

THE BUZZ

FALL 2020

INTEGRITY, FAIRNESS, RESPONSIBILITY, PERSEVERANCE, OPTIMISM,
COURAGE, RESPECT, COMPASSION, EMPATHY, HONESTY, INCLUSION



After COVID: Day services for persons who have an intellectual disability

by Community Living Ontario News July 10, 2020

The COVID-19 pandemic has brought harsh light to the risks faced by people who need support to meet basic needs and live safely. While public attention has focused largely on seniors living in long term care settings, people labelled as having an intellectual or developmental disability have also been disproportionately affected – as have the staff and volunteers who support them.

The pandemic has also shown the extent to which many people supported by Ontario's developmental service (DS) system continue to lead institutional lives. Across North America, outbreaks of COVID-19 have been widespread in group living settings, with the troubling case of Participation House in Markham being just one example. The residents and staff who contracted COVID-19 in these settings – and those who died from it – are casualties of an overstressed system that continues to group people together on the basis of a label of intellectual disability.

The challenge of re-opening day services

As communities open up in this surreal time, day services for people labelled as having an intellectual disability present a complex challenge. Many sector leaders are asking themselves, "Can day services be reopened, and if so, how can this be done safely?" We believe the more appropriate and constructive question is, "How can we respond to a drastically changed situation in a way that best meets the needs of the people we serve?"

Developmental service agencies that operate day programs face the following challenges:

- Risk that asymptomatic staff and participants will spread the COVID-19 virus in day service settings;
- Risk that staff and participants will initiate legal action following infection in a day program;
- Difficulties obtaining adequate insurance related to potential infection;
- Increased costs for personal protective equipment (PPE) and sanitation;
- Increased oversight of program staff to ensure infection prevention protocols are maintained;
- Difficulties retaining quality staff in high stress/low pay positions;
- A decline in demand for day services because of infection-related fears on the part of individuals and their families, as well as an inability to pay for services among a portion of recently unemployed parents;
- A decline in the supply of day services due to the need for physical distancing, increased staff-to-participant ratios, higher need for behavioural supports, and potential exclusion of people with high behaviour-related needs.

Perhaps most importantly, many individuals and families who require assistance to stay physically and emotionally well during the day will be left without support unless the sector changes its approach.

From day services to individualized supports

Article 19 of the Convention on the Rights of Persons with Disabilities (CRPD), ratified by Canada in 2010, directs us to ensure that "persons with disabilities have access to a range of in-home, residential and other community support services, including personal assistance necessary to support living and inclusion in the community, and to prevent isolation or segregation from the community."

Congregate day programs are a clear example of segregation from the broader community. In the wake of COVID-19, many organizations are actively considering or moving forward with individualized services. These respond directly to the personal interests of participants via engagement with non-DS sector recreation, voluntary, employment and other stakeholders.

CONSIDER BECOMING A CLNP MEMBER OR JOINING OUR BOARD OF DIRECTORS...

Our Board of Directors guides and governs CLNP, ensuring the agency is working towards fulfilling our vision and mission. Directors are the organizational leaders, planning the strategic direction and monitoring the agency's affairs on behalf of the membership.

Directors are nominated and elected at our Annual General Meeting.

To learn more about the role of the Board of Directors:

contact - info@clnorthperth.ca

HOW TO REACH OUR OFFICE: 519-291-1350 ext.

Tracy Wareham, Manager:	222
Sondra Scott, Manager:	225
Carolyn Bender, Manager:	224
Sonia Arnold, Administrative Assistant:	100
Kelly Hallman, Coordinator:	307
Janene Cameron, Coordinator:	300
Hiedi Long, Coordinator:	304
Connie Mayburry, Coordinator:	305
Kathy Jo O'Grady, Coordinator:	306

*For Assistance:
Dial '0' or stay on the line



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Whereas safety and control have tended to guide day services, we now need to see the sector as a facilitator of better lives. There is no group of organizations better positioned to understand the preferences and hopes of people labelled as having an intellectual disability, and to assist in building bridges to other people, agencies and employers that can make those preferences and hopes a reality.

