

BRIDGES

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Design: Toni Kirby

View from the Chair

In the last newsletter I mentioned the creation of the Community Living Quinte Foundation. I would like to provide an overview of why this was necessary and how the Foundation will benefit our organization.

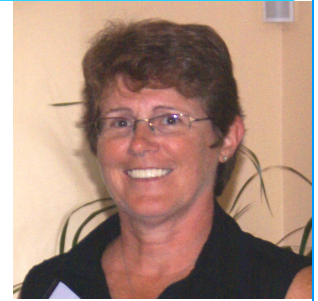
This is the era of "Do more with less." Ministries are promoting the mantra that all organizations must be more cost effective. How we are to do this is not clear but the government wants us to reduce costs and become more fiscally responsible.

Over the past seven years none of the agencies in this sector have received an increase to their base funding. The last funding increase we received was in 2009-2010 and we all know how the cost of everything has increased since then. Wages in a unionized environment, cost of living, gasoline, food, housing repairs...all have continued to climb. Community Living Quinte West is operating on the same budget from seven years ago. We are really working at cost effective management. We are much more efficient than we were seven years ago but it isn't enough.

In addition to frozen funding, the expectations of MCSS have continued to rise in terms of what is expected of agencies. The demand from MCSS for more documentation, more compliance reviews, more regulations and increased adherence to new legislation is quite daunting but we are to do all of this with less.

CLQW has cut costs and we have also worked collaboratively with other agencies in developing projects that have been funded through special grants. A wider variety of services for those we support has been the result but special Funding is not a solution to the lack of base funding increases.

We are being asked to provide more housing options, more services and at the same time become more efficient.



Community Living Quinte West's Board decided, in the wake of the Ministry's demands for more with less, to create a foundation whose only task would be to raise funds for this agency. The Community Living Quinte Foundation is a separate entity with its own Board of Directors and mandate. Funds raised by the Foundation are subject only to its by-laws and not subject to any MCSS intervention.

Community Living Quinte Foundation is working hard developing their mandate, mission, policies and procedures. Fund raised dollars will be subject to the procedures developed by the Foundation. Our organization is not the only organization to have a Foundation supporting its work as all equipment for hospitals is purchased through funds provided by a Foundation.

We are hoping the dynamic Board of Community Living Quinte Foundation will be able to assist our agency in becoming more self-sufficient.

Michelle Earle
CLQW President and Board Chair



**9th Annual
Tee-Off for Inclusion
Golf Tournament**

June 11, 2016

Roundel Glen Golf Course

Registrations are now being accepted -

Call Chastity or Toni at 613-394-2222

or go to www.clquintefoundation.ca

The Quest for Qualified Respite Workers

Respiteservices.com is a website dedicated to helping families find respite workers. Covering Hastings, Prince Edward, Lennox and Addington Counties in the East, respiteservices.com maintains a database of respite workers and educational information.

Respiteservices.com has recently updated its website and services. The website is designed to assist families needing a short break from caring for a family member with an intellectual disability. By helping families find a qualified worker to care for their family member, knowing that the child, sister, brother or other family member is well cared for, safe and engaged in activities they will enjoy the caregiver can take care of themselves and re-energize.

In addition to providing a place where families can find respite workers, the site also provides events to help families and interested people in the field by offering seminars and workshops on a variety of subjects. Some of the recent events have been:

- Anxiety and Autism Spectrum Disorder
- Special Needs Parent Support Group
- Epilepsy Support Group
- Introduction to Autism: On-line Series

Respiteservices.com also provides a venue for workers wanting to provide respite services to families. This database for workers is called the CHAP Program developed through a partnership with The Geneva Centre for Autism and the Bloorview MacMillan Children's Centre in Toronto. Workers wanting to provide respite service input their data into the program.

A family needing respite workers would also input their needs into the program. The CHAP Program then provides the family with a list of potential workers who match with the needs of the family. Once a family receives a list of potential respite workers, it is the family's responsibility to interview and select appropriate workers. The family is also responsible for ensuring that the respite worker is paid.

*Starr Olsen, Executive Director
Connie McLean, Manager
Community and Family Supports*



Bryan Kell Retires!

After more than 30 years of service with Community Living Quinte West, Bryan Kell has decided it is time to retire. He always said he was going to retire on his 65th Birthday. He looked forward to that day for years.

