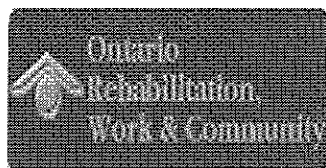




**Ontario Rehabilitation,
Work & Community**

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



MISSION

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

VISION STATEMENT

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

IN THIS EDITION

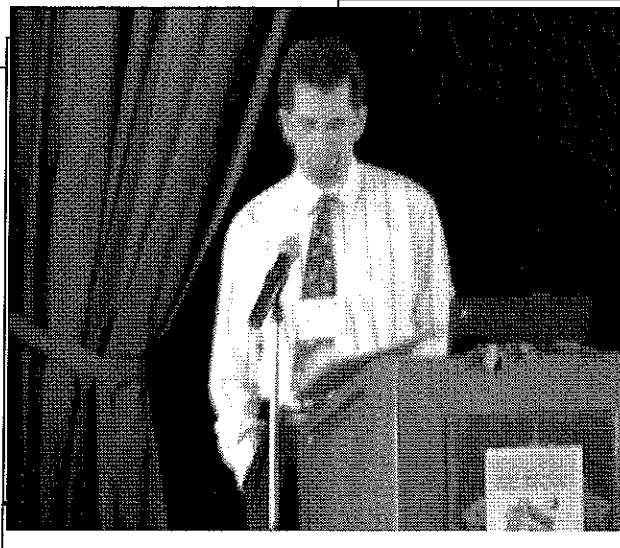
- Provincial Chair Update
- Mission Statement & Vision Statement
- Board Recruitment Campaign 2006
- Feature Agency—Community Living Kawartha Lakes
- Board of Directors
- Trading Post

CHAIRPERSON'S REPORT

The Annual ORWC Conference.

The Board of ORWC is hosting its annual Conference at the beautiful Glen house on the St. Lawrence River in

Gananoque. While enjoying a stimulating three days of training opportunities you will also experience the warmth and comfort of the amenities and have time to meet with old friends and make new ones. We have divided up the sessions into three streams. The Professional development/ Staff wellness stream will look at how to motivate and engage staff through building coping strategies and building teams. The second stream is called "Innovations" and highlights the newest projects being developed through



the innovations funding from MCSS. The Third stream is "Therapeutic" this will be a series of basic professionals "How To's" that will have you leaving the conference with some new skills sets related to caring for the individuals who are entering our community. The O.R.W.C. Conference team is working at building a full and enjoyable learning experience for you throughout this con-

ference. We look forward to spending time with you - again for many people who have made this their annual conference but also those of you that will experience this event for the first time.

See you there

Hugh Nelson
Provincial Chair
ORWC

**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

MESSAGE FROM THE PROVINCIAL CO-ORDINATOR

"GET ON BOARD with O.R.W.C.!"

Ontario Rehabilitation, Work & Community

Board Member Recruitment Campaign 2006

O.R.W.C. is a professional association representing organizations which provide innovative training to assist individuals with significant barriers to achieve employment or participate in community based alternatives.

This provincial organization works to promote the development and implementation of services that are reflective of integration and community interaction.

O.R.W.C. is looking for volunteer board members with knowledge and/or experience in some of the following areas:

- Strategic Planning and Evaluation
- Community Development
- Policy Development
- Finance and Administration

- Fundraising
- Barriers to employment and community interaction
- Disability Awareness

Board members serve for a two year term and are expected to serve on a committee. The Board and Committees generally meet once every two months.

This organization is interested in diversity of representation on the Board, in terms of ethnicity, occupation, geographic location and type of experience with assisting individuals with significant challenges. Currently, the board is seeking to add members of a visible minority group, and to add representation from beyond the Ottawa-Kingston-Toronto corridor.

Requirements for Candidates

- A demonstrated interest in the ORWC's ser-

vice goals.

- Specific experience and/or knowledge in at least one area: Human Resources, Planning, Finance, Community Relations, or Organizational Operations.

- A willingness to promote, develop and implement services that are reflective of integration and community interaction for individuals with disabilities.

- Representative of some aspect or segment of the population in the community.

- A willingness to expand knowledge of board responsibilities through orientation and ongoing education.

A willingness to represent the ORWC in the community.

If interested or for further information please contact **Jim Paul** at (613) 284-1280.

ORWC—Feature Agency

Community Living Kawartha Lakes

Community Living Kawartha Lakes is celebrating its 45th anniversary. We have grown so much in our four and a half decades that Community Living Kawartha Lakes is now considered one of the largest not-for-profit employers in the City of Kawartha Lakes. Over one hundred staff members provide quality supports and services to over 750 individuals with developmental challenges and their families. Community Living Kawartha Lakes was established in 1960 by families, parents and community members that shared concerns for individuals with intellectual challenges. Community Living Kawartha Lakes is a charitable, not-for-profit organization. We provide a wide range of supports to people with intellectual challenges and their families. Our work is far reaching - beyond the City of Kawartha Lakes; some of our services also extend to the Counties of Peterborough, Haliburton and Northumberland. Community Living Kawartha Lakes has developed a variety of services and supports over the years. These include Arc Industries, a workshop for post-school work and continuing learning (1973-1990), as well as a nursery school (1982-1991). Group homes for supported living, first opened in 1979, continue to offer service today. In the mid 1980's, society was recognizing the right of all its citizens to fully participate in community life. There was a shift to support integration of those with developmental challenges into the community. As well, there was new emphasis on the importance of the family in meeting the needs of individuals within the broader community. Reflecting the move away from the mentally retarded label and focusing on community inclusion, our name changed to the *Victoria County Association for Community Living (VCACL)* in 1988. In 2002 we became *Community Living Kawartha Lakes* and we continue to offer a wide range of supports centered on the needs of the individual and family. We made this name change to reflect our participation in the Provincial Communications Strategy and the municipal restructuring that resulted in the City of Kawartha Lakes. In the past year alone we supported over 750 individuals and their families. Community Living Kawartha Lakes exists so that people with intellectual challenges and their families can achieve their personal goals and participate in the development of healthy, inclusive communities.

