

# Update

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## Executive Director Update

### Advocacy at its Finest

As many of you heard over the summer, the Western Fair made a decision to cancel free admission to the Fair for people with disabilities. Many people were annoyed at this decision, as the people we support often look forward to this event for months in advance, and this measure may have prevented them from attending. Marlene



Patterson, a parent who is a dedicated supporter of Community Living London made a call to the CEO of the Western Fair Association advocating for people living with disabilities and their need to have their attendance subsidized. Marlene then called the Executive Director of Community Living London to ask for support. A message was sent to all families advising that the subsidy had been cancelled. Within a day or two, others in the community representing many people with a variety of disabilities called the Fair as well, and the decision was reversed. This shows that a strong voice of support can reverse decisions that are disadvantageous to people. We send a special thank you to Marlene and all others who joined the campaign. Your success resulted in many people, once again, experiencing the joy of attending the Fair.

### The Year Ahead

In the last newsletter, we shared with you that a new strategic plan had been developed for Community Living London. Task groups are now being formed to begin implementing the areas of effort identified and ensuring that Community Living London continues to provide exceptional supports to people and their families. It will also focus on the changing demographics of our stakeholders and our continuing

efforts to offer a range of desired supports. If you would like a copy of the new strategic plan, please call Amy Kortvely at 519-686-3000 or send an email to [amy.kortvely@ccl.on.ca](mailto:amy.kortvely@ccl.on.ca) We also encourage you to call at anytime should you have concerns or ideas you would like to share that may be of interest to others.

## EXECUTIVE DIRECTOR UPDATE

### Broader Public Sector Consultations Related to Compensation:

The 2010 Ontario Budget announced measures to manage public sector compensation costs in order to protect the public services Ontarians value. Everyone whose salary is paid with public sector dollars was asked to do their part in managing the largest expenditure of the Ontario government. The government brought forward legislation freezing the compensation structures of non-bargaining

employees. For employees who bargain collectively (unionized environments), the government indicated they will respect all current collective agreements but asked for support when agreements expire and that transfer payment agencies and bargaining agents seek agreements of at least two years' duration that do not include net compensation increases. The Minister extended invitations to unions and employers to

meet to discuss this policy position and attempt to develop an agreement. This process is underway currently. The Developmental Services sector is represented at these talks, and is committed to advocating for remedies to address issues and enhance the effectiveness of public services in Ontario. We will provide further information as it becomes available.

### Holiday Hours:

It is hard to believe that the holiday season is just around the corner. With this in mind, Community Living London's Community Access Services, Employment Services, Family Services and administrative offices will be closed on the afternoon of December 24th, and will re-open on January 3rd.

## AT A GLANCE

### HSRDC Summer Students

This past summer, Community Living London was thankful to receive funding from Human Resources and Skills Development Canada (HRDSC) to host summer employment opportunities for 19 students. Placements were made in all service areas and the length of placements ranged from 6 to 13 weeks. By participating in the Canada Summer Jobs program, we receive much-

needed support to facilitate special programs and completion of administrative projects. In addition, this program assists students in gaining hands-on work experience required for their academic and career development. We thank all of our employees, volunteers and members for making our students feel welcome and for helping us to make their placements a success!

### Remembering John Tonner

In August of 2010, a very special member of the Community Living London family passed away. As with many of the people supported at Community Living London, John had a troubled past and faced many challenges in his day-to-day life. Although not always an easy person to work with, John possessed a quick wit and had an innate ability to draw people to him. John held a very special place in the hearts of those who knew him.

# Remembering John Tonner (continued)



John truly lived in the moment and as difficult as some of these moments could be, they rarely lasted. Those who knew John came to appreciate this and it is the stories of his humour and unique perspective of the world that are most frequently told. John had unique nick names that he would bestow on many of the people that worked with him over the years. Over time, these unique monikers came to be known as one's "John Name". Although it was not always easy to discern why a particular nick name was chosen, it clearly held significance to John.

