



Meeting Challenges And Building Inclusion

It's safe to say that 2020 did not unfold the way many of us imagined or planned that it would. In our agency, it was a year that taught us all to be creative when it comes to fulfilling our mission to support individuals with intellectual disabilities.

Our final event of the year where we could gather together was International Women's Day. Speaker Gwen Greenstock gave a powerful account of how she had to reinvent herself as her life changed throughout the years. We didn't know then how powerful a message that would be, as COVID-19 protocols came into effect just weeks later, demanding us to reinvent how to support individuals and continue the inclusive work of our agency during an isolating time.

After making some early-year presentations, our Speakers' Bureau found ways to hold virtual gatherings to keep bureau members engaged. Everyone adapted to online training and get-togethers via our computer screens. Planning continues for the day when we



can resume in-person presentations of powerful stories shared by incredible people.

Staff continued with upgrading skills and education through conferences and events that moved to a virtual space. We also continued to participate in provincial initiatives to support inclusion in communities. This was especially challenging during a time when messaging was about keeping distance and living a more isolating lifestyle.

Thanks to some creative planning, we were able to hold our golf tournament and frozen meals fundraisers. Hosting these events allowed us to infuse some normalcy into the year and we were

grateful for the people who helped us achieve that with their participation. This year marks our 25th anniversary of the golf tournament and we hope to be able to celebrate in a more social fashion.

One of our biggest challenges that is continuing in 2021 is staffing. Our agency is growing and we truly welcome the opportunity that comes with growth. Staff schedules

have been interrupted with child care needs, caring for others and being able to manage work responsibilities. Our hiring has increased and we look forward to meeting the demands of our agency. Our dedicated employment website - www.iamcommunityliving.com - highlights what we offer those who choose a career at Community Living.

We all look forward to 2021, keeping healthy and continuing to pursue a community of inclusion. Our agency continues to be available by phone or email to assist our community. Reach out to us at 613-735-0659 or info@cluov.ca.



Aimee Fleury was one of the winners in the 12 Days of Christmas staff event.



Karen Macleod's second place (tie) pumpkin carving. Notice the curly tail!



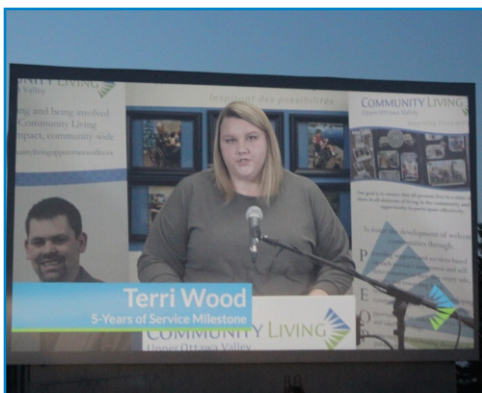
CLUOV board member, Keith Rae, and worker Amelia Kennedy at the AGM.



CLUOV board chair, Elaine Neigel, giving remarks at the annual general meeting.

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Recognizing staff service awards on the big screen at the Skylight Drive-In AGM.

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

AGM Has A New Twist: Drive-In

As 2020 was the year to hold events in unique and creative ways, our annual general meeting (AGM) was no exception!

Our AGM took place on September 23 at the Skylight Drive-In in Pembroke. The event was open to the public and included a free movie - Indiana Jones: Raiders of the Lost Ark. The business part of the meeting started at 7:00pm with a review of annual initiatives from the board and leadership staff. This was followed by staff awards which were presented at 7:30pm.

This year, the staff who were recognized included Karen Brown and

Chantal Brumm for 10 years of service. Seven staff were recognized for five years of service: Kelsie Gagne, Stephanie Reid, Terri Wood, Justin Gagne, Lindsay Scherer, Maegan Blackmore and Elizabeth O'Blenis.

Pre-recorded videos were shared at AGM of all staff receiving accolades of their service with the organization. The entire AGM was broadcast over the radio station, set in vehicles and messages shared on the big screen.

This brought us to dusk and the showing of the movie. We look forward to being able to host a more traditional AGM in 2021.



Peter Van Grinsven, Tina Williams, Barry Young and Dave Parks at the golf tournament.

Our COVID-19 Protocols

One of the questions that has become a regular part of our communication has been our COVID-19 protocols. While we have faced challenges like others in our community, it has reminded us of how our inclusion efforts have helped us provide a pandemic-safe environment for the people we support.

From the beginning of the pandemic, our employees have been outfitted with PPE, and with many items being donated by businesses in our community. In addition, the ability to maintain social distancing has been easier as people we support have chosen to live independently, thereby having fewer people in the same residence. While independent living

pursue our initiatives for inclusion, it has made managing COVID-19 protocols easier.

