



# What's *happening?*

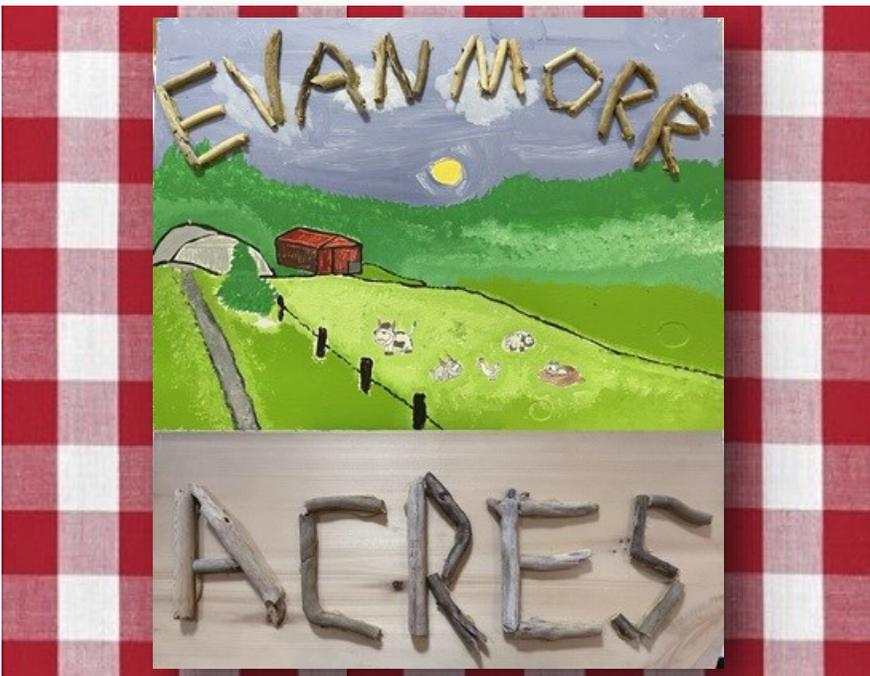
**BREAKING NEWS**

**BREAKING NEWS**

**BREAKING NEWS**



We're very excited to announce that our farm at **1990 Evans Road** in South Wellington **now has a name!** Let's introduce you to...



Huge thanks to the Creative Construction group from Actions Day Program for this absolutely STUNNING sign, now hanging proudly at the farm's entrance! The name **Evanmorr Acres** pays tribute to two people who inspired making our 52-acre farm a reality (plus the serendipitous coincidence that it's located on Evans Road!)—the late **Craig Evans**, a champion of local food security and longtime friend of NACL, and our Executive Director, **Graham Morry**, whose vision to find us a multi-purpose property that will meet several strategic goals such as sustainability, housing, employment, and genuine connection, is now coming to fruition. We look forward to welcoming everyone there!

*In this issue >>>*

|  |    |
|--|----|
| <i>The Farm Has a Name</i>               | 1  |
| <i>From Graham's Desk</i>                | 2  |
| <i>Conference Behind the Scenes</i>      | 3  |
| <i>Introducing Long Lake Home</i>        | 4  |
| <i>NACL BBQ/Family Support Institute</i> | 5  |
| <i>Maxey Road Home Update</i>            | 6  |
| <i>Caspers Way Home Update</i>           | 7  |
| <i>All Things PCP</i>                    | 8  |
| <i>Uplands/Prideaux Outreach Update</i>  | 10 |
| <i>Turner Connection Home Update</i>     | 12 |
| <i>OH&amp;S News</i>                     | 14 |
| <i>Actions Grow and Go Update</i>        | 15 |
| <i>Actions Blue House Update</i>         | 16 |
| <i>Actions Downtown Update</i>           | 17 |
| <i>Kennedy Home Update</i>               | 18 |
| <i>Quality Assurance Report</i>          | 19 |
| <i>Evanmorr Acres Update</i>             | 20 |
| <i>In Loving Memory</i>                  | 22 |
| <i>Westwood Lake Home Update</i>         | 23 |
| <i>Virtual Fitness Classes</i>           | 24 |
| <i>Social Media/Birthday Wishes</i>      | 25 |

**Happy READING**



# from GRAHAM'S DESK

By: *Graham Morry, Executive Director*



NACL continues to amaze me with our innovative and fearless staff. As we continue to improve ourselves through the development and implementation of new services, we are demonstrating to specifically our community and generally the province what is possible when a committed group of people set their mind to it.