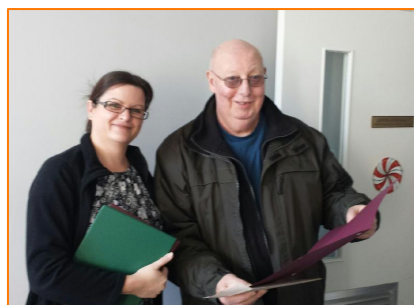
Bryan has been a big part of Community Living Quinte West over the years. He started out his career doing contract cleaning for local businesses in Trenton, such as Domtar and the local Legion. He supported many individuals to make this a successful endeavour. This then led to the next phase in his career which was residential cleaning. Following that, he supported individuals with the travelling lawn maintenance crew for many years. Bryan also assisted individuals with cardboard recycling in the Trenton and Belleville area. While completing all those tasks, he also ensured that the deliveries were completed for assembled products done in the subcontracting area of ARC Industries for

Page 2 such companies as Crane Canada and Drossbach.

When ARC Industries closed up shop, Bryan's career took a dramatic turn and he became the front line counselor for our Supported Independent Living Program. Bryan was highly respected in this role by his peers and most importantly by the supported individuals. He treated people with respect and high regard and they respected him in return.

Bryan has a great sense of humor and he loves to tell stories about his hunting adventures. He will be greatly missed by everyone in the agency and we wish him well in this next chapter of his life.

Congratulations and all the best. Thank you for all of your hard work and dedication over the past 30 Years.



Pat Deline, Manager of Residential Services, presenting Bryan with congratulatory certificates from our local MP and MPP and City Council.

Limitations: Theirs or Ours?



Dr. Michael Kendrick speaking to families on March 05, 2016

The Passport Community Development Team consisting of ten Developmental Service agencies in Hastings and Prince Edward Counties presented two separate in-services days with Dr. Michael Kendrick as the guest speaker.

Dr. Kendrick is an international consultant on disabilities and has been involved in this field for over four decades. Michael presented to support professionals on Friday, March 4th, and then to families of supported individuals on Saturday, March 5th, 2016.

Michael's presentation was inspiring and succeeded in getting everyone to think outside the box and to look at other models of seeing people's abilities. Families were encouraged to never let disability blind them to what people can do.

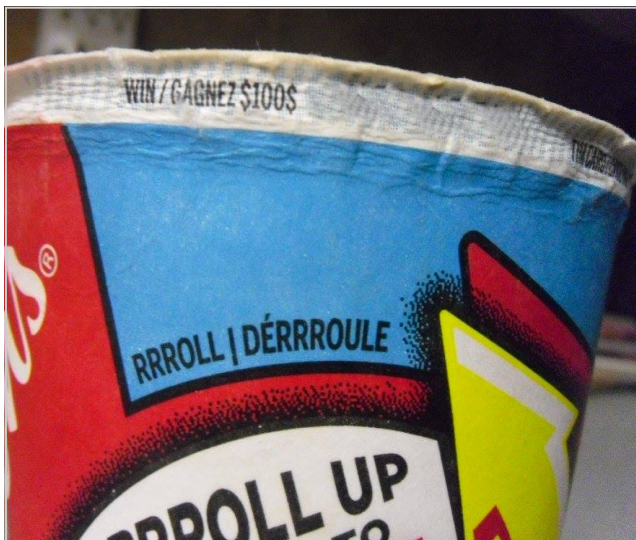
He gave stories of people who had very intrusive supports being able to live on their own and participate fully in their life. He explored options of natural supports and the importance of looking for those key people to build networks. People can have full and enriching lives utilizing both paid and non paid networks. Michael shared stories about support circles that took people bungee jumping, and scuba diving. Many people would have never dreamt of these activities, but with the right networks, anything is possible. We should always ask ourselves, are we putting limitations on people that are warranted or are those limitations a manifestation of our fears?

The March 5th in-service was videotaped, and will soon be available for anyone who missed it. CLQW will upload this video to our webpage.

*Darlene Dale, Director
Professional Development,
Accreditation and Innovation*



Family members listening intently to Dr. Kendrick.



Tim's Here We Come!

Compass would like to give a big Thank You to Mr. Paul VanLingen for donating his Roll Up The Rim \$100 win. MacKenzie Vanlingen and her friends at Compass will be able to enjoy a beverage of their choice many times thanks to Mr. VanLingen's very generous gesture.