Families will of course need to be a central partner in this change. This has been a time of incredible stress for many families. Some have barely seen their kids or siblings for months under lockdown, and others have been jolted into the role of primary caregiver with little outside support. Many would like nothing more than to go back to the way things were. However, we have an opportunity – and a responsibility – to create something better.

Among agencies that have already made this change, values-based leadership has been a crucial success factor. Thanks to these trailblazing organizations, we know that the move from congregate care to individualization is possible, beneficial, and cost-neutral. Further, there are a number of resources available to assist DS agency leaders in making this transformation. With the innovative use of technology, increased attention to natural supports, and the support of the government, we can spread new approaches that are already growing in the province.

Ontario's developmental service sector has come together admirably to respond to COVID-19. We can bring the same spirit of connectedness and collaboration to the challenge of further evolving our support to the people we serve. With real examples of successful individualization right here in Ontario, we know it is possible. But it will take the collective will and effort of people who have intellectual and developmental disabilities, their families, the organizations who provide supports, and our government partners to make it happen.

The challenge is clear. The time is now.

-Shawn Pegg, Director of Policy & Strategic Initiatives



Welcome | Farewell

Welcome
Andrea Versteeg

Farewell
Candice Hamilton
Taylor Stone
Mark Phillips



Community Living North Perth is hiring Part Time Support Workers to join our team. Join a progressive, non-profit organization and support people with intellectual disabilities to explore their goals, share their unique talents and gifts and be active members of their community.

As a Part-Time Support Worker, you will have a regular schedule which could be up to 28 hours per week, based on the needs of the people we support. You must be willing to work evenings, nights and weekends and be willing to work a flexible work schedule.

Requirements of the position:

- Post secondary education in a Human Services related field preferred.
- Valid G Driver's Licence, Clean driving record and access to a personal vehicle.
- Current First Aid / CPR certificate
- Vulnerable sector criminal reference check required

If you meet the above requirements and you are: compassionate, responsible, flexible, innovative, enthusiastic, a team player, an effective communicator, have excellent oral and written communication skills and take a person-centred approach. You could be a great addition to our team!

Interested applicants should submit their resume and letters of interest to info@clnorthperth.ca

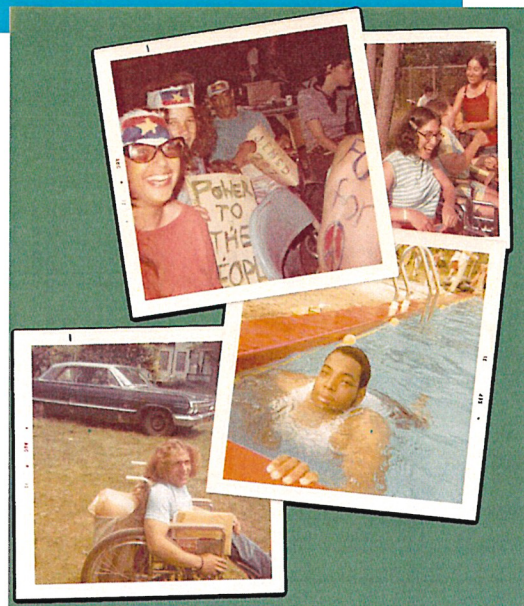
All applicants are thanked for their interest. Only those to be interviewed will be contacted.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), Community Living North Perth strives to ensure that all recruiting processes are non-discriminatory and barrier-free. If you require an accommodation please email us at hr@clnorthperth.ca

A MUST WATCH - CHECK IT OUT ON NETFLIX

CRIP CAMP

A DISABILITY REVOLUTION



In the early 1970s, teenagers with disabilities faced a future shaped by isolation, discrimination and institutionalization. Camp Jened, a ramshackle camp “for the handicapped” (a term no longer used) in the Catskills, exploded those confines. Jened was their freewheeling Utopia, a place with summertime sports, smoking and make-out sessions awaiting everyone, and campers experienced liberation and full inclusion as human beings. Their bonds endured as many migrated West to Berkeley, California — a hotbed of activism where friends from Camp Jened realized that disruption, civil disobedience, and political participation could change the future for millions.