Our Outreach services, under the capable leadership of Jennifer Carano, are an excellent example of how effective a resource can be—using strategically-applied staffing that puts less strain on our already-overloaded employees, while allowing the individuals we support greater independence and personal autonomy.

Over the next few years, all of our services will evolve as we strategically position ourselves for success in an increasingly fractured world. I am extremely proud of NACL and the work that we do, and see even greater things in our future.

innovation

BE fearless



We were not successful in our last bid for our second Uplands development through BC Housing. The only approved project in Nanaimo was for Woodgrove Senior Citizens Housing Society, who we have a Memorandum of Understanding (MoU) with. This is still beneficial to us, however, as we have 10 apartments earmarked for this development.

On a further positive note, BC Housing has awarded us \$250K for Project Development Funding (PDF). We will immediately resubmit our proposal for Uplands on the next proposal call. We are currently completing the rezoning process, and hosted an open house for community questions on April 24th. We are also pushing ahead with our other two housing initiatives in partnership with Ballenas Housing Society—one in Parksville, and a seniors-focussed building at Buttertubs.



NACL was honoured to co-host and take part in **Inclusion BC's Everybody Belongs conference** that ran from May 30 through June 1, 2024—with our friends at **Clay Tree Society** and the **BC Self-Advocate Leadership Network Society (BC SALN)**! As you'll see from these captures, a great time (plus a lot of learning and networking) was had by all!



INTRODUCING...  
Our NEW home

# LONG LAKE

By: Nicole Wright,  
Integrated Services Manager



Welcome to Long Lake Home! We are so pleased to share the opening of NACL's second dedicated youth home!

Firstly, welcome to BZ and ZB, the two youth who have moved into the home and kept everyone busy having LOTS of fun! Days are filled with mini-golf, trips to the fair, fishing...and for BZ, a trip to Monster Jam in Vancouver. Everyone is so excited for summer weather and a long break from school- there's so many more fun and exciting things coming!

A big thank you to the very dedicated Child and Youth Care Workers who transferred over to this new location and made this expansion of our youth services possible—we couldn't have done it without you! Your consistent dedication to NACL and to the youth we support is what helped make this transition as seamless as possible for everyone involved.

We'd also like to wish a big welcome to Mike Caines, our new SRW (Senior Residence Worker)! Mike has jumped right into his new role...and even amongst the chaos of learning a new job in a new home, has remained the calm in the storm. Happy to have you here with us, Mike!





# It's almost here, y'all! THE INFAMOUS

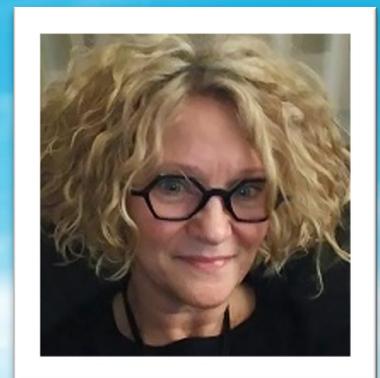


**Where:** Maffeo-Sutton Park Pavilion (and lawn)  
100 Comox Road, Nanaimo, BC  
**Date:** Friday, June 14, 2024  
**Time:** 11:00 a.m.—2:00 p.m.