One of the most significant moments in John's life came in the form of his move to his home on Webster Street. Having his own separate apartment and several customizations designed to make life as comfortable as possible, John referred to this as his "dream home". This was true in many

ways and as his health began to fail, the people who helped John attain and live in his dream home worked hard to keep him there. When this was no longer possible and he was in ICU at University Hospital, John was surrounded by those he knew. Telling stories and sharing pleasant reminiscences of the past, those that had always been and those who had become a part of John's family made certain that his final days were filled with dignity, love and compassion. He will be greatly missed.

## ACCOMMODATIONS

### Unique Staff Training Initiative

In the Winter of 2009, Community Living London began providing a training session to all full time employees concerning the orientation "Train the Trainer" process and procedure. This provided a comprehensive review for full time staff members of the orientation process and paperwork required for training new staff members. A guide book with all applicable forms is available in each location to provide a resource manual with specific tips for training new staff members. A consistent training tool utilized across the agency is available for all full-time staff.

In June 2010, a focus group was held comprised of 12 full time staff members for review and provision of feedback. This proved very positive: staff are

using the orientation training package and report that they appreciate the assistance it provides them when training new staff. Suggestions were given and are currently being reviewed and incorporated into future training and orientation sessions.

A special thank you to Debbie Vickery, Heather Ashmore, Sandy Wilson, Paula Orth and Roger Sabourin for their hard work involved in the review and training required in this area of focus over the last year and a half. Also, like thank you to all of the staff members of Community Living London who approach the orientation process with professionalism and dedication. Success in support provision depends largely on receiving knowledge and training.

# Trillium Foundation Grant - Another Success

Community Living London received a one year Trillium Grant in March 2010 to develop Augmentative Communication Manuals and Train the Trainer Curriculum.

Community Living London's Augmentative Communication Team Coordinator Andrea Chimenti and Tibor Hattayer from Supported Employment Services have been collaborating to create resources for people with intellectual disabilities who face communication barriers. These resources will increase a person's ability to fully participate in community opportunities. The first three resources include:

1. Social Sexual Safety Awareness Curriculum Manuals
2. Personal Outcome Binders
3. Healthy Food Options

The development of these resources in alternative formats will allow people who have intellectual disabilities and face communication barriers to benefit fully from Social Sexual Safety Awareness training, to understand Personal Outcome Measures, to express their desired outcomes, and to communicate healthy food choices for grocery shopping and menu planning. These professional resources will be available to family members, education professionals and other community support

specialists to build community capacity and knowledge.

The second area of focus for this initiative is the development of a "Train the Trainer" curriculum. Once this resource is completed, CLL trainers will offer this training to other community professionals. The intent is to increase awareness of the abilities and needs of people with communication barriers and to create increased community capacity to support people to live and contribute to

their community.

More information about these exciting resources and opportunities will follow early in the new year. This is yet another example of Trillium Foundation Funding opening doors for people in our community.

For information about Community Living London's Augmentative Communication Team and these new resources and opportunities, please contact Andrea Chimenti at [andrea.chimenti@cll.on.ca](mailto:andrea.chimenti@cll.on.ca).

## Community Living London's Employee United Way Campaign is Underway

The Annual 3M Harvest Lunch for the United Way of London and Middlesex on Thursday, September 9, 2010 was the official kick off for their annual fundraising campaign



Community Living London receives funding from the United Way for our Teach and Play Toy Lending Library, Inclusive Camping Services and Volunteer Services. These services provide cutting edge supports for people with intellectual disabilities and their families. The United Way provides funding to vital community supports and services that have touched the lives of all of us at one time or another.

## COMMUNITY ACCESS

Employees of Community Living London demonstrate their belief in our community and understand the significant impact that their financial contributions have on the life of our community. CLL's annual Employee United Way Campaign is also underway with many events planned to raise funds for vital supports and services that are available in London and Middlesex. This year CLL employees will be involved in a variety of events including:

1. The Amazing Race
2. The Annual United Way Stair Climb
3. The Payroll Contribution Program

Last year, CLL employees demonstrated their generosity and raised over \$17,000.00 for the United Way of London and Middlesex. We are hoping to increase that contribution to \$20,000 this year. Without you there would be no way!