Thank You!



Location



Location



Where you live plays a large role in whether or not your pets are subject to flea and tick infestations. Fleas are attracted to the warmth. Fleas are a significant risk to dogs and other animals and humans. These tiny parasites live off the blood of mammals, and their bites can lead to major health issues. Fleas are a tiny wingless insect with a hard and laterally flat body which makes it easy for them to navigate through pet hair. The flea also can jump great distances. Some types of fleas can bite humans but they do not infest humans as they do our pets.

How to Find Fleas on Your Dog

The best way to detect fleas is by using a flea comb. The teeth on these small combs are very close together and designed to travel through hair, picking up everything on the coat. Pay special attention to the lower back around the tail, this is known as the "flea zone". If you find no fleas but see tiny pieces of black specks, this could be flea dirt. Flea dirt is the fecal material from fleas and consists mainly of animal blood. If you add a drop of water to this material and it turns a reddish brown colour this would indicate the presences of fleas.

The Dangers of Fleas on Dogs

Besides the obvious fact that a flea infestation is "gross" and makes your dog uncomfortable, fleas pose various health risks to you and your pet.

- **Flea Allergy:** Fleas can result in severe itching, irritation, and major skin infections in some pets.
- **Tapeworm: (*Dipylidium caninum*)** This particular kind of tapeworm can be contracted by animals or humans after accidental ingestion of an infected flea. Flea larvae often ingest the microscopic tapeworm eggs, causing adult fleas to be carriers.
- **Anemia:** If enough fleas infest the host, it is possible for the host animal to lose enough blood to become anemic. Small puppies are especially at risk.

Flea Treatment and Prevention

When it comes to fleas, prevention is the best method. Flea prevention can be seen in many forms, some work better than others. Many years ago, flea shampoos, dips and sprays used to be the standard treatment for fleas. Now, the better products come in the

form of a pill or a small topical application. Educate yourself about the many flea prevention products on the market, and then talk with your vet about the best option.

Treating Your Environment for Fleas

Flea eggs, larvae, and pupae can get into your carpets, hardwood floors, upholstery, and pet bedding. In order to prevent infestations (and especially re-infestations) it is important to treat the environment for fleas.

Once your dog has been treated, the next thing you will need to do is clean your home thoroughly. Machine wash as many items as you can in hot water, using bleach when possible. Thoroughly vacuum the carpets and floors, immediately emptying the dust bin or bag outside.

Household sprays are not necessary, however, some people prefer them. Some people also prefer to treat the exterior of their home. When you choose to treat the exterior please remember to use products deemed non-toxic to animals.

Above all, treating your dog with effective flea prevention is the most important measure. Keep in mind that a flea infestation is more than just a nuisance; it is a risk to your dog's health.

Itching in Dogs

Often, the itching can be traced back to some type of allergy. Flea saliva is just one of many reasons your dog itches. Dogs can be allergic to dust mites, dander (cat, human, etc), pollen, grasses, mold spores and more. Dogs or cats can also be allergic to the ingredients in their food. Your veterinarian will be able to diagnose the exact cause of your dog's itching. Making changes in your dog's environment, lifestyle and routine can help to control the itching.

*Sam Olsen
Acting Associate Supervisor
Paws Active Doggie Daycare*



Accessing Customized Employment Program (ACE)

ACE is a job development program sponsored by the Ministry of Community and Social Services. This collaborative effort between North Hastings Integrated Services, Madoc COPE Corp. and Community Living Quinte West was established in April 2015 for a two-year period. The program focuses on the strengths and interests of people with intellectual disabilities and assists them in finding employment in the community. The approach is person-centred focusing on the existing strengths of the job seeker and also works to educate employers on the value of hiring people with an intellectual disability.