*Come see us!*



The **Family Support Institute of BC (FSI)** supports those who have a family member with a diversability. FSI staff and volunteers have shared lived experience with a person with diversabilities. FSI supports families by providing a listening ear, being non-judgmental, and by providing ongoing support. We guide families to community resources, attend meetings, and help navigate through systems.



NACL's dedicated FSI representative, **Penny Lopez**, is here for you—so please don't hesitate to contact her (or visit FSI's website) if you want some advice, need a helping hand, or just need someone to listen:



**Penny Lopez, Family Support Coordinator**  
Phone (toll-free): 1-800-441-5403, ext. 4  
E-mail: [plopez@fsibc.com](mailto:plopez@fsibc.com)  
[www.familysupportbc.com](http://www.familysupportbc.com)  
<https://www.youtube.com/@FamilySupportBC>

What's up?

...at Maxey Road Home!

By: Emma Hobson, Integrated Services Manager



Harry Potter

At Maxey Road Home, we have been busy starting seeds indoors, and more recently transplanting them into our community garden. It's been a team effort, with persons served and staff enjoying the process.

We have been enjoying the lovely spring weather and walking lots of trails and nature reserves.

Our spring furniture is outside and we've enjoyed tea, coffee, pop, and even a beer on the deck. We are itching to get the BBQ going again. As always, the dogs (home pets and visitors) have kept us busy playing outside in the big open yard.

We've enjoyed a few movie trips, shopping days at the mall, dinners out, some pretty awesome themed birthday parties, many a 50's music dance afternoon, and one person is even enjoying regular art classes.

We are planning summer holiday trips right now and cannot wait to share all our upcoming great adventures with you!



BIRTHDAY PARTY



Fun Beach Day





## ...at Caspers Way Home!

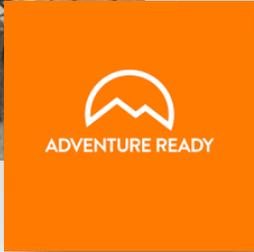
By: Aidi Yang, Senior Residence Worker



Hooray! Summer is almost here, and we're doing a fantastic job of keeping everyone hydrated. E, our hockey fan, is on the lookout for more summer adventures. Alongside air shows and monster truck rallies, E's already planning to relive the excitement of the hockey season—cheering for goals and booing the bad moves, whether it's at local games or during a trip to Victoria.

Meanwhile, K and J are gearing up to explore our stunning island even further. They've got a checklist ready for different lakes and trails to conquer. A visit to Harrison Hot Springs is definitely on the cards, and they're eager to discover the hidden water spots along the lake shores. Sounds like an adventure-packed summer ahead! ☺

# GOOD TIMES



# ALL THINGS



*By: Barb Barry,  
Director of Person Centered  
Practices and  
Employment Services*

## LATEST UPDATES

We had another very successful 2-day training event held in April. Pictured here is our enthusiastic group (including presenters), featuring some learners showing off their fidget bag creations... ☺



# LEARNING AMPLIFIED.



**#ThisIsRealLife**  
**#ThisIsPCP**

The good news is we are hosting our next 2-day event on **August 1st and 2nd**. This training session will be exclusive to and for **Community Support Workers, Vocational Counselors, and Admin staff**. A flyer will be sent out.

So, if you have not attended before or are due for that refresher, make sure you talk to your supervisor and get that Request to Attend Workshop in! 😊

**NEXT TRAINING**  
*in*

**PERSON-CENTERED THINKING**

SESSION

**1**

**AUG  
1-2**

**WHEN:**

0830-1600

Need to attend both days—please bring your own lunch

**WHERE:**

St. John Ambulance

2250 Labieux Road, Nanaimo, BC V9T 6J9

We will then be hosting two days of training on September 18th and 19th for SRWs/PCs, Managers, and Directors.



**96%**

...of us believe that Person Centered Planning makes a difference in the lives of individuals we support. We also know that it is a foundational piece of our high quality service delivery at NACL.

