



Ontario Rehabilitation Work & Community (ORWC)



Vision Statement

*Working together to
promote,
develop and implement
services
that are reflective of
integration
and community
interaction.*

Mission Statement

*ORWC is a professional
association representing
organizations
which provide innovative
training to assist
individuals with
significant barriers
to make the transition
to employment and
community-based
alternatives.*

MESSAGE FROM THE PROVINCIAL COORDINATOR

Welcome to the Fall 2004 edition of Community Forum. Once again, your ORWC Conference committee from Community Living Kingston has organized and hosted an outstanding annual conference. The Kempenfelt Centre in Barrie was a change of venue from the past several years and was enjoyed by all who attended.

ORWC's annual conference marks the culmination of a year of planning and coordination by your Conference committee and Board of Directors. It is also the time that the association holds the Annual General Meeting. As we start our fiscal year (August 01, 2004 to July 31, 2005) ORWC continues to position itself as the association of choice for agencies and service providers to belong to. With a history of representing agencies, organizations and individuals who are involved in the delivery of vocational & employment support programs, ORWC continues to evolve.

During the year 2003/04, your ORWC Board has been very active. Several of the highlights include:

- Members Day 2004, Whitby
- Enhancement of the orwc.net web site
- A very successful annual conference in September 2003
- Development of "draft" policies by the Policy Committee which were approved at this year's AGM in October 2004
- Review and refinement of financial procedures by Finance Committee

IN THIS EDITION

- 2004 ORWC Conference Report
- Feature Agency
Community Living Brant
- Changing Times in
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- Community Living
Kingston ODSP
Employment Supports
Program
- A special thank you!
- Mid-Eastern ORWC
Chapter Bursary Awards
- Innovation Award 2004
Community Living
Campbellford/Brighton

OUR MISSION WILL BE ACCOMPLISHED THROUGH:

1. ORWC will provide current and professional training to our members, through annual conferences and timely workshops across the province.
2. ORWC will lobby and advocate for our members as we comment on public policy and promote excellence in service provision.
3. ORWC will promote and support the essential services our membership provides to individuals facing significant barriers to full community participation.
4. ORWC will promote timely communication as a forum for the exchange of ideas and the identification of issues that are relevant to the field of vocational rehabilitation.
5. ORWC will assist member agencies in their pursuit to develop and implement innovative solutions to employment and community-based alternatives.
6. ORWC will continue to support and promote the strong collective experience and expertise of our membership.
7. ORWC will provide a network where national and international practitioners can share and exchange strategies in the research and development of the vocational rehabilitation profession.

2004 ORWC CONFERENCE

- Kelly Smith,
Community Living Kingston

Another conference has been successfully completed. This is the third and final year the Community Living Kingston team has organized and run the annual conference for ORWC. Next year's conference will be hosted by another member agency. Once again, the weather was phenomenal, and the new location at the Kempenfelt Conference Centre was excellent in terms of service, atmosphere and food.

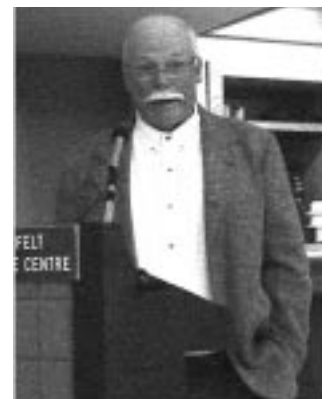
This year's conference was focused on employee health and wellness. The theme was carried through in sessions, the welcoming bags, and leisure activities. Delegates received some personal pampering items upon their arrival; sessions were available on Brain Gym, Meditation, and Grounding & Centering. During leisure time, delegates engaged in physical activities available at the resort such as biking, hiking, sitting on the beach or in the jacuzzi and playing tennis.



On the professional end of training, attendees were having a difficult time deciding which sessions to attend from the selection available including Creative Time Management, Effective Brainstorming, applying for Trillium funding, and the e v e r

popular ODSP Employment Supports sessions. Other popular sessions included dual diagnosis, aging populations, sexuality, and many more.

