

# *The Communiqué*

The Newsletter of Community Living Guelph Wellington

August 2011

**DROP THE R-WORD** - *Alix Oates, FERGUS* (This letter appeared in the Wellington Advertiser)  
As *The Wellington Advertiser* is a leader in sharing local news and an asset to our community, we need your support, and the support of your readers, in our Spread the Word to End the Word campaign, to put an end to a word that has become increasingly popular in our lives, but is offensive to many of the members of our community, towns, schools and families. The R-word or “retard(ed)” is being used every single day - probably every hour of every day - and this needs to stop. The word hurts, no matter what, it may not be directed at someone with intellectual and developmental disabilities but it still hurts; it hurts families, friends and community members to hear such words. For too long, people with special needs have had to overcome the challenges society has put forth through stereotypes and non-acceptance. In these days of acceptance, it is time for a change and you and your readers can help. The individuals with intellectual and developmental disabilities in our community accomplish great things. They are athletes, readers, writers, artists, brothers, sisters, aunts, uncles, students, family, inspirations, builders and friends; they are many things, but one thing they are not is retarded. Stopping the use of the word “retard” is essential. It is a hurtful word that is not acceptable in today’s culture. I often find children as young as five using the R-word and adults as old as they can be. We can’t let our children fall into those hateful words. Even when the R-word is not being directed at individuals with intellectual and developmental disabilities it is very demeaning. When people use the R-word they are using it as a synonym for stupid or idiot, or something along those lines. That is implying that individuals with special needs are stupid or idiots. This is not true at all; every single person in this world has his own abilities and we are all different. Someone’s exception-alities should not be turned into a demeaning term that hurts many people. Please pick a different word and stop the use of the R-word. Go to [www.r-word.org](http://www.r-word.org) to take the pledge and say that you will no longer use the word “retard” and help “spread the word to end the word”. (Her mother works at Community Living Guelph Wellington)



## **ARC OPEN HOUSE** **SATURDAY, NOV. 12, 2011** **9:00 a.m. - 1:00 p.m.**

Woodworking & Craft Items for Sale

Baked Goods & Preserves for Sale

Poinsettia Sales from MAUDE Group

**Raffles and Draws: Raffle tickets will be available starting mid Sept.** Another year of great prizes...item

from ARC Woodworking; ARC Food Services; framed pictures; Guelph Storm package; Muskoka Fireplace; Double size quilt...

**ANNUAL GENERAL MEETING – June 22, 2011**

- The Annual Audited Statements were presented and accepted by the members
- Robinson Lott and Brohman LLP was appointed as auditors for fiscal 2011-2012.
- There are currently nine board members as presented in the Nominating Report.
- As a result of the Strategic Planning Process, a Vision Statement and New Principles and Values were developed and a new Mission Statement was approved:

**MISSION STATEMENT**

**We are dedicated to facilitating opportunities for people with developmental disabilities to realize their potential and dreams in their communities.**

The following perspectives provide additional understanding of the focus and intent of the Mission Statement:

***Facilitating Opportunities*** - Describes the focus and intent of the work of Community Living Guelph Wellington. That is, the organization actively undertakes the ongoing identification, development, delivery and evaluation of various supports and programs that provide unique opportunities for people with developmental disabilities to pursue their goals.

***For People with Development Disabilities*** - Identifies the service population that the organization focuses all its attention and purpose on. That is, individuals who have developmental disabilities and their families living within the Guelph-Wellington area.

***Realize Their Potential and Dreams*** - Outlines the outcome that Community Living Guelph Wellington strives to achieve each day in supporting individuals with development disabilities.

***In their Communities*** - Indicates where the organization undertakes the delivery of its supports and work with people with developmental disabilities. They work within the City of Guelph and Wellington County, bringing the supports to where people live or are best served, being sensitive to the geographical, cultural, educational and other community perspectives that people with development disabilities have .

**VISION**

A Vision establishes the strategic direction of an organization. It is like a horizon, a point in the future that can galvanize the energy and commitment of all an organization's stakeholders to move with common cause in a common direction. The following Vision was prepared for Community Living Guelph Wellington:

**Enrich · Inspire · Engage.**

The following perspectives were incorporated into the wording used within the Vision:

***Enrich*** - All the organization's supports and activities are undertaken within the perspective of enriching the quality of lives and the realization of the potential of the people supported. It is through this focus on enriching that allows people with developmental disabilities to overcome their barriers, to realize their potential, to pursue their aspirations and to be included in the community. Enriching their life experiences and outcomes is the Vision of Community Living Guelph Wellington.