## VOLUNTEER SERVICES

### Community Living London Supports the Special Olympics

**T**he numbers are in! At this summer's Special Olympics Canada Summer Games: 1416 athletes, coaches, mission staff participated (including 7 local athletes); 2052 medals were awarded; 1800 family members and supporters registered; 25,416 meals were served to athletes; 800 volunteers were stationed all over the city making sure that everyone that came to London for this spectacular event was treated to a great week.



Representing CLL at the bowling venue.  
From left: Ruth Hall, Michelle Palmer and Jim Hewett

As a long-time partner and supporter of the London Special Olympics, Community Living London was thrilled to be a part of the games as the sponsor of the bowling venue. We were equally thrilled when the organizing committee gave us the opportunity to participate in medal presentations. Four of our valued volunteers were honoured to be included as VIP's in each of the four ceremonies. Ken Sumnall and Keith Trussler from our Board of Directors, Kim Sparling of New Vision Advocates and the Advocacy Committee and Mario Macari, a long time volunteer in the Bowling Program, enthusiastically presented dozens of medals to deserving participants.

Community Living London's newest volunteer, Bette Cunningham, was so inspired by what she saw while volunteering at the bowling competition that she decided she better stay involved. "It was the most rewarding volunteer experience I've ever had", said Bette. "I've never had my picture taken so much!"

Congratulations to the local athletes who participated and the many, many volunteers who made the 2010 Special Olympics Canada Summer Games such a success. To find out how you can become a volunteer at Community Living London, please contact Melanie Alexander, Volunteer Coordinator at [melanie.alexander@cll.on.ca](mailto:melanie.alexander@cll.on.ca).

# 330 Years of Employment!

**T**hrough individualized planning, people seeking work are assisted to identify their employment goals. Job searching by the Employment Services team connects them with potential employers. Once an employment opportunity has been established, the new employee and the employer access the services of a job coach who provides on-site skill training. As the employee gains independence through 'natural supports' from co-workers, Employment Services maintains its involvement on an as-needed follow-up basis. Employment Services is committed to the employer and the employee for the duration of the position.

Employment Services continues to have the reputation of providing solid, long-term support to people who have experienced barriers to employment, and to their employers. This support is demonstrated by the success and longevity of many positions. There are 31 long-standing employees who have been a valuable part of the London workforce from 5 - 20 years, resulting in 330 years of employment!

We at Employment Services would like to take this opportunity to recognize the following dedicated employees and their employers. If you happen to see them, join us in congratulating them!

- Cyril has been working at No Frills for 20 years
- Martin has been working at Loblaw for 20 years
- Walter has been working at Loblaw for 17 years
- Doug has been working at Metro for 15 years
- Kelly has been working at Cohen Highley LLP for 15 years
- Barry has been working at London Honda and Metro for 13 years
- James has been working at Community Living London for 12 years
- Wes has been working at Metro for 12 years
- Mark has been working at Burger King for 11 years
- Shane has been working at Loblaw for 11 years
- Matt has been working at Metro for 11 years
- Ralph has been working at Metro for 11 years
- Jay has been working at Angelos for 11 years
- Ted has been working at Home Depot for 11 years
- Rick has been working at Metro for 10 years
- Scott has been working at Metro for 10 years
- Matt has been working at Loblaw for 10 years
- Adam has been working at Runners Choice for 9 years
- Mat was rehired at William Form & Rock Bolt Canada Ltd after the closing of Bangor Metals, where he worked almost 9 years.
- Debbie has been working at Burger King for 9 years
- Cathie has been working at Angelos for 9 years and at Jaz Hair Studio for 8 years
- Marcio has been working at Metro for 9 years
- Shane has been working at London Hydro for 9 years and for Ovation Foods 3 years
- Chrisy has been working at Burger King for 8 years
- Deaney has been working at Angelos for 8 years
- Dan has been working at the Employment Services Office for 8 years
- Kim has been working at Burger King for 8 years
- Curtis has been working at McDonalds for 7 years
- Jane has been working at Angelos for 6 years
- Chris has been working at Real Canadian Super Store for 6 years
- Heather has been working at Stevenson & Hunt Insurance for 5 years