The people we support have also adjusted well to mask wearing and staying in touch virtually with friends and family. We had introduced some virtual initiatives a year ago when it came to managing security in the home, so this allowed us to transition to more socially-distanced initiatives more easily than if we had only started during the pandemic.

While we look forward to returning to community participation prior to the pandemic, we are proud of our staff and people supported for adjusting to the new protocols that keep everyone safe.

Golf Tournament Sees 89 Golfers

In mid-September, Community Living held our annual golf tournament at the Oaks of Cobden Golf Course. Our 24th tournament was a little different than previous years as the socializing aspect of the event had to be reconfigured to fit with COVID-19 protocols. Eighty-nine golfers participated, choosing their tee times in advance. A lunch was available for pick-up prior to golf, after nine holes or following the round.

This year, limited sponsorships were sought and businesses who had promoted the golf tournament for many years were recognized. Each golfer received a \$50 gift card for a local

eatery. While Community Living offered to purchase gift cards, many of the local eateries and organizations chose to donate their gift cards.

While the goal was to keep the community engaged in an event this year, the golf tournament netted \$4,300 in donations. We were so grateful to our sponsors, donors and golfers for making this event one of the highlights of our 2020 year.

2021 marks the 25th anniversary of our golf tournament and we look forward to celebrating!



Pauline Wilson, Cy Steele, Ed Chow and Lorne Wilson (Petawawa Rotary) in a foursome.

Helping Build Inclusive Programs

Community Living Ontario (CLO) is hosting conversations with communities across the province on re-imagining day supports. Many Community Living organizations have ended the practice of hosting centralized day supports for people labelled as having a developmental disability, moving towards an evolution to support people to create typical lives in their communities. The goal is to avoid streaming people into segregated programs based on the label of developmental disability.

A four-part series began in December and continued throughout January. Community Living Upper Ottawa Valley has participated on several of these

calls. We were proud to share the virtual and direct supports that have been provided throughout this pandemic, but more importantly, we shared our experience with community inclusion. It has been our experience that people are connected to their greater communities when we assist people supported to access community resources, opportunities and activities as they occur in our neighbourhoods and communities, instead of duplicating them.

CLUOV is always eager to share our experiences with a province-wide audience on connecting within the community.



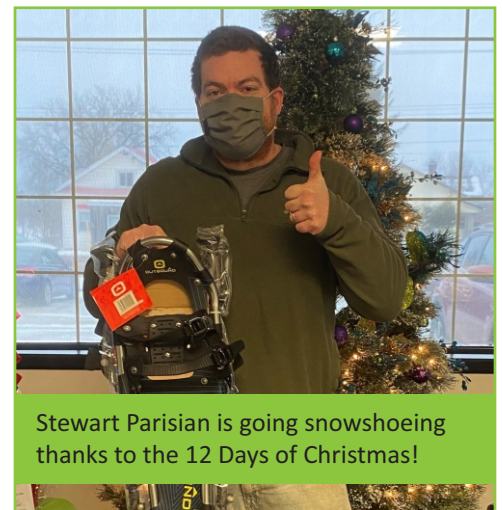
Avery Munro, a member of our board, helped start our golfing groups.

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



Stewart Parisian is going snowshoeing thanks to the 12 Days of Christmas!



Kim Rigo and David Langois teed it up for Community Living.

Speakers' Bureau Launches Valley Gems Tour

When pandemic measures limited the things that could be done in the community, the Community Living Speaker's Bureau started a Valley Gems Tour, a virtual tour of local attractions. The Valley Gems Tour kicked off with a tour by Chris Hinsperger at Bonnechere Caves who took viewers on a tour of the caves in a documentary-style broadcast.

In November, the Tour continued with Shaw Woods. Fred Blackstein accompanied Jeff Shand, Gayle Cayen and Connie Edwards on a tour of Shaw Woods, including an overview of the property, trails and operations. Fred Blackstein is a long-time volunteer with Shaw Woods.

In December, the Tour was on hold for

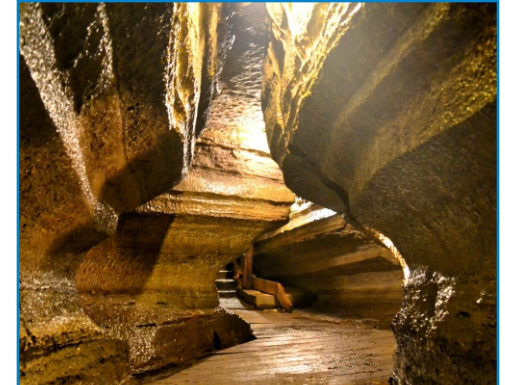
a virtual open house where Speakers' Bureau members and others joined a Zoom chat for some holiday cheer. The open house is a favourite event to engage and recognize the Speakers' Bureau participants. While this year was a different experience, we were very grateful to find a creative way to continue this important tradition.