**It starts with Leadership. It starts with us.**

SESSION

**2**

**SEP  
18-19**

**WHO:**

All Integrated Services Managers, Directors, and SRWs/PCs

**WHAT:**

NACL is making it possible for us to do our 2-day PCT training together. That's all of the Leadership Team—pretty amazing!

**WHEN:**

0830-1600

Need to attend both days—please bring your own lunch

**WHERE:**

Cavallotti Hall

2060 E. Wellington Road, Nanaimo, BC V9S 5V2

**WHY:**

We have been getting many inquires about having groups who have similar roles attend PCT training at the same time. The consistent feedback has been that that when “everyone” is trained at the same time, then we are all better able to put it into practice. Also, this makes it easier to support each other, and our teams, in learning and using the skills and tools necessary for developing and acting on a person’s plan.

**HOW:**

As with other mandatory training, such as SIVA, a Request to Attend Workshop is not required. Because real life happens, if you are on holidays, on an approved leave, ill, or otherwise can't attend, please discuss with your direct supervisor.



**HELPING PEOPLE THRIVE**

# What's Happening

## @ UPLANDS & Prideaux



### Starting with Uplands...

By: Vince Isaacson, Community Support Worker

Hello from Uplands Outreach! Spring has sprung, which means Golfing Mayhem has resumed for the season— where some of our individuals like to go to the driving range at Beban and hit a bucket's worth of balls as a fun way to get out and relax.



With summer fast approaching, we have had our first planning meeting with our individuals for Uplands' second annual camping trip in August. This year it will take place at the Riverside Resort in Qualicum Beach. It was well attended last year, and this year we will be doing a couple of fundraising events in the community for the camping trip. Here are a few pics from last year's adventure...



We are a busy bunch at Uplands—where we have a dinner program, sing karaoke, go to the movies, work out at the gym, swim at the pool, go for walks, and treasure hunt at local thrift stores, followed by going for brunch at the Wellington Pub once a month. A new event recently took place in the Uplands Common Room, where we partnered with the Actions Blue House participants and did activities together.

Also, in April a large group from Uplands went to The Raptors (birds of prey) facility in Duncan. There we met Goblin the black vulture, Hercules the bald eagle, Danny the owl, and Solo the peregrine falcon. It was amazing, educational, and a little bit scary for some of us when Goblin flew right at us and then swooped up over our heads at the last second. It was awesome!

Adventure  
AWAITS



*...and over at Prideaux...*

**By: Jim Elder, Program Coordinator**

We are all set for summer here at Prideaux Outreach! When the weather gets warmer, we spend even more time with our people served...keeping cool, getting outside and into all kinds of activities. Whether it's watching The Office in our cooling lounge with a Freezie, or walking the seawall with Jim's dog Goose, summer is set to rock and roll on Prideaux Street!

Ready  
FOR  
summer





# ...at Turner Connection Home!

By: Emma Hobson, Integrated Services Manager

Well, what a busy few months it's been at Turner Connection Home.

We've had a jump start on summer vacations, and already enjoyed a TRIP TO VEGAS!!! What an amazing adventure. Plus, a trip to Vancouver to see the Canucks play and visit the beach was a huge success!

A 3-day spa visit was just the ticket and long awaited...what a lovely treat! And, we aren't done yet.

We still have a camping trip coming up pretty quickly. This group knows how to...

Live it up!





And HAVE FUN!

GAME! ON!



STANLEY CUP PLAYOFFS



# OHS & NEWS

OCCUPATIONAL HEALTH & SAFETY



By Peter Letts,  
Director of Quality Assurance

## Committee UPDATES

The joint **Occupational Health and Safety Committee** continues to meet monthly in 2024. Worker representatives on the committee are Max Miles, Aidi Yang, and Shantel Rideout, while the employer representatives are Randy Humchitt, Peter Letts, and Gerry Muckle.

The committee set **goals for 2024**, and we are now in the process of implementing those goals—including attending staff meetings and holding Health and Safety Month in October.