Crip Camp is the story of one group of people and captures one moment in time. There are hundreds, if not thousands, of other equally important stories from the Disability Rights Movement that have not yet received adequate attention. We are committed to using the film’s platform to amplify additional narratives in the disability rights and disability justice communities – with a particular emphasis on stories surrounding people of color and other intersectionally marginalized communities. We stand by the creed of nothing about us, without us. For too long, too many were excluded, and it is time to broaden the number of voices and share the mic.

No one at Camp Jened could’ve imagined that those summers in the woods together would be the beginnings of a revolution.



BIRTHDAY CELEBRATIONS

MAY

NANCY PATRIDGE
KIM LOWRY
TYLER HAK
STEVEN KLASSEN
BLANCA MCCORMICK
ANTHONY DEITNER

JUNE

SHEILA MOIR
KELLY MACKIE
AMANDA WILSON
JANENE CAMERON
CAROLYN BENDER
KATELYN WHITE

JULY

KATHY JO O'GRADY
DONNA THOMPSON
KELLY HALLMAN
TAMMY KOEHLER
KIM HALLMAN
KENDAL AMBEDIAN
SHAUNNA NIESEN

AUGUST

CARRIE GOTTFRIED
HIEDI LONG
JOANNE BEACOM
ANDREA VERSTEEG

SEPTEMBER

CAMILLA MCGRISKIN
ALICIA STEVENS
JANET MCWATERS
STACEY BROSS
CHARITY HILSON
ANNA PENTZ

OCTOBER

ALEXIS PATTERSON
STEPHANIE PARKHOUSE
SARA SPEIRAN
MIKE ROPP
SANDRA WEST
KRYSTLE MCKAY
CATHY KRABBE
JOHN LOCKING
DEANNA VAUGHAN

NOVEMBER

BRENDA HOLST
COLE LUCAS
GAIL D'ARCEY
PAUL DRUMMOND
GAYLE PATTISON

DECEMBER

TERRY GEIGER
ALLISON GIBSON
TERRY WOODS
DWAYNE SANBURN
KIM YORKE

EMPLOYEE APPRECIATION

YOU ARE ... Terrifically Tireless, Exceptionally Excellent, Abundantly Appreciated And Magnificent Beyond Words!
So Glad You are Part of our Team!

2020

Carolyn Bender - 32 years	Becca Hughes - 8 years
Kelly Hallman - 31 years	Katie McWaters- 6 years
Tracy Wareham - 30 years	Bonnie Ford - 5 years
Connie Mayburry - 26 years	Blanca McCormick - 5 years
Marg Lang - 26 years	Gail D'Arcey - 4 years
Sondra Scott - 25years	Sandra West - 4 years
Cathy Krabbe - 22 years	Carrie Gottfried - 4 years
Janene Cameron - 21 years	Tammy Koehler - 4 years
Hiedi Long - 21 years	Katelyn White - 3 years
Kathy Jo O'Grady - 17 years	Connie Ruttan - 3 years
Sonia Arnold - 17 years	Tracy Gibson - 3 years
Steph Parkhouse - 13 years	Tyler Hak - 2 years
Charity Hilson - 13 years	Deanna Vaughan - 1
Shaunna Niesen- 13 years	year Jan Denny - 1 year
Allison Gibson - 12 years	Alexis Patterson - 1year
Donna Thompson - 12 years	Alicia Stevens - 1 year
Janet McWaters - 9 years	
Kelly Mackie - 9 years	
Joan Beauregard - 8 years	
Shannon Ostriyznick - 8 years	

HAPPY ANNIVERSARY!!