# Joe Hoffer Receives Prestigious Award

Lieutenant Governor of Ontario attends the Ontario Disability Employment Network (ODEN) “Champions for Change – Harnessing the Power of Your Community” Conference



Joe Hoffer receives the Champions League award from Lieutenant Governor Onley

The Honourable David C. Onley, Lieutenant Governor of Ontario is a champion for people living with disabilities. His Honour was the special guest speaker at the recent ‘Champions for Change’ conference held October 27-29 at the Nottawasaga Inn . His own experience with polio and post-polio syndrome, his successful career as a broadcaster, and his appointment as Lieutenant Governor of Ontario, have made him a very inspiring role model.

ODEN’s “Champions for Change - Harnessing the Power of Your Community” featured the first ever Champions League Awards – recognizing champions who have made outstanding progress in the movement of hiring people who have a disability, promoting this movement and making a commitment to continue it in the future. This year’s provincial award winners included Community Living London Board member Joe Hoffer of Cohen Highley LLP. Eighteen years ago, the Cohen Highley law firm demonstrated a commitment to include people who have a disability in their workplace and Joe Hoffer is exemplary of this commitment. Joe Hoffer has championed the cause through several engagements including traveling to Queen’s Park to speak to government. Joe was instrumental in encouraging both the London Police Service and London City Hall to hire people who have a disability.

ODEN is a professional body of employment service providers, including Community Living London, united to increase employment opportunities for people who have a disability by:

**Creating Strategies** that provide professional recognition of organizations and those employees who provide employment supports for people who have a disability.

**Developing marketing initiatives** and providing education for the business and corporate sector about the merits of including people who have a disability in the workforce;

**Creating a provincial voice** that can speak to government about issues that affect service delivery and support models and the ability of employment service providers to help people who have a disability achieve their employment goals.

**Improving** the skills and competency of employment service providers through networking, information sharing, training and the promotion of best practice in the sector;

**Addressing Issues** related to removing barriers that limit employment opportunities for people who have a disability;

With the attendance of Lieutenant Governor Onley, this event was an amazing occasion for service providers, employers, and consumers to network, share best practices and continue to work together to increase the employment opportunities for people who have a disability.

# Adam, Brian and John's Awesome Niagara Adventure

This past August Brian, Adam, and John took a break from their busy lives to spend a couple days in Niagara Falls. They started the trip at Marineland where they saw whales, dolphins, bears and even a performing walrus. The show was great, and Adam even dared to go on some crazy rides, the climax being the Dragon Mountain roller coaster, leaving him thankful for stable ground. It was a perfect day and everyone really did love Marineland. From there, they went to their luxury hotel, the Hilton Fallsview. Thanks to a minor mix-up their original rooms were given away. However they were graciously offered two beautiful two room suites with hot tubs and every amenities imaginable. So from the twentieth floor they had an amazing view of the falls and the downtown area. For dinner they crossed the street and sat outside



at a restaurant where according to the guys, the food, beer and even the girls were fabulous. After a good night's sleep in their rock star suites, they got up and set out for Bird Kingdom: it was a good time too. In all, the trip was a success - everyone needs to take a break and escape the daily grind and Niagara and good company fits the bill. Thanks to all who made it possible!