In February 2024, NACL underwent a successful external Health and Safety Audit for **WorkSafeBC's Certification of Recognition** program. This is the third 3-year certification for NACL.

Recently the committee wrapped up **spring inspections**. This includes a review of documentation, plus a tour of the homes and programs to identify any hazards or concerns. Inspection action items are recorded, and Managers, Senior Residence Workers, and/or Program Coordinators are responsible for implementation.

The National Institute for Disability Management and Research (NIDMAR) conducted an audit on NACL's **disability management system**. They presented their recommendations and suggestions for improvement for disability management, and the committee will be working with Managers to implement these suggestions.

As a result of this, the committee is now reviewing **return-to-work after injury initiatives** as part of a joint Labour/Management effort to provide oversight in this area. The return-to-work initiative helps to ensure staff stay connected with the workplace. Where appropriate, modified duties are available—allowing staff to continue working while recovering.

The **next committee meeting** is June 5th. A full summary of meeting discussions, incidents, corresponding investigations, and other key topics will be available in the **Occupational Health and Safety minutes**. Look for these on the OH&S Board at your program.

Stay safe, everyone!



RENEWED



DISABILITY MANAGEMENT



STAY INFORMED

# latest news

FROM



# ACTIONS DAY PROGRAM

By: *Our Program Coordinators (Niki Stuart, Lanita Audet, and Shelby Jabs)*

## GO&GROW @



By Niki Stuart, Program Coordinator 1

Actions is excited to be a part of NACL's future at Evanmorr Acres. ☺

Currently our Go and Grow Team (formerly the Farm Group) is working most Thursday mornings completing tasks needed for this amazing expansion of NACL's programs, services, and sustainability efforts.

Go and Grow has helped clean out the barns and outbuildings, fill sand bags and 6-packs for starters, clear overgrown brush and brambles, and has coordinated with Actions' Creative Construction Team to design, create, and install the new sign for the entrance to the farm.

The new sign replaces the "Sunny Slopes" sign that has hung at the entrance to the Evans Road property for many years. During the creative process for the sign, we discovered that one of Actions' longest attending participants, TB, lived at the then Sunny Slopes Farm for several years prior to attending NACL's day program. What an incredible small world and full-circle revelation that was!

Many of the participants and staff at Actions look forward to continuing to contribute to the establishment of the needed infrastructure and development of programs, services, and activity destination opportunities at the **AMAZING** Evanmorr Acres property!



# latest news

FROM



# ACTIONS DAY PROGRAM

By: *Our Program Coordinators (Niki Stuart, Lanita Audet, and Shelby Jabs)*



*what are we doing*

## at the BLUE HOUSE

By Lanita Audet, Program Coordinator 1

Actions Blue House has been adventuring and volunteering through Westwood Farm. We've enjoyed the animals—especially the brand new baby goats!

Everyone's learning valuable skills such as seedling and planting and most importantly, having fun while doing so!

Honoring our commitment to Person Centered Planning and specific individualized requests, sewing has been implemented into our activities. What a wonderful thing it is to watch the joy from learning new things, and having something physical to show our progress!



**GOATS ARE AWESOME**

**WAKE UP AND *crush* YOUR GOALS**



# latest news

FROM



# ACTIONS DAY PROGRAM

By: Our Program Coordinators (Niki Stuart, Lanita Audet, and Shelby Jabs)



## DOWNTOWN ADVENTURES

By Shelby Jabs, Acting Program Coordinator 1



Actions downtown is full of action and adventures this spring!!!

With the warm weather finally approaching, we are taking every opportunity to get outdoors and spend time in the community. We have rented the gym at Oliver Woods Community Centre and we are so happy that Clay Tree Society can join us every Wednesday. What a great opportunity to hang out with friends and play some sports!