WE CELEBRATED THESE LADIES FOR THEIR
LONG TIME SERVICE TO
COMMUNITY LIVING NORTH PERTH!

Blanca McCormick
5 years



Bonnie Ford
5 years



Sondra Scott
25 years



MEET CHRISTIAN KUEHN



Christian is a 19 year old LDSS student. He loves music and books and spending time with his friends at school. LDSS has a bike that Christian uses all the time at school. Christian's family is currently fundraising in order to purchase him one of these custom-made bikes, so he will have one at home to use. Christian lives in Milverton and it would be so great for him to have his own bike and be able to use it to get around in his home town. If you are interested in donating towards a new bike for Christian, please contact us at Community Living North Perth



Tracy Wareham
30 years

A MESSAGE TO OUR FAMILIES FROM COMMUNITY LIVING NORTH PERTH

September 22, 2020

Dear families and loved ones of people supported;

We know that Covid-19 has significantly impacted all of our lives over the past 6 months; work, personal and social. In July at Community Living North Perth, we opened our services up to again include everyone that we provide support to. Those supports have been adjusted to ensure all guidelines and protocols are being followed. We continue to move forward in a cautious way, keeping the safety of the people we support and the staff as the utmost of importance and continue to monitor the cases of covid-19 very closely in our community.

We have a service continuity plan in place and are continuing to employing health and safety measures to ensure everyone is cared for to the best of our ability. These measures include the following:

- Continuing a stay-at-home practice as much as possible
- The use of personal protective equipment
- Asking staff to encourage and help with cleaning and personal hygiene
- Delivery of medication and groceries for some of the people we support as appropriate
- Sharing key tips on how to stay busy while at home
- Wellness checks to ensure feelings of isolation and loneliness do not become overwhelming

In addition to these measures and out of an abundance of caution for everybody, our group related and community-based activities have been either cancelled or limited to a total of 5 people and encouraged to be held outside if at all possible, until further notice. Our Inspiring Possibilities Program will be cancelled until further notice and we will reassess this in January 2021.

Every person receiving supports will have a Respiratory Screening sheet and a temperature check completed each time they are supported. Our protocol is that if the answer is yes to any of the questions on the screening sheet, their temperature is greater than 38 degrees, or if staff are observing that the person supported is feeling unwell they will contact their coordinator, a manager or a family member as appropriate and we ask that Huron Perth Public Health be contacted for direction as to what the next steps will be.

We ask that families who have a loved one living with them, assess their loved ones before supports begin and cancel supports if they are feeling unwell and contact Huron Perth Public Health for direction.

Huron Perth Public Health
Toll free: 1-888-221-2133

Our Community Living North Perth office continues to remain locked to the public. If you have a need to visit our office, please ring the doorbell and someone will assist you. All visitors are required to sign in and wear a mask when in the office.

We will continue to follow the directives of our municipal, provincial, and federal governments throughout this period of time.

Please feel free to contact us if you have questions or concerns.
Community Living North Perth Management Team

Carolyn Bender, Manager Support Services – cbender@clnorthperth.ca
Sondra Scott, Manager Support Services – sscott@clnorthperth.ca
Tracy Wareham, Manager Support Services – twareham@clnorthperth.ca

Please Note our group activities are cancelled until further notice due to covid-19

- Tuesdays Table
- Inspiring Possibilities Day Program
- Band Jam
- Games, Movie and Bowling on Wednesdays
- Self Advocates Group



PHOTO ALBUM

The year 2020 has been a very challenging year navigating through the Covid 19 Pandemic. Our staff have done an amazing job in supporting people in this difficult time. They were creative and flexible and found new and innovative ways to provide supports and help people not feel isolated and still keep everyone safe!