Shaw Woods is open during the winter for walking. Pets are permitted.



Connie Edwards:
cedwards@cluov.ca



Bonnechere Caves was the inaugural gem on the Speakers' Bureau virtual tour.

A Recap On Some Fun Initiatives

Pumpkin Carving Contest

In October, CLUOV hosted a Pumpkin Carving Contest for staff and people supported. Participants had a week to decorate, carve and present their pumpkins and all submission went out to all staff for voting. Melvin Mittag won first prize with his "Social Distance Pumpkin." We had a tie for second with Ashley Corbett and Karen MacLeod and a tie for third with Irene Demers and Polly James and Lisa Teevens.

Operation Christmas Child

In December, CLUOV continued the tradition of contributing boxes to Operation Christmas Child, organized by Samaritan's Purse. In total, 10 boxes were filled by our agency.

French Language Services

From November 9 to 13, Family and Children's Service of Renfrew County (FCS) hosted French Language Services celebrations and CLUOV participated.

More Inclusive Living Options Available

In late 2020 and early 2021, Community Living assisted two people to move into a new apartment building on Nelson Street. The new building was constructed by Andrew Plummer and contains four, ground-level units. This is truly a partnership opportunity as Community Living contributed some advice on accessibility for the units, and all recommendations were included in the build.

This prompted some other builders to inquire about housing needs for Community Living. Using community builders helps us pursue our goals of inclusive housing options in the community. The interest in this type of living is high - 15 individuals have applied for the Ontario Housing Benefit which allows approved applicants to have \$300 towards their rent for the next nine years.



Ashley Corbett's second place (tie) pumpkin carving work! Celebrating during COVID.

591 Frozen Meals Ordered In November Fundraiser

The 2020 Frozen Meal Fundraiser was held in late November and exceeded numbers from our inaugural event in 2019. In 2020, we sold 591 frozen meals, prepared by Griffith Farm & Market in Golden Lake. The meals netted \$750 in donations. Many thanks to the West End Mall for allowing us to use an area of their parking lot for the

meal pick-up as our office building was closed due to COVID-19. In addition, Layman Fire & Safety loaned us a trailer where meals were stored and packaged as individuals came to pick up their orders at noon and five o'clock.

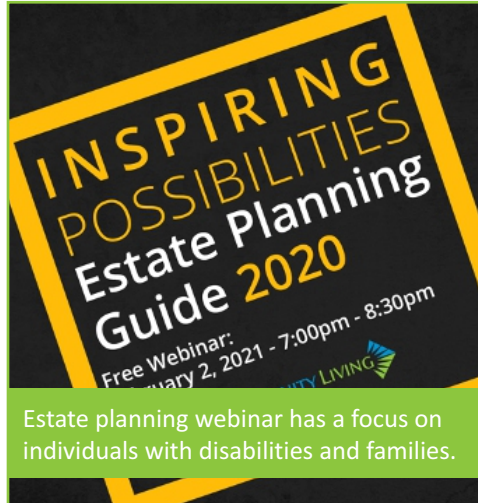
Staff members Kim Rigo, Bruce Felhaber, Megan Lariviere and Connie Edwards worked the event along with

help from Andrew Foley and Rick Afelskie.

We were very pleased to be able to hold an event during this pandemic time which has forced the cancellation of many local events.



Karen Gallinger picks up her frozen meals order from CLUOV's Kim Rigo.



Estate planning webinar has a focus on individuals with disabilities and families.



Amanda Quinton was a 12 Days of Christmas winner.

Estate Planning Webinar: Feb. 2

Community Living Ontario partnered with PooranLaw to host a free webinar to showcase the updated Inspiring Possibilities: Estate Planning Guide 2020.

Anyone was welcome to tune in on February 2 from 7:00pm to 8:00pm as Brendon Pooran presented an overview of the guide. Brendon identified legislative and policy-related updates as reflected in the revised guide. He also

highlighted the administration of trusts and estates - with a particular emphasis on the role and responsibilities of trustees - including the disposition of assets, tax filings, financial statements, investments, ODSP reporting and various legal matters.

CLUOV has copies of the guides (French and English) on the home page of their website at www.cluov.ca.