Whether it's playing at the park, dancing at Swy-a-Lana, learning about food and budgeting, or making music, we always have a great time at Actions! What adventures will behold us for summer?!!!



capture every moment

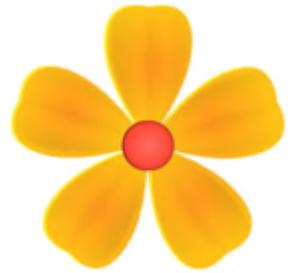
# Living My Best Life





# ...at Kennedy Home!

By: Nicole Wright, Integrated Services Manager



Hello from Kennedy Home! It's been a period of great change for us since our last update...

Firstly, Jim Boris returned as SRW! Jim arrived at a very busy time for Kennedy Home, but he jumped right in with both feet and has kept our team moving forward each day. Welcome back, Jim!

In January, we welcomed KPS to the home! The months have been filled with trips to Actions Day Program, the pool, and other adventures out in the community. The incredible team has rallied to adjust our routines and to make this a super-smooth transition period for both the staff and all individuals at the home.

We are incredibly saddened to share with you the passing of MD. He was supported by NACL for over 30 years, by both the Portsmouth Road Home and Kennedy Home teams. MD is already, and will continue to be, very missed by so many of us.



Cherish every moment of life.





# report



## News & Updates

By Peter Letts, Director of Quality Assurance

The annual Quality Assurance Cycle is in full swing at NACL with surveys underway, success on plans being evaluated, and governance reports being drafted.

Surveys of persons served and their families gather important information about their experiences, and how NACL is supporting people to lead thriving lives. Staff surveys are an opportunity for staff to provide input on a variety of topics. Membership and stakeholder surveys inform us of the needs of the membership and the experiences of stakeholders who do business with NACL. Together, this input is a key indicator of NACL's success and a cornerstone of the quality assurance process.

Effectiveness is another key indicator—and we are currently gathering data about the Person Centered Planning process, personal goals developed by people served, and the Association's own goals that are documented in the various governance reports/plans. This data will be analyzed to help us determine how NACL is doing as an organization, and in supporting people to achieve the things they want in life.

All of this information will be summarized and reported on in the annual Performance Analysis and Outcomes Management (PAOM) Report. From this lengthy report, NACL produces an easy-to-read Performance Review document that is available on our website. These reports are reviewed at the Annual General Meeting in the fall, with an opportunity for people to ask questions.

Of course, this is not the end of the process—as it's an ongoing cycle. After the information is analyzed and the reports are compiled, recommendations for improvement are made and we begin work on the Quality Improvement Plan (QIP) that will be evaluated next year, as we carry on with continuous quality improvement!



## Performance review



## GROWTH & GOALS



## INPUT

## DATA ANALYSIS



# WHAT'S NEW?

## ...at Evanmorr Acres!

By: Sabrina Anderson, Integrated Services Manager



Spring has sprung at Evanmorr Acres, and our Vancouver Island University Horticulture Practicum Students have been busy turning hay fields into food production, reviving the farm into a thriving ecosystem.

With irrigation installed and deer fencing soon to follow, the farm crew has been tending to over 2,500 seedlings of rhubarb, asparagus, strawberries, raspberries, fruit trees, winter squash, pollinator plants, and herbs in preparation for our first official planting in the fields. In between seeding, potting up, watering, and transplanting, we've been hands-on landscaping around the house to make a welcoming home for the new persons served set to move in later this summer. An assortment of giant sunflowers, soothing lavender, and chamomile are sure to brighten their day!

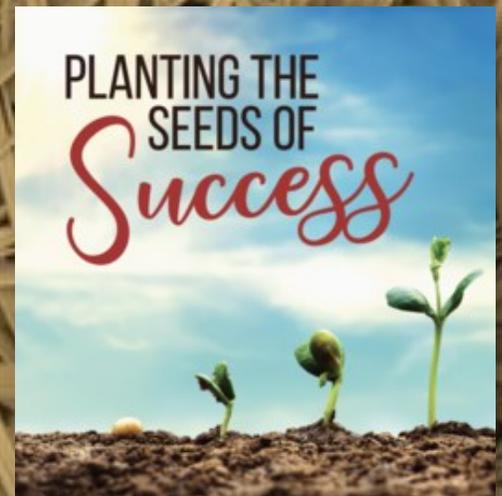
In other parts of the farm, the crew has been removing invasive plants like blackberry, daphne, and broom, and taking time to increase the accessibility of forest trails by clearing fallen branches and other potential tripping hazards.