Benefits of hiring people with intellectual disabilities:

- 97 % were average or above average in terms of safety
- 93% were hard working
- 93% had a positive attitude
- 90% were reliable
- 86% were viewed as good employees
- 79% worked well as part of a team
- 76% had a good work ethic and willing to work part-time
- 69% increased workforce diversity



Focusing on the needs of people with
intellectual disabilities
Meeting the needs of employers

Benefits for the Employers:

- Creates customized jobs that can save other employees time
- Adds value to an employer's service or product that can help an employer gain a competitive edge and create a diverse workforce
- Gives consumers satisfaction knowing their purchases have made a difference
- Lowers repeat hiring and training costs
- People with disabilities bring a unique perspective which in turn broadens other people's perspective
- Enhances the company's image as an inclusive employer



The program has successfully placed 13 individuals in competitive employment in the geographic areas of Bancroft, Madoc and Quinte West. If you would like more information on this program, please contact Kali Meeks at 613-885-1543 or ace.kalimeeks@gmail.com or Allison McKenzie at 705-653-7776 or ace.allisonmckenzie@gmail.com

*Darlene Dale, Director
Professional Development,
Accreditation, and Innovation*

If you need to contact us this is where we can be reached:



11 Canal Street, Trenton, Ontario K8V 4K3

Tel: 613.394.2222 Fax: 613.394.0381

Email: communitylivingquintewest@clqw.ca

www.clqw.ca

To learn more about us check out our webpage.

REPDA – Collaborative Training

Regional East Professional Development Committee is going strong in Hastings and Prince Edward Counties. REPDA is a collaborative effort between agencies to assist with support for professional training that is both mandatory and elective.

An interactive calendar has been developed that shares upcoming training opportunities with agencies who participate in REPDA. The course details and the number of spaces still available are listed on the appropriate date(s). An example of this is when Community Living Quinte West is hosting a First Aid and CPR course for their staff, and there are four vacancies in the course – the course would be posted on the interactive calendar for other agencies to access for their staff who require the training. By working collaboratively to ensure personnel remain up to date with mandatory and elective training we are hoping to reduce costs to the individual agencies. Training courses available through the province that may be of interest to agencies are also listed and updated regularly on the interactive calendar.

REPDA is working towards offering on-line updates

and refresher training for courses such as Medications. This should be available in the near future.

For any information in regards to this committee, or to receive information on the interactive calendar, please contact: Starr Olsen, Executive Director of CLQW, 613-394-2222.

***Darlene Dale, Director
Professional Development,
Accreditation and Innovation***

Here is an example of what the Interactive Calendar looks like.

February						
SUN	MON	TUE	WED	THU	FRI	SAT
		CPR CLQW 2	1	2	3	4
6	7	8	9	CPI CLPE 4	11	12
13	14	15	16	17	18	19
20	21	22	WHMIS Online	24	25	26
27	QAM CLBA 3	28				

Rest In Peace Smitty!

It is with sad hearts that we say good-bye to Wayne Smith. He passed away suddenly on Sunday April 24th, 2016 at the age of 69.

Wayne was one of a kind. He had a great sense of humour and loved to play tricks to make people laugh. He was a social butterfly and loved to mingle with his friends at the different country jamborees held every summer. Wayne enjoyed horseback riding and fishing from Rick's boat and just being out on the water. It would make Wayne's day when someone offered him a Tim's coffee.

He will be deeply missed by the many people who knew him.



Wayne on one of his many fishing excursions.



Family Engagement Network

Growing together to build a brighter future

Family Engagement Network Creates Energy

The first Family Engagement Network was held Saturday, April 23 at Community Living Quinte West. Parents from all over the Quinte West Region came together to discuss what they wanted for their family members with an intellectual disability in the areas of housing, employment and education. The families had the opportunity to hear about different housing models from Community Living Prince Edward and from the Elmira area. Employment and post-secondary education programs were also highlighted.

Participants were able to provide feedback in small

groups facilitated by staff from Community Living Quinte West. A newsletter summarizing the proceedings will be sent to all participants in May. The next meeting is being planned for late May or early June as parents are eager to keep going.

Comments from the parents were enthusiastic and very appreciative. All agreed that the learning and sharing of ideas was very important for families.



*Connie McLean, Manager
Community and Family Supports*

Spring Leadership Retreat: The Housing Journey

The Spring Leadership Retreat is set for June 23rd this year and we will be continuing on with the development of plans for housing initiatives for people with intellectual disabilities in the Quinte West area. At our Spring Retreat we hope to host a speaker from Canada Mortgage and Housing Corporation, the representative of TVM Group, a developer who specializes in working with mixed income housing initiatives, and a consultant who will help us understand how we can progress through the network of government agencies that might help fund our project. We will also have updates on other building projects by agencies in the area.