***Inspire*** - Describes a key focus of the organization, which is to create a community and living environment, where people with developmental disabilities and their families feel inspired and motivated to identify, pursue and realize their potential and dreams. As full members of their community, these individuals have hopes and can contribute. Inspiring them to reach beyond the stereotypes and to realize that potential is the Vision of Community Living Guelph Wellington.

**Engage** - Active engagement supports people with developmental disabilities to realize their potential and to pursue their dreams, as well as educating the community to be accepting of and to nurture all its members as contributing citizens. Continuously engaging with the people supported and the community is the Vision of Community Living Guelph Wellington.

### PRINCIPLES AND VALUES

We believe:

- **Purpose and Potential** - That each person has a purpose in life, the potential to develop and to contribute, and is worthy of achieving a positive quality of life.
- **Dignity and Respect**- That each person is an individual, has dignity, and is to be respected as a basis to develop positive relationships with them.
- **Voice** - That every individual has the right to be heard, included and to have their views listened to within their community.
- **Rights with Responsibilities** - That every person has the right to be safe, and to be treated with fairness and equity, but also has important responsibilities to themselves, their family and their community.
- **Community Responsibilities** - That the communities in which the people supported live, have a responsibility to support, accept and engage all their members, and to celebrate their potential and citizenship.
- **Collaboration** - In the importance of working collaboratively and in partnering in order to access all the community's resources and supports in achieving the best outcomes for people supported.
- **Culture of Innovation and Learning** - In developing an organizational culture that continually fosters learning and innovation; promotes best practices and being evidence-informed; and recognizes valued contributions of the staff and volunteers.
- **Accountability** - In being environmentally, socially and fiscally responsible for the resources and goodwill provided, and acting with transparency and ethically in all that we do.

The following perspectives were incorporated into the wording used within the Vision:

- Community Living Guelph Wellington believes that every person has potential and can make meaningful contributions to the community in which they live. Through this life purpose and potential, they have the opportunity and right to experience a positive quality of life as full members of their community.
- Every person is deserving of being treated with dignity and to receive our respect. Recognition of their individuality and dignity, and being respected and engaged, allows positive relationships to be developed that become the foundation upon which the people supported can prosper, realize their potential and pursue their dreams.
- Community Living Guelph Wellington believes that every person has a voice, the right to be heard and can contribute. They need to be heard and to be valued for their views, perspectives and contributions.
- All people living within our communities have rights. Rights that speak to equity, fairness, safety from harassment and abuse and being valued. However, with rights also come responsibilities, as a member of a family and a community. Therefore, the people we support need to learn and know their rights and have the opportunity to exercise them fully. They also need to know that they have responsibilities to themselves and others that are important to their inclusion and meaningful participation in community life.

- Collaboration is a fundamental belief of the organization. Through collaborating with all Community Living Guelph Wellington's stakeholders and partners, greater access can be gained to all the resources of the community in order to provide and facilitate a wider range of supports and resources to the people supported.
- Developing an innovative, enriching and engaging organizational culture, that supports continuous learning, creativity and team approaches, is a key success factor for Community Living Guelph Wellington. Today it has a strong organizational culture to build upon. Continuing the building and enrichment process of that culture is important to its long term success. This Principle also includes the importance of recognizing the valued contributions of staff, volunteers, partners and others who all form part of the team, and who are committed to the people supported.
- The organizational culture also needs to embrace the ongoing identification, assessment and implementation, as appropriate, of best practices that enhance and enrich the supports provided by the organization, as well as embracing the evidence-informed approaches, that is, being able to identify what the key outcomes of the organization are, the contributions made and how the lives of the people supported have been improved by the work of Community Living Guelph Wellington and its partners.
- Being accountable is an important Principle of Community Living Guelph Wellington. Accountability involves social, environmental and fiscal perspectives, as well as transparency and acting for integrity in all the organization does and undertakes. Accountability represents a key Principle that funders, the community and other stakeholders are increasingly focused on and recognize as being important to the good works and the strength of effective and valued non-profit organizations.

