

ESPRIT



Ottawa-Carleton Association for Persons with Developmental Disabilities/L'Association d'Ottawa-Carleton pour personnes ayant une déficience intellectuelle Fall/Winter 2000

Big City, Bigger Heart



This year the United Way Campaign for OCAPDD began on September 18th and continued to November 10th. The campaign motto for Ottawa-Carleton this year was "Big City, Bigger Heart". The employees of OCAPDD demonstrated their generous spirit and "big hearts" like never before, surpassing the fundraising goal. A total of \$5,445.00 was raised.

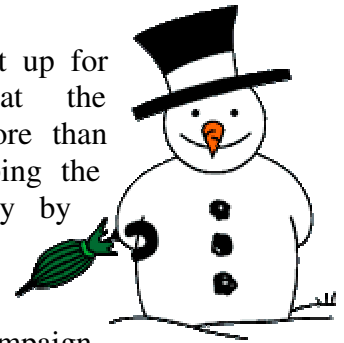
Approximately fifty percent of all monies raised were through the employee payroll deduction program. Twenty percent of all employees participated in this program, a slight increase over that of previous years. Special fundraising activities which were held in different programs accounted for the other fifty percent of the monies. The Management Team sponsored one of the most popular activities. Enter your name to win a "PAID DAY OFF". Needless to say, few people hesitated to pay a "toonie" for an opportunity. Staff and participants at the National Archives Shredding Program, le Centre de Transition Communautaire, the Rosenthal Centre and the Quinlan Centre held "Jam Sales", "Pickle Sales", 50/50 Draws and Bar-B-Q's raising several hundred dollars. A very special thank you to the Loeb Centre Trainee Committee who donated all proceeds from their annual Halloween dance. The Loeb Centre also hosted a Fun Day, Olympic Lotto, Raffle and Bake Sale.

Thank you to all employees for their enthusiastic support to all of the fundraising activities.

by Ann-Marie Engelberts-Cousineau
Quinlan Centre

Let's Wrap

OCAPDD is wrapping it up for the fourth season at the Carlingwood Mall. More than 300 volunteers are helping the Association raise money by wrapping Christmas gifts.



We kick off our 2000/2001 gift wrap campaign on Monday, November 27th and it continues until 5 p.m. Christmas Eve. Hours of operation are from 9:30 a.m. to 9:00 p.m. Monday through Friday, Saturday 8:00 a.m. to 9:00 p.m. and Sunday 10 a.m. to 5 p.m. Hours are extended until 11 p.m. on Friday, December 22nd and Saturday, December 23rd.

Last year we raised over \$9,300 and this year we are aiming for \$10,000, so come out and give us a hand, tell a friend or bring your gifts!



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EXECUTIVE DIRECTOR'S REPORT



David A. Ferguson

As the old saying goes, *the only constant is change!* Certainly OCAPDD has been experiencing this adage in many aspects of our operations for the past two years.

Since our last Esprit a year ago, OCAPDD has opened up two new Residential Programs in the south-end of the city. This expansion, along with the previously reported creation of the Crosswinds Program, has in turn led to an increased level of service being provided in our Community Participation Support Programs. More details of this expansion are reported later in Esprit, however I would like to again acknowledge and thank the extra efforts of all of the staff members involved in the start-up of these Programs.

As many of you are aware, Minister Baird announced an infusion of \$50 million into the developmental services sector last May. Of these funds, \$6 million was earmarked for the creation of new Community Participation Support Programs. During the summer, MCSS announced 'Foundations: A Transitional Initiative for Young Adults with Developmental Disabilities', which was a call for proposals from across the Province to access the first \$1 million of these funds. While I will not attempt to replicate the details and requirements of this initiative in this forum, the funds are intended to support individuals between the ages of 21 – 28 who have left the educational system, and who are not involved in any other Ministry funded service. Details of the initiative are certainly available to anyone who may be interested. Apparently over 110 proposals were submitted to the MCSS Corporate Office, with the proposal from Ottawa being selected to receive \$200,000. As a result, more work is now underway in the community to begin implementing this service.

OCAPDD, along with most other agencies both locally and across the Province, has continued to be challenged with recruiting and retaining employees. While this has become a continuous activity for our agency, it is hoped that the settling of a new collective agreement with the Union Local will be

of assistance in alleviating this pressure. In that respect, the new collective agreement is proceeding to binding arbitration, with the only outstanding item being wages. Certainly both parties are eager to obtain a decision and continue to move forward.

I would like to wish you and your loved ones a safe and joyous holiday season, and look forward to further communication with you in the New Year.

Happy Holidays! Joyeuses Fêtes!

International Year of the Volunteer

Did you know that 2001 is the International Year of the Volunteer? Here at OCAPDD we wish to have a special year for our volunteers. Several workshops are planned throughout the year as well as different activities during Volunteer Work Week. Watch for more information in the new year.