Social Committee Fun At Christmas

During the month of December, the Community Living Upper Ottawa Valley social committee hosted a 12 Days of Christmas event. For each of the 12 days, staff had the opportunity to participate in virtual activities such as Christmas trivia. It was an opportunity for our workers and administrative staff to take some time to have holiday fun with chances to win a variety of prizes. Some of the prizes that were won included a pair of snowshoes, treat trays, a car detailing package and more!

The social committee is one of several committees that is staff-led at our agency. Staff decide on fun activities to engage their co-workers throughout the year, and host those events. Any member of staff is welcome to serve on the social committee and bring new ideas to the table.

We appreciate the work of the social committee and look forward to 2021!



Melvin Mittag's first place "social distancing" pumpkin! A COVID-19 memory for sure!



Join our Board of Directors! Be part of the inclusion movement in our area!

Looking For A Way To Contribute? Consider Our Board

Much of the success of Community Living is driven by a supportive and enthusiastic board of directors. Every year, as terms expire, we look for individuals who may be interested in participating on the board. The board of directors is comprised of 12 volunteers who give their time and expertise to drive the mission of inclusion for CLUOV. The board ensures that the executive team runs the organization in a competent manner and that financial resources are appropriately distributed. Board members are active, generous volunteers who lead the way for others.

We invite individuals who may be interested in being a change champion in the community to connect with us for more on being part of our board. The commitment is one board meeting per month (nine meetings per year), a willingness to commit to a committee (1-2 hours per month), becoming familiar with governance policies and working to develop and maintain a high quality of service for people with intellectual disabilities.

For more information, or to arrange to speak to someone on the board about the experience, contact Paige LeClair to arrange for a discussion. Paige can be reached at pleclair@cluov.ca or 613-735-0659.

Disability Programs in Ontario Budget



Ontario government on board with supports for developmental disability sector.

The 2020 Ontario Budget included important new investments in services for people who have developmental disabilities, valuable supports for people with disabilities more generally, and several relevant initiatives that were announced previously this year.

The budget proposes new funding of \$361 million in 2021–22 in the developmental services sector, “to continue to support clients currently in service and new high-risk clients.” This amounts to an approximately 12% increase for the developmental services sector. The ministry has indicated that this funding will grow to \$471 million in 2022-23.

The budget also proposes a new \$2 million Inclusive Community Grants Program, which will “fund the development of community supports that promote healthy and active ageing,

supporting the social engagement of older adults and people with disabilities, helping them to be safe and secure at home and in the community as well as participate in the labour force.”

A second round of payments through the Support for Learners initiative was also announced in the budget. In March 2020, this program provided “\$250 per child and youth with special needs up to 21 years old,” and will do so again in the coming months.

The province will also continue the Ontario Community Support Program, spending \$16 million over two years “to connect people with disabilities, older adults and others with underlying medical conditions who are self-isolating, with meals, medicines and other essentials while they stay at home.”

Finally, the Seniors' Home Safety Tax Credit will provide support for seniors to make renovations that will allow them to stay in their homes longer. With a value of up to \$2,500, this refundable credit may help older people who have an intellectual disability age in place, rather than being forced to transition to the long-term care system.

These newly announced initiatives will support programs already underway including COVID-19 guidance for vulnerable people and a temporary wage increase for developmental support workers.



Credits for improving your home can help for aging in place.

Helping Pack Frozen Meals



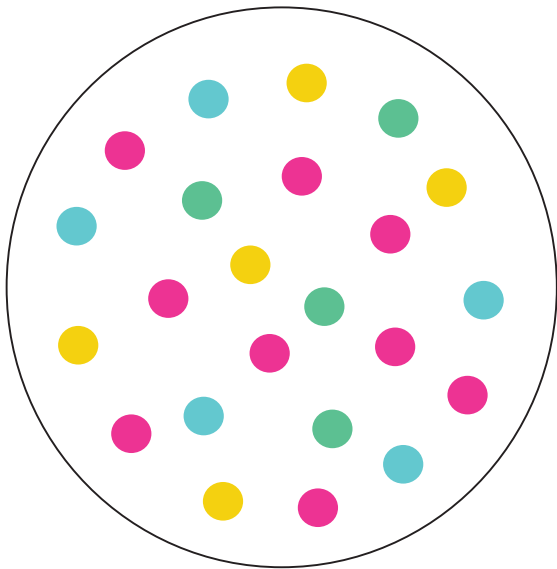
CLUOV staff attend workshops at virtual provincial conference.

Staff Attend Virtual Community Living Ontario Conference

Like many organizations, annual events that would normally be held in person were pivoted to an online platform. This was the case for us with the annual Community Living Ontario conference. This is an event that has been held for more than 60 years and is always on our calendar for professional development.