At the March conference in Kingston, sponsored by Canada Mortgage and Housing Corporation, the theme was on providing adequate housing for all. Community Living Quinte West is hoping to provide a variety of options for housing. Working with the Family Engagement Network as they develop their vision of housing for their sons and daughters, we believe we can make a difference in the choices people with intellectual disabilities have in their housing arrangements.

*Starr Olsen
Executive Director*





Renovations at Bentinck Street

Major remodeling has been taking place at 59 Bentinck Street home since January of this year.

All new flooring has been installed in the kitchen, dining room, sitting room and in the hallway upstairs. A wall was removed turning the upstairs into an open concept. All of the walls were painted. New white kitchen cabinets, an island, new pot lights and a hanging light fixture have been installed in the kitchen. New curtains and blinds were put up as well. The old, large sliding patio door was removed and replaced with beautiful French doors. The kitchen looks great- bright and refreshing.



A new office was created down stairs. Two large closets with ample shelving were built in the office, one for a medication cupboard and the other for storage. Both closets have locking doors on them.

A hall closet downstairs was taken out so the bathroom could be made larger. The bathroom is now a much more convenient size with a new sink, vanity, toilet, grab bars, shower with tiles as well as a beautiful new ceramic tile floor. The bathroom has been freshly painted, new décor put on the walls. It looks like a very beautiful, modern bathroom.

Everyone has been patient and understanding during the renovations. As we all know dry wall dust is a nuisance to live in but individuals and staff worked through all the messes with a positive outlook. Individuals living in the house enjoyed helping to pick out paint, flooring and new countertop colors. The residents are all happy with the end results and love the new look of their home.

The renovations at the back of the house have now begun. There will be a new living room, bathroom and bedroom built in the garage entrance at the back of the house. Walls and closets have been removed. This area will have a separate entrance into it but will also have an inside entrance into the rest of the house. This space will be great for someone to learn how to be independent and to live on their own but will also allow for staff support when needed. Access to the kitchen for meals and laundry facilities will be available.

The Bentinck Street house received a new metal roof as well. Individuals that live in the house enjoyed picking the color of the roof.

Renovating the Frasersglenn house is the next project on our list. Our plan is to make the garage into a granny suite with a sitting room, bedroom and bathroom once funding is received.

*Lisa Flanigan
Manager of Operations*



Random Acts of Kindness

Violence Awareness/Random Acts of Kindness week kicked off on Saturday March 5th and ran until March 12th. This is the 20th Anniversary year.

CLQW's Compass Program has been volunteering for the past 6 years. We are part of the Kindness Crew that goes out and randomly hands out gifts to members of our community. This year we had four crews going about the community handing out over 60 'gift' bags to people in Quinte West. We handed out insulated mugs with a Tim Horton's Gift Card to crossing guards, as well as businesses in the community. One crew went to the police station. We even made one lady cry. She said that she was having a bad day and she never gets anything so she was so happy.

Each person from Compass wore a T-shirt identifying them as part of the kindness crew. It is nice to be able to give back to our community and make someone's day. Everyone had a blast doing it.

Thank you to all of our crews and to Cathy Suijker for organizing and doing this.

Susan Holmes
Manager of Support Services

Letting the staff at the Trenton Pet Hospital know how much they are appreciated.



Saying "Thank You" to the Public Works guys.



Darlene Dale Embarks on a New Career

Darlene Dale has been with Community Living Quinte West for over 30 years. She is about to open the door on a new career as a Compliance Officer with the Ministry of Community and Social Services. Darlene will be responsible for conducting compliance reviews of all English speaking agencies in the Eastern Region.

Darlene's training and skills fit very nicely into her new career. Darlene has been a validator for Focus Accreditation and was responsible for providing the leadership necessary for Community Living Quinte West to receive an initial four year accreditation. Darlene taught in the Development Disabilities program for Loyalist College and sat on the Advisory Committee for that program.

Darlene was also a strong advocate for people with disabilities and as a member of the Quinte West Accessibility Committee she was able to implement key changes to accessibility issues in Quinte West.

Darlene held the position of Director of Professional Development, Accreditation and Innovation within CLQW. Darlene's keen sense of humour, strong work ethics and high standard of professionalism will be missed by all of her friends and colleagues at CLQW. We know she will come back to see us and we hope it will be soon.