Volunteer Canada, in consultation with leaders from across the country have defined a framework for action for the International Year of Volunteers:

1. Celebrate volunteerism.
2. Promote volunteering for all.
3. Expand the definition of volunteerism in Canada.
4. Improve voluntary organization's infrastructure that supports voluntary action.
5. Develop the voluntary sector knowledge base about volunteers and volunteering.

GROWING to meet the needs

CSS has completed the expansion initiative undertaken earlier this year. We have extended individualized support and case-management services to 18 more people living in our community. OCAPDD's CSS team now supports a total of 98 individuals!!

Our Familyhome Program welcomed four new young people and their familyhome providers in response to the needs of transitional aged youths coming from the Children's Aid Society. Please note that we are always looking for new families interested in sharing their home with a person with a developmental disability. If you or anyone you know is interested in becoming a Familyhome provider please contact Tom Gillespie @ 569-8993 extension 231.

Silver Spring Farm Agriculture Project

Thank-You....and....Have Some Veggies

If it were not for the many volunteers with our Silver Spring Farm Agriculture Project who provided hundreds of hours of assistance, there would have been nothing to write about in this article.

Yellow beans, green beans, beets, cucumbers, red onions, squash, pumpkins and ornamental gourds!!



Our volunteers' successful gardening efforts in planting, weeding, rototilling, harvesting, delivering and selling resulted in providing delicious and nutritious produce to our clients in 17 of our Residences and Day Programs, and to the Shepherds of Good Hope and Ottawa Food Bank. As well, the public response at Silver Spring Farm was most encouraging and revenues from the sales will be available for our Gift Fund.

Good news about garlic! Although our entire garlic crop was lost due to winterkill, we were not to be discouraged. Thanks to many concerned and supportive individuals and organizations, we are pleased to report that in mid-October approximately 30,000 garlic cloves (including several thousand donated from Donna Davidson's award-winning "longest braid in the world") were planted, and the November placement of straw on the rows will, we hope, provide adequate winter protection.



We are delighted that several of our clients and staff were very much involved in our garlic activity and what a fine job they did!! At Arc Industries Bob Graziano arranged to have John Lonergan and some clients build two devices, which were used for marking the rows and holes.

As well, Bob also arranged for Tracey Williams and clients to split almost 2000 garlic bulbs into cloves. Loeb Centre's Joe Silverman and Ann Marie Bloom accompanied seven clients to Silver Spring Farm where they planted several rows of garlic cloves as well as enjoyed a delicious picnic lunch which they brought and shared.

The success of our Silver Spring Farm Agriculture Project and the Gift Fund is due to many volunteers and supporters. Each one has made a valuable contribution for which we are very appreciative.

Special mention is made of the members of the Church of Jesus Christ of Latter Day Saints, Dorothy Linden of Linden Duncalfe Financial Planning Group, the Walter Baker Chapter of I.O.D.E., Gloucester & Nepean Professional Firefighters Association Benevolent Fund, Mr. Stinky's Garlic's Floyd Granlund and several other garlic growers and farmers in Eastern Ontario, the Ambrose Burnett's and Andrew Bromley's, Burnside Sand and Gravel, Bells Corners Anglican and United Churches, Kanata Scouts, B&G Signs, Bells Corners Loeb and Loblaws, the local Radio, T.V., Newspapers and Tim Hortons. Our sincere thanks to All!!

Ed Haines and Jack Fraser on behalf of Silver Spring Farm Agriculture Project (To Volunteer, or for more information please call 569-8993 extension 409)



From left to right, Randy Elmose, Richard Chartrand and Joe Silverman at Silver Spring Farm.

Kudos to new Volunteers

Kudo's to the following Volunteer Groups who gave so generously of their time this year:

- Lucent Technologies – Charette
 - Sedbergh School – Campbell/Charette
 - ATT - Silver Spring Farm
 - Anderson Consulting – Beaudry
 - Ford Credit - CSS Apartment
 - Corel Co-Op Students – Rosenthal
 - Nortel Networks – Fairlawn

A special thanks goes out to the ladies from the Mormon Relief Society who have provided lunch for all the clients and staff at the Rosenthal Day Program on three separate occasions. That is over 150 meals. Way to go ladies!

Welcome to our new Volunteers:

- Kerri Bordeleau
- John and Stephanie Rathier
- George Tuskovich
- Caitlin Imrie
- Gates Cooney
- Karen Bergma
- Melanie Austreng
- Carley Duffy
- Martina Methot



Enhancing our Day Services

Over the last year, OCAPDD's Community Participation Support Services (Day Services) have been actively finding ways to enhance their programs by supporting more people. Quinlan Centre on Donald Street has increased the number of individuals attending their program by three, the Loeb Centre, also on Donald Street has expanded by seven people and Horticultural Plant Maintenance at both Tunney's Pasture and Sparks Street has taken in an additional eight individuals. Through these initiatives, an increase of eighteen spaces has been created.