Other functions allowed for networking and mingling. This included the wine and cheese on Tuesday evening, the hospitality suite and



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Community Forum's Feature Agency

Community Living Brant

Community Living Brant has been providing support to individuals with developmental disabilities for more than fifty years. In 1952, a group of concerned and committed parents formed the Brantford and District Association for Community Living. Their goal was to provide community-based services for their children. In 2003, the Board of Directors elected to change the name of the agency to "Community Living Brant". The current mission statement reads, "Community Living Brant is committed to provide supports and services to meet the diverse development needs of children, adults and their families". The dedicated group of committed parents, who initially formed the agency, now has grown an agency that currently supports more than 245 individuals, and provides employment for more than 200 staff. Community Living Brant provides supports for individuals in the following programs: Residential Group Homes, respite Care, Supported Living, Community Activities Program, Associate Family, Young Adults in Transition, Supported employment and Dunn Enterprises, our sheltered workshop.

The Supported Employment Program provides assistance to individuals seeking employment in the community, earning minimum wage or better. Community Living Brant "envisions a welcoming, informed community where all are encouraged to reach their full potential". The agency is committed to supporting individuals to set life goals and outcomes to work toward the realization of their personal goals. Many of the individuals have identified competitive employment as being high on their priority list. We believe that employment is a priority because individuals recognize that it provides them with opportunities to increase their income and to fully participate in their community. As a result, the Supported Employment Program has grown and developed to align



its services to meet the demands of people receiving services. To date, there are fifty individuals employed in Brantford and Brant County and many more people are anxious to join their peers in the workforce.

Community Living Brant has been an approved Service Provider for the Ontario Disability Support Program - Employment Supports since 1999. In 2002, the agency received a one year grant from the Ministry of Community and Social Services to develop an Innovative Project. The intent was to reduce the agency waiting list for people seeking employment.



Upon completing the Innovative Project and one year thereafter, 15 of the 28 participants gained successful community employment. This set the pace to move more assertively in the O.D.S.P. - Employment Supports direction. Although the Innovative Project did help to address the waiting list, the reality is that the list has continued to grow larger

as more and more individuals are spreading the word about "how to get a job!" As many individuals reach their ultimate goal of competitive employment, the excitement and celebrations continue!

The employment services and supports include employment planning, resume development, preparation for interview skills, job search techniques, job coaching, monitoring and follow-up. Staff provides assistance to job seekers to go out and market their skills and abilities to potential employers. In addition to developing opportunities for competitive employment, staff provides opportunities for unpaid work experiences and job trials for those individuals who need to further develop their skills or just doing some career exploration. Job coaching is provided to help individuals to learn the job, build their skills, and work towards a competitive level of productivity.

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COMMUNITY FORUM'S FEATURE AGENCY

Continued

In addition to skill building, job coaches often liaison between employers and employees to help deal with workplace issues, should they arise. If required, individuals receive support and mobility training to learn how to use the transportation system so they can achieve as much independence as possible at their job.

We all know that many people take their jobs for granted. Staff have witnessed individuals work very hard to build their skills from scratch, and eventually receive competitive employment. Facts show that individuals with a developmental disability prove to be reliable, dependable and very dedicated employees. Staff have observed individuals who were previously shy and withdrawn to gain confidence and an improved sense of self-worth. A success story about a young woman with multiple barriers to employment has found a job and a staff team that has been so supportive that she has "blossomed" wonderfully in all areas of her life. This is a person who was previously judged by other to be unemployable due to her multiple challenges. Yet, she has proven them wrong by becoming an integral and valued member of the restaurant staff team. She has now been employed for over a year and performs her duties proficiently and with a great deal of pride.

As a Service Provider, employment plans are very individualized as directed by the person. Necessary supports based on the needs of the person are identified in their plan. Through the employment program, individuals have successfully gained knowledge, experience and skills, in an effort to find their place in the work force. Whether it is job coaching support to learn a specific task or how to communicate with fellow employees, staff provides the necessary assistance to individuals to become independent and successful at their job. Staff have witnessed people attaining their employment potential and surpassing all expectations expressed by others. In June 2004, a young man received an opportunity for employment within a unionized screen printing business. Staff worked very hard to ensure that all of the necessary supports that he required to be successful in his new job were provided. Since the start of his job, he received

extensive job coaching to help him adjust to working, to learn how to communicate with his fellow employees and to develop job specific skills to be successful. The employer has indicated that he is very pleased with his progress to date and that

hiring from the employment program has been a rewarding experience for their business and that the person they hired is an enthusiastic worker and consider him a valuable addition to their company. Most recently, the celebration has peaked as this individual is now in the union and is receiving all the benefits that all other unionized employees receive—a true experience



about equal opportunities for all people! A recent e-mail from his mother talks about how the whole family has positively changes as a result of their son's successful employment. It reads, "I have watched my son go from a frightened boy, to a young man who is now looking forward to a place and future in his community. He gains self-confidence daily. He conscientiously makes sure the alarm is set, his lunch is made . . . and that he gets a good nights sleep. Because of his employment, this young man experienced his first genuine act of inclusiveness. When his co-workers presented him with a signed birthday card, they had no idea that, that card would mean so much to him. As his parents pointed out, this was the first time in his life, that anyone, outside of his family had given him a birthday card. He was so excited by the simple gesture, that he went home after work, and proudly showed his family. Employment changes lives!"