### **THANKS FROM BRENDA KEY, RETIRING BOARD MEMBER**

"I'm sorry that I was unable to attend the Annual General Meeting. Thank you for the farewell gifts. They were touching and amusing -the very on-trend wine rack created by ARC Woodworking! They make me feel very special as you put so much thought into them. I have to say what a pleasure it has been to be a part of this board and to work with such a diverse, knowledgeable, professional and warm group. The staff are simply wonderful and have created a culture of caring and dedication. I have received much more in return than I have ever given of myself to this great organization. Please don't forget that I am not gone as I am still a member of the Resources Committee and will be a member of the Ad Hoc Senior Committee. And I wouldn't miss a Fashion Show! I look forward to continuing the association I enjoy with you all in the fall. Have a great summer and thanks again for the much appreciated gifts."

Lori Morrison, Nancy Cull,  
Jennifer McKenna, Lori  
Ziegler, Angela Blackett,  
Cheryl Bourque-Turner and  
Linda Blandford – 20 year  
Service Award Recipients



**FROM BOB'S DESK**

CLGW's 55<sup>th</sup> Annual General Meeting was held at the new A.C.C. (Alma Community Centre) in the heart of Wellington County. The facilities were fantastic, the food incredible and the company was extraordinary. As a group we were able to recognize the valuable contributions made by fifty (50) long serving employees! One person has dedicated the past thirty five years to helping support people with disabilities and their family and friends as well. The event ended with a dance DJ'd by George Wilson. Although the turn out for the dance was a little small, the enthusiasm of the dancers was huge! Highlights of the Business part of the agenda can be found on Page 2 of this edition of the Communiqué. Copies of the new Strategic Plan were available that night. The Strategic Plan and The Environmental Scan Report are available on our web site or through the Admin Office. **We will be holding a General Meeting of the membership on October 26<sup>th</sup> to discuss the Plan and the associated work plan.** As part of the work plan, the Day Services' and Seniors' Services ad hoc committees will be starting their work in the fall. Ontarians will be going to the polls on October 6<sup>th</sup> to vote for our Provincial Government. Despite *Transformation* and new legislation, the Developmental Services sector has been somewhat neglected in recent years: Waiting lists continue to grow as agencies cope with supporting people into their 80's; ODSP is in serious need of reform for both Employment Support and Income Support; the needs of many people in service now and those on wait lists are becoming increasingly complex; agencies need new funding to meet Pay Equity obligations and increased operating costs just to maintain current levels of service. As citizens of this Province, we all have a voice, we all have a responsibility to use that voice to make the issues heard. Both Community Living Ontario and OASIS have developed election strategies that can be used to increase the profile of the sector. Please visit <http://ontarioforoasis.ca/get-involved/> to read about "Priorities" and how to get involved through a post card campaign. If you don't have access to a computer, we can provide this information through the Admin Office in Guelph. Looking forward to seeing you all sometime this fall!



Bonnie Lamont & Caroline Beren celebrate 25 years and Mary Strimas speaks on 35 years of Service!



**CONGRATULATIONS**



Anne Reilly, SIL Guelph, won this year's Kim Scinocca Memorial Award;she was nominated by Chris Dunlop.

Fergus Self Advocates Fundraising lunch on July 20 raised \$136.50 to be used for subsidy for the "Speaking Out "Retreat in Walkerton in October.



**2010 SERVICE AWARDS FOR ARC INDUSTRIES**

**5 years:**

- |                 |                   |
|-----------------|-------------------|
| Dan Jamieson    | Kelly Richmond    |
| David MacKiddie | Michael MacKiddie |

**10 years:**

- |              |               |
|--------------|---------------|
| Dawn Douglas | Chad Robinson |
|--------------|---------------|

**15 years:**

- |                |             |
|----------------|-------------|
| Crystal Farren | Ella Moffit |
| Suzy Postma    | Paul Smith  |
- pictured at right with Chris Clark, Manager

**20 years:**

- |                 |                |
|-----------------|----------------|
| Stefan Gazarian | John Robertson |
|-----------------|----------------|

**25 years:**

- |                  |  |
|------------------|--|
| Marilynne Moffat |  |
|------------------|--|

**30 years:**

- |               |           |
|---------------|-----------|
| Joanne Bolier | Jim Kenny |
|---------------|-----------|

**35 years:**

- |           |           |
|-----------|-----------|
| Gary Kohl | Joe Rawus |
|-----------|-----------|

**40 years:**

- |                 |  |
|-----------------|--|
| Angela Bernardi |  |
|-----------------|--|