Lori Ann Buchan, a supervisor with CLUOV, was one of our staff members to attend the virtual conference. In addition to inspiring speakers, the breakout sessions were an opportunity for everyone to realize that their challenges during COVID-19 and restrictions were being experienced by everyone. Sometimes it can feel like you are going through these times alone, and for Buchan, being able to share best practices to best secure supports for people in their agency made the virtual experience more valuable.

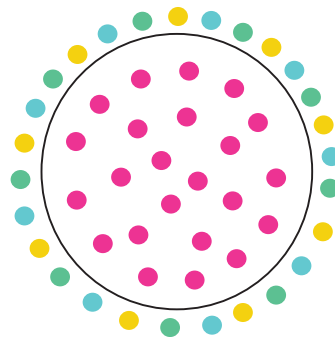
Buchan has attended the provincial conference in the past and enjoys attending because it reinforces the message and mission of inclusion. Even though interacting with the speakers was more limited in a virtual conference, there were still opportunities for attendees to share experiences and participate, and encourage each other in a united front.



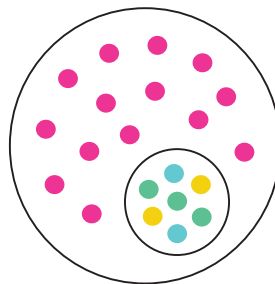
THIS IS INCLUSION

Inclusion means that we are all in it together. Workplaces, housing social events and in our community as a whole. Are you inclusive?

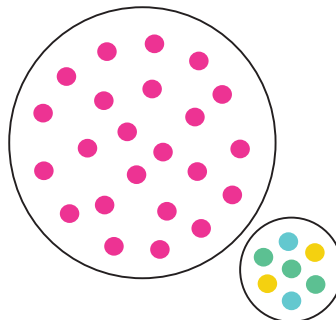
#werealoin



EXCLUSION



INTEGRATION



SEPARATION

From Presence To Citizenship Continues To Inspire

Beginning in 2014, a group of agencies in the developmental services sector that were philosophically aligned organized a conference that was based on a simple principle: individuals with intellectual disabilities deserve, as we all do, the right to the lived experience of full citizenship in all areas of life including, housing, employment and recreation in regular settings alongside other diverse citizens.

The conference drew nearly 300 participants which prompted it to become an annual conference where agencies exchanged experiences. During these learning exchanges, agencies, individuals with disabilities, family members and community leaders shared their stories, research and their reflections with respect to building bridges to facilitate full citizenship of supported individuals across their communities.



The hope for these events was not only to inspire, but also to compel meaningful change with an outcome of more people with intellectual disabilities enjoying homes of their own, jobs, friendships, and valued roles in all aspects of community. From the feedback collected, we know results were delivered.

During the past six years, more than 90 agencies have reached out to From Presence To Citizenship participants for knowledge and resources. Outcomes ranged from change in the life of one individual to changes in organizational cultures.

In addition, two of the founding members of From Presence To Citizenship now sit at a minister's table with Ministry of Community and Social Services Minister Todd Smith. Three founding members have been invited to participate on ADM Rupert Gordon's Developmental Services Reform Reference Group. Through these advisory groups, participants advocate for the principles of From Presence To Citizenship.

Community Living Upper Ottawa Valley is proud to be part of this collaborative effort. For more information, visit www.fptc.ca

Consider A Registered Disability Savings Plan (RDSP)

If someone in your family has an intellectual disability, you may be interested in knowing about RDSPs.

A registered disability savings plan (RDSP) is a savings plan that is intended to help parents and others save for the long term financial security of a person who is eligible for the disability tax credit (DTC). Contributions to an RDSP are not tax deductible and can be made

until the end of the year in which the beneficiary turns 59. Contributions that are withdrawn are not included as income to the beneficiary when they are paid out of an RDSP.

The Canada Disability Savings Grant is an amount that the Government of Canada pays into a registered disability savings plan (RDSP). The government will pay matching grants of 300%, 200%,

or 100%, depending on the beneficiary's adjusted family net income and the amount contributed.

For more information speak with your financial advisor. Government of Canada information is also available at <https://www.canada.ca/en/revenue-agency/services/tax/individuals/topics/registered-disability-savings-plan-rdsp.html>



Paige LeClair, Administrative Assistant, is one of the bilingual staff at CLUOV.



See what DSO offers for adults with intellectual disabilities: www.dsontario.ca



Picking up frozen meals. Thanks for your support with our annual fundraiser.