Respectfully submitted,
April Soltau
Program Supervisor
Community Living Brant
(519) 756-2662 ext 224

CHANGING TIMES IN ODSP EMPLOYMENT SUPPORTS

- Kelly Smith, Employment Facilitator
Community Living Kingston

In May 2002, a steering committee comprised of Employment Planners for the South Eastern Region of ODSP Employment Supports began meeting. ORWC was involved in the process of bringing about change in the South East Region through the identification and development of recommendations.

From the initial steering committee meeting recommendations were made in the following areas:

1. Improve the written employment plan format by combining the Action Plan and funding Summary documents, in addition to other recommended changes.
2. Improve the current fee schedule by increasing the fee for Supports Coordination from the current rate of \$60.00 to \$75.00 an hour as well as increase the fee for an Interim Employment Plan from \$400.00 flat rate.

Information provided through ORWC members on fee structures in different regions of the Employment Supports program across the province of Ontario assisted in the recommendations brought forward. Recommendations were presented in writing to the Regional Manager Maribeth Bateman in December of 2002.

In the spring of 2003, after careful review by the regional Employment Support Specialists and the Regional Manager Maribeth Bateman, a date was set to meet

with key representative of the steering committee. Representing ORWC and Community Living Kingston, Kelly Smith attended and verbally reinforced the rationales behind the recommendations which were forwarded to corporate in writing.

In spring 2004, Employment Planners in the South East Region were rewarded for their effort by the announcement that the service fees for Supports Coordination would be increased from \$60.00 to \$75.00 an hour as recommended and that the flat rate for an Interim Employment Plan would be increased from \$400.00 to \$450.00. In the fall of 2004, further changes were announced. The Action Plan and Funding Summary documents were combined into one easier to use document.

As individuals expressing dissatisfaction, the Employment Planners of South East Region were encouraged to become one voice by coordinating a steering committee and bring forward written recommendations. With the support of ORWC, changes within the Provincial Government were able to be made. It was a two year process, by WE were able to make that change thanks to the ORWC Board of Directors, the ORWC member agencies, the South East Region Employment Supports Program and the South East Region Employment Planners.

MESSAGE FROM THE PROVINCIAL COORDINATOR

Continued

- Enhancement of the monthly Info-Faxes to include a featured member agency and a training calendar of events for members
- Enhancement of the "Community Forum" newsletter to include a feature agency, a "Trading Post" for member agencies, feature articles from members, letters to government and biographies of members of Provincial government, and ensure the newsletter is included on the ORWC web page
- ODSP action Committee letter to the Premier prior to the Throne speech
- Awards for Innovation of Excellence for member agencies
- Development of an action plan for the Provincial

Coordinator in concert with the Board activities & goals for 2004

- Continued development of working relationships with government ministries
- Meeting with Kitchener-Waterloo area agencies
- Development of an ORWC brochure
- Board representation at the annual OADD conference

WHERE DO WE GO FROM HERE?

ORWC has demonstrated a commitment to being a vital link in providing its membership with a voice and presence in the following areas:

- Training — Sponsorship of training events across Ontario, including the annual conference. Promotion and communication of training events through the Info-Fax & Newsletter, and on the ORWC web page.

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MESSAGE FROM THE PROVINCIAL COORDINATOR

Continued

- Policy development.
- Communications — Information from/to government.
- Information sharing between agencies . . . best practices, feature agencies in Newsletter & Info-Faxes.
- Networking.
- Employment opportunities.

The goal of the association is to enhance our performance in these areas and to create an organization of choice for membership.

HOW DO WE GET THERE FROM HERE?

- Grow the ORWC membership from our current base of 55 to 70 in fiscal year 2004-2005. With a strong membership base, ORWC will increase the opportunity to create an increased presence with government and other provincial and national organizations.