As with most other non-profits, Community Living Kawartha Lakes has had to 'think outside of the box' and create external sources of revenue to maintain its continued level of service quality. Out of this new thinking has come Job Quest. Ontario Disability Support Program (ODSP)'s employment supports are for people with employment barriers who can and want to work in competitive employment.

They say "Nothing easy is worth doing and nothing worth doing is easy." The short history of Job Quest is a testament to such perseverance. In 2004 Dorla Pearn - then a part of Community Living's Independent Living team - attended an Ontario Rehabilitation Work & Community Conference in Gananoque and heard about the MCFCS (Ministry of Community, Family and Children's Services) Employment Support Program. The information that Dorla obtained at the conference inspired her to make a presentation to the Independent Living Team Leader. She was encouraged to gather additional details to support the value of an employment program to Community Living and then to present her findings to the association's Executive Director. While still keeping her main focus as the primary support staff person in Fenelon Falls, Dorla gathered resources and met with experts in the field to determine if the employment supports program had the potential of becoming a viable fee-for-service business for Community Living Kawartha Lakes. Putting all of her research on paper, Dorla made a presentation to Community Living's Executive Director Finance Manager. In her presentation, Dorla touched on what benefits the program could have to Community Living Kawartha Lakes - for example, generating revenue and adding Community Living's services to assist clients to overcome barriers to employment. Our Executive Director suggested that Dorla present her research to Community Living Kawartha Lakes' Board of Directors as a one-year pilot project to determine its viability - that is, to establish whether the employment supports program could cover all of its operating costs after the first year. If the pilot project was successful, Community Living would look at creating a business plan for the future of employment supports within the agency. Dorla presented her research to the association's Board of Directors and they voted to implement the ODSP Employment Supports Pilot Project. (continued on page 5)

(Community Living Kawartha Lakes Con't)

The pilot project approved, Dorla was given the responsibility to develop a proposal for Community Living Kawartha Lakes to become an employment support service provider. The next few months were busy for Dorla as she worked on the proposal while also continuing with her full caseload in Fenelon Falls. About two months later, Dorla completed the proposal and met with the Ministry on behalf of Community Living Kawartha Lakes to review and/or answer any questions that they had about making Community Living Kawartha Lakes a part of their Employment Supports Program. Four weeks later, Community Living Kawartha Lakes received a letter from the Ministry of Community, Family and Children's Services Regional Office offering congratulations for becoming their newest Employment Supports Program service provider within the City of Kawartha Lakes. The rest, as they say, is history. The one year pilot project is complete and the Employment Supports Program - now known as Job Quest - is a fully functioning and thriving division of Community Living Kawartha Lakes. Job Quest provides employment support services in the City of Kawartha Lakes and is a division of Community Living Kawartha Lakes. Job Quest gives people with employment barriers the power to enter or re-enter the workforce and to access the supports that they require to be successful. Removing the barriers to employment is the main objective of Job Quest. Competitive employment can be full-time, part-time, self-employment or contract work, earning minimum wage or more. Job Quest assists people in taking control of their own futures by planning a job-finding strategy and taking responsibility for following through. With assistance from Job Quest, participants complete a step-by-step employment plan through which they identify goals and plot out a job-finding strategy. Special skills and experience - as well as disability related challenges that participants may face in the workplace - are noted in the plan. Then, working together with staff, participants decide upon the supports that they need to be successfully employed.

Todd Montgomery is one of Job Quest's first success stories! You can recognize him by his big smile and witty sense of humour. He enjoys kayaking, 4-wheeling and is the uncontested, self-proclaimed biggest fan of his daughter, who is a promising young competitive swimmer. Todd has Cerebral Palsy. Since birth he has had five operations on his legs. As Todd puts it, "Finding employment is like a race. We all start out the same in life. If you are well physically and mentally, you have more options to choose from and you can get to where you want to go more quickly. If you have a disability, there are hurdles to get over most every step of the way."

Todd gives us an example: "There are always ways to make money - for instance in the summer there are plenty of general labor jobs such as roofing, construction and landscaping, etc. For me, they are not an option because I cannot meet the physical requirements of the job. I need to find some other way to earn a living." Todd's approach in life has always been to face the challenge and fight it. Even so, there were times when he became angry and frustrated with the process of finding a job. Todd says, "The issue of money affects you socially, emotionally, physically and mentally." With a strong work ethic and the desire to become competitively employed, Todd explored many of the employment programs out there. He tells us, "I tried several different employment programs but they just didn't follow through. They couldn't get past my disability." On a tip, Todd contacted program supervisor, Dorla Pearn, at Job Quest. "She saw the person and not the barrier to employment," Todd states. "I felt comfortable and able to pursue my goals." With support from Job Quest, Todd secured a permanent cleaning contract as an employee of Community Living Kawartha Lakes. Simultaneously he acquired his F- License and works as a van driver for the city of Kawartha Lakes Boys and Girls Club. Todd's advice to others is pretty straightforward: "Have a strong work ethic, have a good sense of humour, do your best, be proud of what you can do and of a job well done. Don't give up, keep going and get connected with Job Quest."

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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

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