



## Increasing Value In Orientation For New Hires

With the expansion of the human resources department, we have been focusing on improving the initial orientation process for new hires. The feedback received in previous years indicated the need for more interaction and increased opportunities for discussion with senior staff. Quality Assurance Manager Nancy Healey assisted the human resources department in personalizing the process. Throughout the day, several of our staff contribute to orientation including Executive Director Tina Williams and a union member. The goal is to give a full overview of the supports provided and resources available with our agency.



In addition, orientation groups are taken through the entire office, including training on software programs they will use regularly in their roles. We also implemented a second orientation process that takes place six weeks after the new workers join our team. In this session, they are able to contribute

feedback about their early experiences on the job. We communicate on roles, responsibilities, dignity, respect, community resources, individualized supports and other concepts relevant to their new position. Ever a work in progress, we like to think we are on our way to a more streamlined, interactive and beneficial introduction to CLUOV. Our human resources department continues to seek learning opportunities and feedback in order to align these processes with our mission and values and to give each new hire the very best opportunities for training and orientation.

## 31 Days Campaign: A Reminder To Enjoy The Region

Our annual 31 Days of Inclusion social media blitz took place throughout the month of May during Community Living Month. This year our Facebook campaign focused on reintroducing people to local opportunities and inclusive locations in our community. We did this by highlighting past events where Community Living has had a

strong connection and tourism opportunities where the people we support chose to participate.

COVID-19 restricted experiences in our community. Our campaign aimed to show support for our partners who host festivals and events in the region. We encouraged people to participate in events as they begin to start up again..

The same is true for businesses, many of whom have had a difficult two years. We are stronger together and our agency will continue to support local businesses.

You can see the 31 Days of Inclusion stories on our Facebook page at [www.facebook.com/cluov](http://www.facebook.com/cluov).



Staff appreciation event in 2021 with Lori Buchan and Melissa Hoffman.



Kirby Adam enjoys a fall day with Community Living Upper Ottawa Valley.



A member of the Pikwanagan Pow Wow with Jack Watson.



Karen MacLeod and Jill Davidson dressing up for some Halloween fun.

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Allan Garrah ventures out for some fresh air and winter activities!



The Neigels at the Trunk or Treat event hosted by CLUOV last fall.

## Inclusion Renfrew County Thanks MPP

Inclusion Renfrew County is a local group that advocates for inclusion, and one in which CLUOV participates. On November 23, the committee penned a letter to MPP John Yakabuski, which read in part as follows:

“Thank you for your commitment to our county-wide goals supporting Inclusion. We appreciate the knowledge and level of respect you have shown the developmental service sector over the years. Our group of similarly-minded agencies at Inclusion Renfrew County, recognize that you have continually championed our values and also our vision for people with disabilities in our communities. While many parts of Ontario are continuing on a positive path towards inclusion, we've recently become aware of a regression to 'institutionalize' models in other parts of the province. More specifically, there

are facilities being considered where the trend leads us back to segregated and congregate care settings and away from the promises laid out by our ministry (MCCSS). We would ask you, once again, to champion our inclusive approach, and uphold Ministry commitments to the province-wide, *Journey to Belonging: Choice and Inclusion* initiative. We ask that you reach out to colleagues and ask that their communities be mindful of any proposed plans toward segregate facilities, and also challenge them to reflect on the progress we've made over the years to ensure those with intellectual disabilities are afforded the same dignity of choice and autonomy as we all enjoy.”

Our committee congratulates his continued role and looks forward to an opportunity to meet this summer.



Free mental health support is one of the benefits of working with Community Living.

## Mental Health Reminder For Staff

Community Living employees and their families have access to Valley Mental Health counselling services as a benefit to employment with the agency. This year, we reminded staff that this service is available 24-7 with no limit to the number of times the 100% confidential service is used.

Employee wellness is important to us and we take every opportunity to

practice self-care. Promoting exercise, healthy sleep patterns, and practicing gratitude supports mental health and wellness. We also encourage reaching out to this great local counselling resource for themselves and members of their families.



# Pooran Law Education During COVID

Throughout the pandemic, Pooran Law has been offering helpful webinars related to COVID-19 and addressing updates and key issues of importance to employers in the developmental and social services sector. The webinars covered such topics as reporting requirements, screening, disclosure and privacy, self-isolation and travel, program closures, absences related to COVID-19 and managing stress, fear and COVID-19 discrimination.

Some of the challenges specific to the developmental services sector include congregated settings and isolation requirements and disruption to routines. As CLUOV works with several people with pre-existing health conditions, there was also a significant attention to detail for many of the people we support.

On the employer side, the

requirement for people to isolate greatly impacted our 24-7 operations. Even if our staff were not testing positive, if a member of their family did, it removed our worker from service as well. The closure of child care facilities also took many of our workers out of the workforce to care for children. Of course, these situations came up at a moment's notice, and it became a daily situation to be reallocating resources.

We certainly do our best to acknowledge our staff members for their outstanding commitment during a very difficult two years, with many of the challenges still continuing.