HOW WILL WE GROW THE MEMBERSHIP?

By continuing to do what we do best...training, communications & advocacy.

- Increase our board representation from across the province. If YOU are interested, please contact any board member. I would like to extend a welcome to our newly appointed Board members, Judy Bernstein from Ottawa Carleton Association for Persons with Developmental Disabilities and to John Brudek from Challenging Directions Enterprises in Whitby, Ontario.
- ORWC's web site has recently been enhanced. We need to keep the site current and make it a regular destination point for members as a source of information, training events, employment opportunities and best practices.
- The annual ORWC conference continues to be an opportunity for all members and prospective members to meet, network and participate in training workshops, and to help shape the future of ORWC.
- ORWC has the ability through its board and members to help shape policy through regular contact and strong working relationships with government and other provincial organizations.

HOW WILL YOUR BOARD AND PROVINCIAL COORDINATOR MAKE THIS HAPPEN?

- By continuing to establish and develop strong relationships with government ministries.
- Funding...we need a solid financial base. Our funding comes to primary sources...our membership dues and the annual conference. In order to create the kind of organization that will attract new members we require new and sustainable sources of funding. Working with Board committees and the Finance Committee, funding proposals for training events, sponsorships, grant proposals and other sources of revenue will be developed. With an increased membership base, our funds will increase and result in a sustainable revenue source. The Finance Committee is currently working on obtaining "Charitable Status" for ORWC.
- Communications! Through continued cooperation and participation from our members, the Administrative Assistant & the Provincial Coordinator will produce the "Community Forum" newsletter. The newsletter will be published on a quarterly basis.
- Info-faxes: Monthly Info-Faxes will continue to be published and will feature a member agency and include a training calendar and current issues.
- ORWC web page www.orwc.net Our goal is to create a web page that will be interactive with comments & questions from site users responded to in a timely manner. Potential sponsors/advertisers for the web page will be sought.

HOW CAN YOU HELP?

- Promote ORWC membership with agencies in your area.
- Consider a position on the Board of Directors, and/or the conference committee.
- Contribute to the monthly Info-Faxes, the Community Forum newsletter

WHAT DOES THE FUTURE HOLD?

- A solid membership base with sustainable funding/revenue source(s).
- A leader in representing our membership in government policy development.
- The provider and sponsor of "must attend" training events and conferences.
- The "source" for current information to all member agencies.

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COMMUNITY LIVING KINGSTON ODSP EMPLOYMENT SUPPORTS PROGRAM

Lisa Pennock, Employment Facilitator

This year Community Living Ontario is focusing their campaign on employment for people with intellectual disabilities. Here at Community Living Kingston, we have been doing this for a few years now under the ODSP-Employment Supports Program. An increasing number of people connected with Community Living Kingston are being hired by employers in the Kingston area for a competitive wage. I am proud to be one of the people who help facilitate this and I would like to take this opportunity to share with you the experience of one person and the company that hired them.

In March of 2004, Jim Murphy, owner of Baby Your Baby Car Care, responded to a letter that I sent him, which was to request a job trial for Yvon Cloutier, who was looking for work as a car detailer. Jim and Yvon met a couple of weeks later and since then there has been no turning back! Jim hired Yvon on a part time basis at a competitive wage. But Jim has gone above and beyond his requirements as an employer and exemplifies the Community Living Kingston mission statement. He never assumed that Yvon could not do the job and he gave him a chance with the same expectations that he would have for anyone else. He also pushed Yvon to his limits. When Yvon would accomplish a new task he would train him in another. The last I heard, Yvon was learning how to do an engine shampoo! More than once I have phoned the shop to have Yvon answer the phone, promptly correcting me that I was already speaking to Yvon when I would ask for him! Jim was out of the shop and Yvon was holding down the fort!

When I first met Yvon, he was feeling a bit disheartened at being laid off from his first job. But he was determined to go through the process of exploring the possibility that there was another car detailing job out there for him. I wasn't sure. I was new to this position and unfamiliar with the job market for this type of work. Being naïve about something has its advantages. I kept hearing that car detailers required a driver's license and that car detailing was contracted out to specialists. However, I don't give up easily and I persevered and so did Yvon. There must be someone who would

hire a person to car detail without requiring a driver's license. Finally, I looked to the small owner operated places. Some wouldn't give me the time of day, saying they were too busy to take the time to train someone. Excuses really, because I do the job coaching and extra training if required. Then Jim phoned me, shortly after receiving our request of a job trial. Jim took the time to give Yvon a chance. Yvon has been smiling ever since. Even before Yvon was actually hired, he told me that he was gaining some valuable experience from Jim, so that no matter what the outcome, he was pleased. I am grateful that Jim took the time to read my letter, that he didn't toss it in the garbage, that he didn't think it would be too much work and that he took the time to give me a call and meet with Yvon. Kudos. Jim.