Opening Of Two New Group Homes

Earlier this year, two new group homes opened their doors. The Programs are known as "Forest Gate" and "Settler's Ridge". Both residences are situated in the Barrhaven area. Clients have settled in and are enjoying their new homes.



Clients of each residence are hosting house-warming parties in December. For more information, contact the Program Supervisors, Cheryl Lapointe at 825-3570 or Nancy Lyon at 823-5743.

Delegations From China

OCAPDD was pleased to host two delegations from the Hebei Provincial Handicapped People Federation during the past year. Since its foundation in 1988, the Federation has been establishing enterprises for over 3 million disabled citizens, which accounts for 5% of the total population. Members of the delegation toured the Beaudry Residence, Loeb and Quinlan Centres.

Supported Employment

Presently, the Association's Supported Employment Program offers services to 85 individuals who are employed in a variety of jobs in the Ottawa-Carleton region. These individuals work in maintenance, office settings, car washing, merchandise stocking, cafeteria work, to name but a few of the employment areas. Their employers are comprised of retail, food and merchandise establishments, Government departments, private industry, law enforcement services and others.

The work performed by individuals is "real work". All the tasks performed are necessary parts of the employers' operations and all individuals must meet the performance standard expected for the job.

Individuals may be referred internally from other OCAPDD Day Programs or externally through Service Coordination. A comprehensive assessment is undertaken to ensure that each individual understands what working at competitive employment entails and to fully assess each individual's skills, abilities and support needs. This process allows the Program staff to reasonably "match" individuals to jobs that they can perform and which offer them an employment challenge. It should be noted that not all individuals who are referred are able to, or choose to, continue with the Program.

When a job is secured, the Instructor (also known as a Job Coach) first learns the job and then trains the individual to perform its functions. The Coach will spend as much time as is required with the individual to ensure that he/she has been able to master all aspects of the job. Gradually, the on-the-job support is diminished and the individual graduates to the "Follow-up" part of the program. At this level, the individual is seen regularly but less frequently. The "Follow-up" Coach remains in contact with the employer. This way they can ensure that the employer continues to be satisfied with the work being performed, and/or can re-train should the need arise. As a result of this continuous service delivery to both the individuals and the employers, we have some individuals who have continuous employment records of up to fifteen years with the same employer.

Examples sometimes help demonstrate what overviews generalize. Donna Lee started with the Association in June of 1981 at the **Loeb Centre** where she worked in the kitchen, performed telephone reception duties and delivered the Penny Saver. Donna then moved to our **Plant Maintenance Program** in December of 1982 and remained there until March of 1993, performing plant care duties including watering, trimming, fertilizing and cultivating. At that point she expressed an interest in joining the **Supported Employment Program**. The support staff at Plant Maintenance felt she was able and ready to take on a more independent work assignment. In order to facilitate a smooth transition, Donna initially worked part-time with both Programs. Donna's first job in Supported Employment was operating the manual elevators at both the Saxe and Justice Building. Donna was part of a team that operated some of the last manually-operated elevators in Ontario.

Donna's job was eliminated in 1998 and Donna & her Job Coach embarked on a job search. Through their combined efforts, Donna secured a position at an enterprise called the Living Room Warehouse. There Donna did cleaning and dusting of the showroom. Her employment lasted from May 1998 until April of 1999 when the store closed. At that time Donna returned, in a relief capacity, to the remaining elevator jobs. Through further job searching, Donna was successful in landing a job with **Mask Systems, a Division of Rebel.com**, where she performs a number of office-related maintenance and kitchen duties. She is very happy with her present position. In fact, more recently, the employer was so pleased with her work that they increased her hours.

We offer Donna as our profile to highlight how the Program staff and clients must work together cooperatively, how continuity of support is required when people lose their jobs and/or require re-training from time to time. Through all of this, the Supported Employment staff also assisted Donna in matters related to her family situation, her housing issues, medical needs and in helping her access other community supports. Donna is definitely a success story, with her success based on a combination of her abilities and determination and the ongoing support that she receives.