Presentation slides from the webinars are available at <https://pooranlaw.com/covid-19-weekly-webinars/>



Jeff, Gayle and Jaclynn set up at the Fall Into Fun event in October.

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](mailto:info@cluov.ca)



Trunk or Treat was a fun way we adapted to trick or treating and celebrating Hallowe'en.

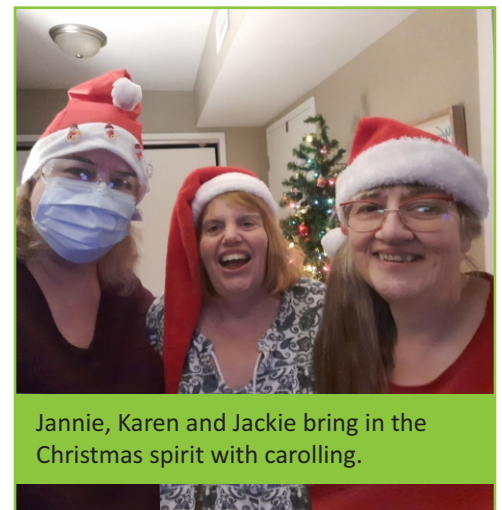
# Fun Trunk Or Treat Event A Hit!

On October 28th, CLUOV hosted a Trunk or Treat Halloween event at Riverside Park. We celebrated all Hallow's Eve with staff, their families, and many people supported.

People were asked to decorate the trunks of their vehicles. We had seven trunks all decked out! In addition, we had a great turn-out of ghosts, goblins, superheroes, clowns, and other

characters. Everyone was able to either drive by or walk through the event to enjoy candy, chocolate and goodies.

We have a creative team here at CLUOV and are proud of the many ways they adapted when we couldn't come together.



Jannie, Karen and Jackie bring in the Christmas spirit with carolling.



John and Kim show off their snowshoeing skills this past winter.



## Tee It Up With Us On September 23 at Oaks of Cobden

The 26th annual golf tournament will be held on Friday, September 23, 2022 at the Oaks of Cobden Golf Club. This year's event will have tee times booked between 9 a.m. and 12 p.m.

The golf tournament is dedicated to the Outcomes Fund which allow us to support people with financial assistance, purchases and goals.



Gingerbread house decorating as part of CLUOV's social committee activities.

The golf tournament will include prizes, 50-50 draw, music and more. The cost is \$115 per person (if paid by August 1, 2022) and \$125 per person (if paid after August 1, 2022). Your fee includes 18 holes of golf, cart, lunch and more!

We are also recruiting sponsors for our event this year. Sponsorship options

include being a signage sponsor for \$150, a hole sponsor for \$500, a diamond sponsor for \$2,500, a gold sponsor for \$1,000 and a platinum sponsor for \$5,000.

For details on sponsorship or to reserve your team, contact Tanya Tompkins at 613-735-0659 ext.101 or [ttompkins@cluov.ca](mailto:ttompkins@cluov.ca)



Anita Sawyer volunteers at the 2021 golf tourney. Register for 2022's event today!



CLUOV's Amy Desrochers gives Lorraine Mackenzie the inclusivity award.

## Staff Recognition and a Movie for AGM

The 63rd Annual General Meeting for Community Living Upper Ottawa Valley took place on September 22, 2021 at the Skylight Drive-In. Attendees enjoyed an evening of staff recognition and the *Free Guy* movie starring Ryan Reynolds.

The board of directors has chosen to follow this format by hosting the 2022 AGM again at the Skylight Drive-In on September 28, 2022. Watch our Facebook page for further details and to see the movie of choice this year. We will have a quick presentation by Executive Director, Tina Williams, alongside Executive Directors Jennifer Debenham of Community Living Renfrew South and Monica Prymack of Madawaska Valley Association for Community Living highlighting shared values and benefits of partnership. We are also excited that the Executive Award will be given out this year to deserving recipients.

## UOVCC Earns Inclusivity Award

Every year, Community Living selects a business or organization within the Pembroke Business Improvement Area (BIA) to be recognized with an inclusivity award. In 2021, CLUOV nominated the Upper Ottawa Valley Chamber of Commerce. Lorraine MacKenzie (since retired) accepted the award in January 2022.

The Chamber of Commerce consistently promotes inclusivity in its

messaging, and has ensured Community Living has had the opportunity to participate in accessibility training. They also assisted us in the procurement of rapid antigen tests throughout the pandemic. CLUOV appreciates everything the Chamber of Commerce has done over the years, not only for our organization but for the entire business community. They were a well-deserving recipient.

**Golf Day** 2022  
COMMUNITY LIVING  
Upper Ottawa Valley

Friday, September 23rd  
Tee Times: 9 a.m. - 12 p.m.  
Oaks of Cobden Golf Course

**Register Your Team Today!**  
Contact Tanya Tompkins at 613-735-0659 ext.101 or [ttompkins@cluov.ca](mailto:ttompkins@cluov.ca)