## NEW VISION ADVOCATES

# Busy Fall for New Vision Advocates



The days are getting shorter and the nights are getting cooler; the fall brings with it the spirit to get back to routine. Routine for the New Vision Advocates involves making presentations, putting the finishing touches on conference planning and the unforgettable spaghetti fundraiser, better known as Notes and Noodles. This fall was no different and kicked off with JP Regan and Mark

Anderson being invited to speak as the keynote session at the Best Buddies conference in Toronto in September.

Days later the members organized, cooked and orchestrated Notes and Noodles, an unforgettable dining experience for approximately

100 of their closest friends. Many thanks to all those involved in assisting and attending our annual fundraiser dinner. More than \$800 was raised.

Weeks later, members traveled to Port Elgin and again hosted and orchestrated another successful Speaking Out conference for the over 115 attendees.

So as the days are getting shorter and the nights are getting colder, our new Vision members are heating up and going the distance!

# 10 Years of 'Fun'draising

On September 26, Community Living London celebrated the 10th anniversary of Community in Motion: The Serious(ly) Fun Run.



Since the first year, the event has changed dramatically. The inaugural event was a short walk through Greenway Park with 50 people in attendance and a total of \$4000 raised. This year, the event took place at Springbank Gardens, included a 5km race option, 200 people were in attendance and more than \$39,000 was raised.

Top Fundraiser:	John Assuras - \$1730
Runner Up Fundraiser:	Danny Marchand - \$1085
Top Fundraising Team:	sLACKers - \$7119
Top Youth Fundraiser:	Lydia Teeple - \$280

Many people put their hard work into ensuring the event's success. Thank you to the committee members: Rhonda Brittan, Mike Lawler, Darlyne Morlog, Roger Sabourin, Jill Teeple, Michelle Valladares and Lisa Walters.

Community Living London would also like to thank Ken Eastwood of 102.3 BOB FM for being the Honourary Chairperson as well as the event Emcee, Paul Roberts and Rob McNair of New Balance London for their expertise and Michael Wilkins of Zippy Print for the graphic design work on all of the marketing materials.

# Cohen Highley has another successful year for Community Living London



On September 29, Cohen Highley presented Community Living London with a \$32,000.00 cheque from the proceeds of the 2010 Golf Tournament. This marks the tournament's most successful year to date – despite the rainy weather and lightning delays.

At the cheque presentation, representatives of both Cohen Highley and Community Living London celebrated the ongoing and strong relationship between the two organizations. Keith Trussler, President of the Board of Directors and James Taylor spoke on behalf of Community Living London and Iain Sneddon spoke on behalf of the law firm.

## Save the Date! Night of Heroes

This is the announcement you've been waiting for! The 2011 Night of Heroes is set for Wednesday, March 2nd at the Best Western Lamplighter Inn. Keep your eyes open for more information as the event draws nearer.

A Night of Heroes Fashion Show and Silent Auction is an evening that recognizes people or organizations for their contributions to the London community and specifically those that assist or support people with intellectual disabilities. One of the organization's most popular and successful charity events, A Night of Heroes is also an evening to feature and celebrate the heroic endeavors of people with intellectual disabilities.

If you have any ideas for models or heroes, please send an email to: [jocelyne.gall@cll.on.ca](mailto:jocelyne.gall@cll.on.ca).

## Winks to host another great event for Community Living London

Community Living London is proud to announce that Winks Eatery will once again be hosting another fabulous event in support of people with intellectual disabilities December 1. This year's event will feature dinner, a silent auction and a performance by Elvis! Please stay tuned to Community Living London's website for more information as it becomes available: [www.cll.on.ca](http://www.cll.on.ca)

## 2010 Scatcherd Invitational Classic

Community Living London and the Scatcherd family is pleased to announce that \$21,500 of the proceeds from the 2010 Golf Tournament has been donated to Community Living London. A special thank you goes out to the tournament's organizing committee who continue to work tirelessly each year to ensure the success of the event.

## Everyone can make a difference

Regardless of the size of the contribution, every donation makes a difference to the people supported by Community Living London. Recently, First Data Canada proved exactly that! For one week, the First Data employees 'dressed down' for Community Living London and raised \$138. This is a perfect example of how many people can get together to make a big difference.