Starr Olsen
Executive Director



New at

Paws
Active
Doggie
Daycare &
Grooming



Cat Grooming

This includes

- Ear cleaning
- Nail trim
- Scissor trim
- Bath
- Brush
- Comb-out



We are located at:

52 Lafferty Road
Trenton, Ontario K8V 5P7

Phone: 613-394-0764

Email: pawsactive@clqw.ca

Website: www.pawsactive.ca

Pricing starts at \$45. Please call for more details.

Monday to Friday 8:00 am-5:30 pm

Saturday 8:00 am-4:00pm

Beginner Obedience for Doggie Family Members

Begin the summer with a fun course for you and your dog! Teach your dog to become a well-behaved family member with our seven week **Beginner Obedience Class**.

You will learn techniques to help your dog learn to:

- Sit
- Stay in position
- Lie down
- Walk politely by your side
- Come when called and other commands.



Dogs with exuberant behaviour will learn proper greeting techniques. Your dog will learn to focus on what you are asking them to do. Our training techniques are designed to help you work successfully with your dog so that walks and family time are fun for both of you. You will receive a work sheet each week to help you practice at home. All ages of dogs are welcome. Please bring your dog's lead and a few of your dog's favorite treats.

Course Dates: May 5th-June 16th

Early Class 5:45-7:00

Evening Class 7:30-8:45

Cost: \$150.00

Registration: Please call (613) 394-0764 or use our on-line registration form on our web-



on behalf of Community Living Quinte West

All proceeds go to support people with intellectual disabilities.



Registration Form

9th Annual Golf Tournament
Tee-Off for Inclusion

Saturday, June 11, 2016 at
Roundel Glen Golf Course

CFB Trenton, Astra, ON

Registration: 7:30 am

9:00 a.m. Shotgun Start

Name: _____

Address: _____

Phone: _____

Fax: _____

Email: _____

Registration Deadline: June 03, 2016
Payment Deadline: June 03, 2016
NO REFUNDS after this date.
A credit card number is needed to hold an unpaid registration.

Please send cheques to:

Community Living Quinte Foundation
11 Canal Street,
Trenton, Ontario K8V 4K3

To Register: Fill out this form and fax it to 613-394-0381 or e-mail it to clquintefoundation@gmail.com or call Chastity or Toni at 613-394-2222.

Team - \$400.00
Single - \$100.00

Method of Payment

Cheque Cash Credit Card

___ VISA ___ Master Card

Credit Card # _____

Exp ____/____

3 Digit

Security Code _____

Card Holder Signature _____

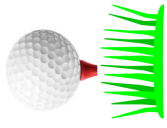
Golfer 1.	Name: _____ Phone: _____ Dinner: <input type="checkbox"/> Roast Beef <input type="checkbox"/> Chicken <input type="checkbox"/> Vegetarian	Address: _____ _____ Email: _____
Golfer 2.	Name: _____ Phone: _____ Dinner: <input type="checkbox"/> Roast Beef <input type="checkbox"/> Chicken <input type="checkbox"/> Vegetarian	Address: _____ _____ Email: _____
Golfer 3.	Name: _____ Phone: _____ Dinner: <input type="checkbox"/> Roast Beef <input type="checkbox"/> Chicken <input type="checkbox"/> Vegetarian	Address: _____ _____ Email: _____
Golfer 4.	Name: _____ Phone: _____ Dinner: <input type="checkbox"/> Roast Beef <input type="checkbox"/> Chicken <input type="checkbox"/> Vegetarian	Address: _____ _____ Email: _____



on behalf of Community Living Quinte West

9th Annual Tee-Off For Inclusion Golf Tournament

**Saturday
June 11, 2016
Tee-Off 9:00 am**



**Roundel Glen
Golf Course
CFB Trenton, ON**

Supporting people with intellectual disabilities

For more Information contact:

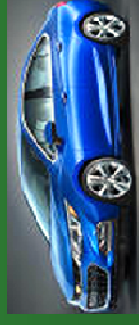
Toni or Chastity or Andrew at

Tel: 613-394-2222

Fax: 613-394-0381

www.clquintefoundation.ca

**Team \$400
Single: \$100
Scramble Format (Best Ball)
4 Person Teams
Continental Breakfast
Power Cart
Driving Range
Dinner
Contests and Games
Prizes**



2016 Chevrolet Cruze LT Turbo
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**\$10,000.00 Hole In One
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**Sponsorships
Available**