Our 2004-2005 membership drive is underway and we have two new members to date. Welcome to "Community Living Brant", Brantford, Ontario and The Salvation Army, Lawson Ministries from Hamilton, Ontario. Your suggestions, ideas and participation will contribute to the success of our association. Thank you for your continued involvement and support.

Jim Paul
Provincial Coordinator, ORWC

THANK YOU!

On behalf of the Board of directors and membership of ORWC, we would like to extend a special thank you to Ruth Armstrong, President of VISION Management Services for her role in our Innovation Award selection process for 2004. Ruth reviewed all applications using the selection criteria as the benchmark and provided ORWC with a professional opinion on which a final decision was made. Ruth's profile is included in this edition.



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MISSION

To create healthy organizations and communities through effective leadership.

EDUCATION

BA (Psychology) McGill University
MBA University of Toronto

MANAGEMENT CONSULTING PRACTICE

Ruth R. Armstrong, MBA is President of VISION Management Services, a management consulting practice committed to building healthy organizations. Ruth is a dynamic presenter and facilitator who has provided leadership development and consultation to more than 200 public, private and nonprofit organizations in Canada and the United States. Ruth specializes in the areas of strategic planning, conflict resolution, organizational change and governance.

Ruth teaches governance in the MBA program at York University's Schulich School of Business. She also conducts workshops on a variety of topics in management and governance to executive directors, senior managers and board members. Ruth's facilitation skills, in combination with her knowledge of a variety of sectors, create a stimulating environment for learning. Her workshops, sessions and courses have proven to be effective tools for developing professional skills, addressing organizational needs and facilitating group problem-solving.

Ruth has published a number of articles on, and is a recognized leader in, governance.

MID EASTERN CHAPTER OF ORWC BURSARY AWARD WINNERS

We are pleased to announce our 2004 bursary recipients. Three bursaries were awarded this year.

Congratulations to Lisa Connell, Heidi Adam and Chris Normile.

Lisa has been working in the education and developmental services field for a number of years and wanted to upgrade her skills. She is currently completing the Community Service Social Worker Diploma Program. We were impressed with Lisa's contributions to the community and her dedication and resourcefulness in achieving her career goals even though she is faced with many financial barriers. It would be easy to give up but with Lisa's positive attitude and immense motivation she only accepts success.

Heidi is a performer and founder of a blacklight theatre group called the "Light Magicals". She is pursuing private dance lessons at the Trenton School of Dance to advance her skills as a performer to the next level. We were impressed with Heidi's creativity and motivation. She was always inspired by the Famous People's Players but couldn't join them as she does not live close enough so she started her own Black Light Theatre group! We included an article to share with everyone their great success to date and show what can happen when we "Dare To Dream."



Chris will be utilizing his bursary to attend an All Terrain Vehicle Safety Course to help in achieving his vocational and social aspirations. Chris has recently moved to rural Ontario. He saved to buy an ATV and hopes this will lead to opportunities to work or volunteer with a local ATV association. We were impressed with Chris's ingenuity in not only solving his rural transportation issues; he also coupled his love of nature with a career pursuit and opportunity to meet others in his community with similar interests.

We extend our best wishes to these deserving recipients for continued success in their career pursuits.

2004 ORWC INNOVATION AWARD RECIPIENT

Community Living Campbellford/Brighton

THE JOB ZONE

Three years ago, Community Living Campbellford/Brighton took on a truly innovative approach to the way in which they were providing supports and services to people with intellectual disabilities in the area of employment. The recognition that employment provides so much more for a person besides monetary gain, moved the Association to address the importance of the role employment plays in people's lives. Talking to Self-Advocates painted a very clear picture for the Association, that people wanted to become valued and contributing members of their community.

One Self-Advocate employed at the Job Zone informed facilitators that "work provides me with an opportunity to make money, a chance to meet people, a sense of accomplishment, and a way to participate in my community". Community Living Campbellford/Brighton strongly believes that being visibly present in the community and actively participating in the life of the community opens the doors to inclusion and opportunity for people.

