2017, two people supported by CLUOV who were living at a Moffat Street property were advised to evacuate their home due to the severe erosion. The erosion around the home worsened this year as more of the yard disappeared down the ravine and into the Muskrat River. CLUOV reached out to multiple government officials but were advised that there were no provincial programs that address erosion or property instability to assist affected residents.

This spring, CLUOV's Chris Grayson met with Steve Clark, Minister of Municipal Affairs and

Housing and John Yakabuski, Minister of Natural Resources and Forestry along with City of Pembroke Mayor Mike LeMay to discuss the soil erosion issue on Moffat Street. Grayson explained that the home has lost its financial value and that CLUOV could not recover that loss on its own. Both Clark and Yakabuski empathized with the situation and advised that they are committed to helping individuals and communities recover following this natural disaster.

Prior to the erosion, the Moffat Street home was to be sold with proceeds to be invested in the Pembroke Petawawa District Community Foundation. CLUOV was negotiating two units in a four-plex that is pending development. CLUOV wants the inclusive living arrangement to move forward and is asking the provincial government to assist financially with the asset loss of the Moffat Street home.

CLUOV also took the opportunity to request an additional meeting with Clark to further discuss how people with intellectual disabilities can enjoy inclusive living arrangements, allowing the government to close group homes. The move could save the government millions of dollars in property upkeep expenses while providing better outcomes.



Chris Grayson with MPP Yakabuski and MPP Clark review erosion.

News Briefs From CLUOV



Andrew Foley at Pembroke City Hall with the inclusion display.

City of Pembroke Inclusion at City Hall

In April, Community Living Upper Ottawa Valley was invited to be featured in the foyer of City Hall. Our staff partnered with students from Algonquin College in the SSW program to create a display about inclusion that was viewable for the entire month. The display included photos, stories and themes that represent the message of inclusion. We were grateful to the City of Pembroke for their commitment to inclusion.

CLUOV To Present At Community Living Ontario

Chris Grayson and Tina Williams of Community Living Upper Ottawa Valley will be making a presentation at the annual Community Living Ontario conference on the housing initiatives that are gaining ground locally. Grayson will share the process from its beginning in 2014 to its most recent successes in 2019. The Community Living Ontario conference is held in Thunder Bay and is attended by agencies across the province.

Memorial Garden Event

On June 12, Community Living Upper Ottawa Valley held our annual memorial garden ceremony. The ceremony recognizes those individuals who were a part of so many lives and who are no longer

with us. A garden has been planted in their honour and is located to the side of our building. We especially thank Rev. Tiina Cote from Calvin United Church for her beautiful service and for everyone who shared a few stories and memories.

45,000 Views Of 31 Days Campaign on Facebook

An annual part of recognizing Community Living Month is our 31 Day of Inclusion campaign on Facebook. This year, we featured 31 stories of businesses and organizations that are advocates for inclusion. In total, the 31 stories generated 45,000 views and added more than 40 more people who "liked" our page. Our hope is that these stories inspire ways to be inclusive and serve as a reminder of the great local businesses that strengthen this community.



Giant Tiger's Lou Hammill and Shawn Warren were in the 31 Days campaign.



Melvin Mittag with Lloyd The Mover, featured in our 31 Days campaign.

Join The Board And Have Impact

Community Living Upper Ottawa Valley is seeking members to sit on our board of directors. CLUOV's board of directors is comprised of 11 volunteers who give their time to ensure the optimal functioning of the organization. Directors help build an inclusive community by bringing talent, drive and dedication to the table. Directors work with staff, volunteers and community partners towards improving the quality of life of the people we support.

Individuals who join the board of directors can feel confident with CLUOV as an agency that is recognized as a world leader for furthering the work in support of people with intellectual disabilities. In 2016, CLUOV was awarded the "Four-Year Person-Centered Excellence Accreditation" with distinction, one of only six agencies to have achieved this standard of excellence. In 2017, the Canadian Council of Quality and Leadership (CQL) presented us with the "International Award of Excellence," and in 2018 we received the Ontario Agencies Supporting Individuals with Special Needs (OASIS) Annual Leadership Award.

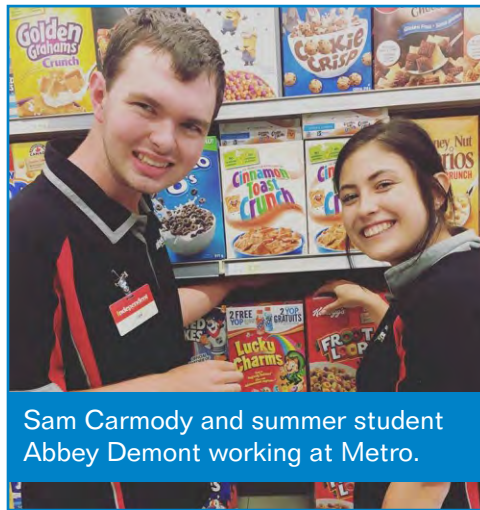
For information on joining the board of directors, contact Holly Tennian at htennian@cluov.ca or 613-735-0659 ext.220.

Bee Successful Places Four In Jobs

The team at Bee Successful has been busy in 2019! Three new employers have become inclusive: Boston Pizza Petawawa, North Renfrew Long Term Care and the Pembroke BIA. In doing so, four individuals have secured full employment.

Being able to connect with Boston Pizza Petawawa was a unique experience. As a brand new business, it was exciting for Bee Successful to help people with disabilities become employed with the restaurant from literally day one! That success has provided us with a template for future new businesses, further expanding the value of the Bee Successful service and making the agency even more attractive to potential applicants.

Bee Successful began working with Community Living Renfrew



Sam Carmody and summer student Abbey Demont working at Metro.

South to establish a greater presence in that region of Renfrew County to support individuals with barriers to employment. Other partnerships have also been developed with relevant stakeholders including Community Mental Health Renfrew.

Bee Successful has continued to work with the Renfrew County District School Board to help students obtain their first job experience. Outreach has been occurring through attendance at transitional planning meetings for students, and Bee Successful gave an employment presentation at Valour High School's life skills class.

Staff also attended the women's networking breakfast organized by the Pembroke BIA where we spoke with many prospective employers and expanded our community network.

Summer students will again be part of the Bee Successful team to assist us in securing more employment opportunities for our job-seeking applicants.

Employees Are Stars Of myFM 104.9 Campaign

Our staff members are truly the heroes of our agency and if you have been listening to myFM 104.9, you may have heard from some of our staff in our commercials.

As ambassadors for our agency, we all work together to strengthen the profile of our agency and maintain strong messaging through various forms of media year round, including social media and radio

advertising focusing on our strengths, succession, inclusion and needs – in this particular case, our need being recruitment. Having a well-known profile helps to enhance our reputation for attracting and enticing new staff to join our team.

We recognize our staff as representatives to promote our agency and specifically chose four staff to help champion our roles as

ambassadors and inspire others to want to work here through a recruitment radio ad campaign. Listen throughout the month of May for familiar voices broadcasted on 104.9 myFM as Robyn Beauchamp, Natasha Aube, Brendan Neville, and Karen Brown share highlights of their role and speak to their own experiences as a Supervisor and Community Living Worker.



CLUOV staff attend the OASIS conference.



Karen Brown, Jeff Shand, Gayle Cayen and Lori Ann Buchan.



Joanna Els and Marianne Minns at the Women's Day breakfast.