***A BIG THANKS for all the people who work so hard at ARC Industries everyday and all year long.***

## A HUGE THANKS



**SPORTCHEK** donated \$5,000 to Community Living Guelph Wellington for gym equipment and several people supported were on hand for the cheque presentation. **Thank you Sportchek!**

Again this year, **EMPLOYEES OF ROTHSAY**, a Member of Maple Leaf Foods, assisted Community Living in Mt. Forest with the donation of time and materials (approximately \$5,000) required for building a new deck off the back door at the base program in Mount Forest. We extend our thanks to Bill Holland and his crew! The people we support at the program had a great time watching the deck take shape. They “love the new deck”.



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**MUSIC THERAPY AT COMMUNITY LIVING GUELPH WELINGTON** Katie Hampton has been providing music therapy for Community Living since 2001. She graduated from Wilfred Laurier University in 1999 with an Honours Bachelor of Music Therapy. She completed her 1000 hour internship working with at-risk youth, and is accredited with the Canadian Association for Music Therapy. Katie works at various facilities and programs in Kitchener, Cambridge, St. Jacobs and Guelph Wellington. Her primary instrument is the cello, but uses mostly piano, guitar and voice in sessions. Katie is a member of the Cambridge Symphony Orchestra. Individual and group music therapy sessions are currently offered at: ADS, The basement of Holody Home, Fergus Base program, and several residences of Community Living Guelph on Tuesday and Wednesdays. New sessions begin **September 6 & 7, 2011**. **Cost is:** 10 week group session: **\$90.00**, Individual sessions at Holody Home: **\$25.00**, Sessions outside of Holody Home: **30 minutes: \$40.00, 60 minutes: \$50.00** For more information please contact Katie Hampton at 519-742-9988 or [katie.hampton@sympatico.ca](mailto:katie.hampton@sympatico.ca)

### SOCIAL AT THE FARMS

On July 6/11 an evening at the Brubacker Farm was again enjoyed by the people from Mount Forest Goup Homes and the Harriston Day Programs. They watched the new born foals frolic in the fields, petted Nikia the Pyrenees dog, chatted with Jack, the cockatoo bird and watched him dance. Of course the wiener and marshmallow roast was enjoyed by all!!



### WHO WANTS ICE CREAM?

July 16/11 after a long hot week, Social Group met at Mapletons Organic Farm. A visit with the farm animals, which everyone enjoyed, but even better the all natural ice cream, with whispers of “what kind do you want?” Everyone received a large dish of delicious melt in your mouth ice cream, while enjoying the cool breeze in the shade, a perfect evening. Thank you Mapletons!



### TRIPLE “R” RANCH

Lisa went to day camp at Triple “R” Ranch in Priceville Aug.2-3 ([Triple-r-ranch.piczo.com](http://Triple-r-ranch.piczo.com) at 519-924-0023). She had a great time riding, finger painting, swimming, fly fishing and just hanging out. When the bonfire was ready, Lisa was ready for hotdogs and marshmallows. Then to the river to do a little fly fishing, relaxing and enjoying the many different sounds. A great place to head for the summer.



**CAPITAL CAMPAIGN UPDATE**



Members of the Erin Optimist Club present \$1,000 to Marvin and his son Scott – monies raised at the kick-off event at the Boothill Automotive First Annual Show and Shine. Volunteers, staff and people supported posed for a picture at the event with Blaine Schmidt, Boothill Automotive.



Jason, staff, and volunteers welcomed everyone to the BBQ Building Fundraiser at Butcher Furniture/Foodlands in Erin.

Both of these events were well attended, raising close to \$10,000 and we thank everyone for their participation.

**For more information and pictures,**

visit our website at [www.clgw.ca/ARC Industries East](http://www.clgw.ca/ARC Industries East).