In the fall of 2002, Community Living Campbellford/Brighton opened up a new service to the Campbellford community, the Job Zone, which took the focus of employment to the community that were previously lacking and began to reflect the direction that the provision of supports for employment would take. The Job Zone offers a variety of services to the community, which include lawn and garden maintenance, home and office cleaning services, delivery services as well as a variety of other jobs.

Through funding secured by the ODSP Employment Supports Innovative Projects, the Job Zone was able to focus on more readily on creating a reputable business in downtown Campbellford. The funding assisting in hiring a project coordinator and provided specific funding

to help with marketing. Initially the focus of this project was on assisting people to experience a wide variety of employment opportunities as requested by the community to help them make an informed decision as to what types of work they enjoy and would like to pursue training in. Exploration itself was of paramount importance to helping people identify what exactly it is that they wish to pursue as a job or a career.

The Job Zone is innovative in several ways. First, it creatively supports people with intellectual disabilities who have traditionally faced barriers accessing employment opportunities. By creating the opportunity to experience a wide variety of employment options, each individual will truly be able to make an informed decision as to what type of meaningful work they choose to engage in. This project is unique in that it will not be limited to providing training on one specific area of skill development or expertise such as a store or restaurant setting but rather a large variety of completely different

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Left to Right: Caroline Hunter (ORWC Board Member), Scott Bland, Donna Shanks and Marie Ferguson Community Living Campbellford/Brighton staff.

2004 ORWC INNOVATION AWARD RECIPIENT

Community Living Campbellford/Brighton

Continued

job opportunities that require skill sets. The Job Zone believes that this varied work experience will prove to be beneficial in helping people to find the job or jobs they will enjoy and commit to.

Secondly, the Job Zone does indeed fill a gap in our community for the need of an “odd jobs” business. We are very confident that this much-needed service is a valued resource to the Campbellford community and will prove to be a successful venture.

Community Living Campbellford/Brighton has successfully implemented Accreditation Ontario's 25 Personal Outcome Measures in the implementation of this project. It continues to provide supports and services to individuals that promote opportunities for personal growth within their community. The Job Zone's

current customer base consists of just over 85 community members and businesses and has generated a revenue of well over \$7,000.00 . The Job Zone is well on its way of reaching its goal of self-sufficiency.

The Job Zone is a project created out of the dreams and aspirations of the people supported through Community Living Campbellford/Brighton. While it is currently in its initial stages of development, ultimately, one day we would love to see this business expand into a fully integrated job finding and skill development centre for community members seeking work. Choice, independence, self-confidence and community capacity building were all areas that Job Zone has seen change in. For those employed at the Job Zone, the employment barriers have begun to dissolve and community partnership and connections are on the rise!

2004 ORWC CONFERENCE

Continued

beach bonfire, formal dinner and dance on Wednesday and the closing ceremonies where the winner of this year's Innovation Award was announced. Congratulations to Community Living Campbellford Brighton!

This year ORWC said good luck and thank you to a long time board member Rick Lewis as he retired from his position with Challenging Directions. Rick served as treasurer on the board of directors for over 20 years. He will be missed by many.

This year's conference brought the largest attendance at the Annual General Meeting in over a decade, as well as over 100 people for the closing ceremonies where the conference highlights were unveiled. The highlights will be posted on the website shortly for those of you who wish to revisit “toga-man”

Thanks are owed to many for making this year's event such a success including the resort, the team from Community Living, the presenters, and the attendees. See you all next year!



COMMUNITY FORUM

Ontario Rehabilitation, Work & Community (ORWC)

ORWC Board of Directors

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COMMUNITY FORUM “TRADING POST”

Trading Post is a regular feature for our newsletter. Agencies can advertise items, services, equipment, etc., in this column at no charge. Please forward your request to Jim Paul at (fax) 613-284-1280 or at jpaul49@sympatico.ca. Include a description of the articles, the price and your contact information. Don't forget, our newsletter is posted on the web, (www.orwc.net), so your sales opportunities are greatly increased.

* ORWC reserves the right to approve all Trading Post listings.

*On behalf of the Board of
Directors of ORWC,
I would like to extend our
best wishes for a safe and
happy holiday season and for
a prosperous 2005!*

*Hugh Nelson
Chairperson, ORWC*

ORWC Board of Directors

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