It is important to note that not everyone with a developmental disability can work at a competitive employment level, and not everyone

chooses to. Our experience confirms that there continues to be a need for a full spectrum of services including lifeskill programs and work options. This is reflected as well in OCAPDD's Mission Statement: *"To ensure and participate in the design and provision of quality services, in integrated or specialized settings within the Ottawa-Carleton Community, which will support persons with developmental disabilities according to their needs."*

Finally, we want to alert you to some changes that have been made by the Provincial Government that may impact on our ability to offer the quality of services we feel people merit and that is required to support them in competitive employment opportunities. The new ONTARIO DISABILITY SUPPORT PROGRAM ACT (ODSPA) has replaced the FAMILY BENEFITS ACT (FBA). This is the monthly welfare allowance that persons with disabilities receive from the Government. Covered under this new Act is a program called the EMPLOYMENT SUPPORT PROGRAM (ESP). This program is intended to assist persons from every disability group to find employment. The downside of this initiative is that it is a "purchase of service" arrangement. As such, people with disabilities will have to "purchase services" such as resume writing, job search and employment supports like on-the-job training. These services will no longer be of a continuous nature, particularly the on-the-job coaching which will only be three to six months in duration. As service providers we know that this approach will not be helpful to persons with developmental disabilities because it will not allow for the continuity of service that we are presently able to provide and that they require.

This new Government initiative proposes that base funding for Supported Employment Programs across the province be discontinued in favour of "fee-for-service" arrangements. This could pose a serious concern to OCAPDD participants and the Supported Employment. OCAPDD is doing what it can to influence change to this plan but it will require continued determination to accomplish this goal. In the end, whatever effort is expended is worthwhile if persons with developmental disabilities like Donna Lee can continue to receive the supports and services we know they require.

Submitted by the Supported Employment Team

Day of Caring

On Thursday,
October 5, 2000,
United Way / Centraide
Ottawa-Carleton and
Volunteer Ottawa held their
first **Day of Caring**.



The purpose of the day was three fold:

1. To show volunteerism in Ottawa and its true positive impact.
2. To pull people and resources together and help with the fundraising campaign in progress.
3. To show donors first hand the impact of their donations.



Semiconductor Insights Corporation Team



Nicole Lejeune and Julien Cota from La Cité Collégiale

OCAPDD was the recipient of seven matches in the community. Hats off to Hydro One, La Cité Collégiale, Semiconductor Insights Corporation, CS CO-OP Community Financial Services, Ford Credit, Nortel Networks and the Public Service Alliance of Canada who provided us with 40 volunteers who painted and cleaned their way to over 250 hours of volunteer time. Over \$1,800.00 worth of paint and supplies were provided by United Way. A big thank you also needs to go out to all staff who participated in the day for all their hard work in making the day a success.

Annual Picnic and Barbecue

On Sunday, August 13, 2000, OCAPDD held its second annual picnic and barbecue. Over one hundred clients, families and staff enjoyed a sunny day with great food and wonderful music provided by Jack McGuire. A Clown Around provided additional entertainment and Christina's Creations performed a puppet show for all to enjoy. Kudos' to Jane Lindsay and all the volunteers who made the day a success. Next year's picnic and barbecue will be held on Sunday, June 24, 2001. Mark your calendar.



Little John from "A Clown Around" and Barbara Bell

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For more information on
OCAPDD please visit our
Web Site at
www.ocapdd@ocapdd.on.ca

PROGRAMME DE COURTAGE POUR PERSONNES ÂGÉES

L'Association d'Ottawa-Carleton pour personnes ayant une déficience intellectuelle (AOCPI) offre un Programme de courtage pour personnes âgées (de 55 ans et plus) ayant une déficience intellectuelle de la région d'Ottawa-Carleton. Centraide fournit les fonds au Programme de courtage pour personnes âgées.

L'Intermédiaire de soutien auprès des personnes âgées assiste sa clientèle à participer aux activités communautaires qui rencontrent mieux ses besoins personnels en tant que personnes matures, tout en leur assurant le soutien nécessaire. De plus, l'Intermédiaire de soutien: défend les droits de la personne âgée ayant une déficience intellectuelle; assiste au placement potentiel dans un établissement de soins de longue durée; et agit comme personne-ressource qui fournit des renseignements généraux et de l'information pertinente à la clientèle des personnes âgées ayant une déficience intellectuelle.

Si vous avez besoin de plus amples renseignements, n'hésitez pas à communiquer avec Christy Williams, l'Intermédiaire de soutien auprès des personnes âgées, au 569-8993, poste 247.

We Care About Our Community

On June 28th and 29th, the Home Depot Team from the Cyrville Road location replaced the Respite Care Program fence. The Home Depot provided both the labour and materials necessary to complete the project. The team worked for two days removing and rebuilding the fence. This project is part of Home Depot's "We care about our community" project. A heart felt thank you goes out to them!

OCAPDD and several other Ottawa Agencies are supporting Service Brokerage via the insertion of their newsletter with our newsletter.



Come One Come ALL!

Do you know anyone with great imagination and creativity? Someone who has graphic art experience? We are currently looking for an individual to work with the Coordinator of Volunteers to develop a new and innovative volunteer brochure.

Do you have a few hours a month to spare? Leisure companions are always in demand and it can be a very rewarding experience. For more details contact Debbie Blasutti, Coordinator of Volunteers, at 569-8993, extension 243. Hope to see you soon.