**CAPITAL CAMPAIGN, DONORS TO DATE**

- |                                         |                                      |
|-----------------------------------------|--------------------------------------|
| Frances Hoad                            | Lorna & Ed Stewart                   |
| John Fitzpatrick                        | Bob Hilton Motor Sports              |
| Mr. & Mrs. Charles Douma                | Janice & Donald Rea                  |
| Kristen Gimbert                         | Kenneth Graham                       |
| Trevor & Rona Chapman                   | Richard & Associates                 |
| Optimist Club of Erin Inc.              | Lamont & Hazel Waddell               |
| Butcher Furniture                       | Marjorie Gillespie & Linda Sketchley |
| Nancy & Marvin McDougall                | Mary McNaughton                      |
| Robert Kowaleski                        | Donald Robinson                      |
| Anjali and Mohan Suvernpatri            | Rotary Club of Erin                  |
| Ministry of Community & Social Services |                                      |
- (we apologize if we missed anyone, this list will be published in upcoming Communiqués)

## ANOTHER FIRST FOR COMMUNITY LIVING!

### WE'RE OFF TO SEE THE WIZARD!

You're out of the woods, You're out of the dark, You're out of the night,  
Step into the sun, Step into the light.  
Hold onto your breath, hold onto your heart, hold onto your hope,  
March up to the gate and bid it open!



This is exactly what a very talented group of people did on August 19, 2011. Under the direction of Jordan Fry and Meghan Taylor (2 of our summer recreation students), Community Living and “Holodywood Productions” presented “The Wizard of Oz” to a sold out crowd at the Holody Centre for Recreation and Sports. The cast and crew worked very hard during the summer months- learning

lines and songs for the play. There was the usual drama, divas and MANY misplaced scripts! Much of the colourful set and many of the props were made by the employees of ARC! Opening night jitters disappeared as soon as the house lights went down and the spotlights turned to our stars – and stars they were! They transported the audience to that wonderful land that lies somewhere over the rainbow. For the next one and a half hours, troubles melted like lemon drops and the gymnasium was filled with laughter and music. We even discovered that some of our actors know how to ‘ad lib’ which of course, added even more excitement and humour to the show! Through this wonderful experience we have all learned that **DREAMS THAT YOU DARE TO DREAM REALLY DO COME TRUE!**



### SIL/SEP 2011 EMPLOYER RECOGNITION AWARD RECIPIENTS

Brent Hamilton, Food Basics

We were pleased when Food Basics contacted us in search of hiring three people to maintain carts at the Eramosa location. From the start Brent was accommodating and willing to allow their schedule to be flexible. We were able to support Derrick, Ryan and Chris to complete their training and hiring package within our program to make the experience more comfortable. During the training period other members of the team took time to answer questions and welcomed them to their team. This work experience has been positive for them, they enjoy working outside and are proud of their position. We appreciate the support the team at Food Basics has demonstrated.



Krista Sibbilin, Trellis Mental Health and Developmental Services  
Trellis has been a cooperative employer working with our program. Ian and Derrick feel they have a valued position cleaning the children's play rooms and disinfecting the toys. They both look forward to going to work as Krista, their supervisor, and the staff are always very welcoming and friendly! Trellis is very supportive in allowing time off when needed and they also have helped with a smooth transition from one employee to the next. It has been a pleasure partnering with Trellis as they have proven to be committed and recognize the needs of the people we support. As a result, Ian and Derrick feel more confident working in the community!



**PATHWAYS' NEXT WORKSHOP SERIES**

Wednesday evenings, Oct. 5, Oct. 12, Oct. 26 &amp; Nov 2, 2011 7 – 9 p.m.

Admin Office, 8 Royal Road, Guelph

To register, or for more information: call 519-824-2431, Ext. 41 or 1-800-307-7078, Ext. 41  
or Fax 519-824-3598 (phone answered by Family Counselling & Support Services).

Workshop Parent Leaders: Marjorie Stokman &amp; Jane Heipel

**C.A.V.E.S. DAY – November 5, 2011:** This is a coordinated effort of a Committee of non-profit agencies and the community, to provide free workshops that will offer personal and professional development, to volunteers and to the community at large, in Guelph/Wellington. Lunch and morning snacks are provided at no cost. We are grateful to the Speakers that give their expertise and time freely, to the Sponsors who support and give so generously, and to the Committee who is working hard to present the 17<sup>th</sup> consecutive C.A.V.E.S. day, November 5, 2011. Please check the website at the Volunteer Centre of Guelph/Wellington, [www.volunteerguelphwellington.on.ca](http://www.volunteerguelphwellington.on.ca), for a list of the workshops; register by calling 519-822-0912 or by e-mailing [admin@volunteerguelphwellington.on.ca](mailto:admin@volunteerguelphwellington.on.ca). **Come out for a fun day of learning and comradery.**



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If you would like to be heard through this newsletter, contact the Admin. Office at 519-824-2480, Ext. "500".