## Intact Financial Makes a Difference in their Local Community



The Intact Financial Corporation has recently begun a new Employee Engagement Initiative through the Intact Foundation. This program identifies charities in local areas where there are Intact offices that employees feel are worthwhile causes. Community Living London's Transition to Employment Initiative was chosen to receive \$2000 in funding through this initiative.

On August 31, Stephen Greig, the Regional Vice President for London as well as two of his colleagues, Debbie Becker and Jane McComb came to Community Living London's Plastic Packaging to present the cheque. Before the presentation, Sandy Wilson, Supervisor of Plastic Packaging and the Transition to Employment Initiative gave a tour of the program to show the Intact representatives how their funding will help.

## Holiday Appeal



At the age of four, Jennifer was diagnosed with Asperger's Syndrome and we didn't know what to expect for her future. Jennifer's life was a very quiet one; she kept to herself and had very little social interaction.

If we fast forward in time, today Jennifer has a very active life. She regularly takes the bus to the mall, her appointments, to bowling and to her two jobs.

All this has been made possible because of the support we received from Community Living London. More than anything, Jennifer's new life has given her a confidence she's never had before and she has found her voice. With your help, Community Living London can assist hundreds of other people find their voice too.

### REPLY CARD

Name: \_\_\_\_\_  
 Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Please accept my enclosed donation:

Cheque Payable to Community Living London     Master Card     Visa     American Express

Card No: \_\_\_\_\_ Expiry Date: \_\_\_\_\_  
 Signature: \_\_\_\_\_

### FULFILLING OPPORTUNITIES

We hope that you will find this project worthwhile and consider making a donation in one of the following gift amounts:

- \$35 - To improve accessibility at one of Community Living London's many programs.
- \$75 - To help support programs such as Emergency Respite or Sibshops to help London families in need.
- \$125 - To purchase an item, such as Snoezelen equipment, so that more people with intellectual disabilities can experience the benefits it provides.
- I wish to make a gift of: \$ \_\_\_\_\_
- I would like to donate: \$ \_\_\_\_\_ each month using my credit card
- Please contact me to set up a monthly withdrawal from my bank account

## Board of Directors

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## Newsletter Committee

Melanie Alexander, Gary Downing, Jocelyne Gall (Editor), Mike Lawler, Vicky Pearson, Ravi Rawana, Maureen Tomchick and Jason Westbrook

### Michelle Palmer, Executive Director

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A member agency of the  
United Way of  
London & Middlesex

## Volunteering with Us!

Looking for a volunteer opportunity? We need YOU!

We have many different opportunities for you to get involved with Community Living London. Here are just some of the ways you can help out:

- > Bowling Coach
- > One to One Friendships
- > Special Events
- > Leisure Activities

For more information, please contact our Volunteer Coordinator, Melanie Alexander  
Email: [malexander@cll.on.ca](mailto:malexander@cll.on.ca)  
Phone: 519-686-3000, ext. 339

## Received Multiple Copies of Our Update?

We have done our best to ensure that you only receive one copy of this newsletter to your home or business. If you have received more than one copy or there was a problem with the address in any way, please let us know by calling 686-3000.

## Privacy & Confidentiality

Respecting your privacy and confidentiality is important to us. This is why we do not share our donor lists. If you do not wish to receive further information about CLL, please call us at 519-686-3000.

**As a valued supporter, we would like to offer you the following options that will help us to better recognize your needs:**

- Learn more about Community Living London's facilities and services
- Take a tour of Community Living London
- Learn about exciting volunteer opportunities
- I have all ready included Community Living London in my will; please record this in your records

Respecting your privacy and confidentiality is important to us. If you do not wish to receive further information about Community Living London please call (519)-686-3000 or check the appropriate box below and mail to 190 Adelaide St. S., London, Ontario N5Z 3L1

- I wish to give anonymously
- Please remove my name from your mailing list