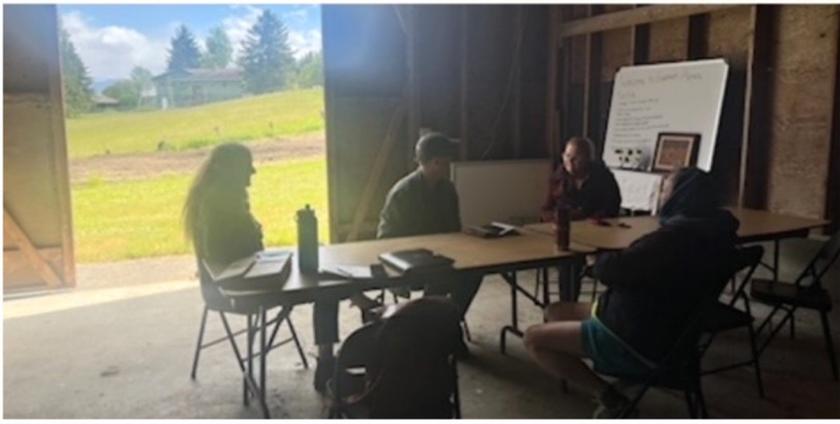
In the barn, new lights have been installed to brighten up the work areas while volunteers help build tool racks, maintain the tractor, and rodent-proof feed storage areas for the goats.

Every week we take to the fields to observe what native fauna and flora are coming into bloom while we carefully prepare for cultivation. We've been delighted by the abundance of flowering camas, huckleberries, and nettles, with new plant discoveries happening all the time.

Last week our internal farm committee held our first meeting on-site to see the growth and discuss our next steps supporting an abundance of programming and opportunities for the NACL community.

In memory of one of our namesakes, the late Craig Evans—here's to making every summer count! ☺





*Cultivating  
community*





With heavy hearts and lots of love, we dedicate this page to the persons served our NACL family has lost since our last Bulletin, with thoughts and condolences to all who cared for each of them. They will all be dearly missed, and their memories cherished.



**Dale A.**  
Turner Connection Home



**George H.**  
Home Share



**Malcolm D.**  
Kennedy Home



What's New?

...at Westwood Lake Home!

By: Nicole Wright, Integrated Services Manager



There's a lot going on here at Westwood! ☺

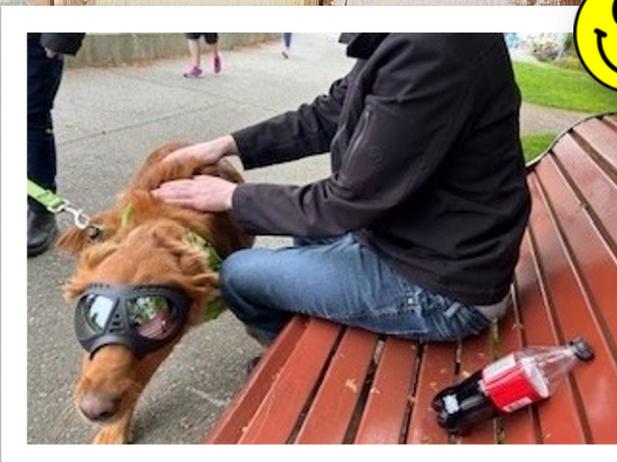
Welcome back to Evan Godfroid, who has returned as our Senior Residence Worker (SRW)! Evan brings back a lot of fresh energy and dedication to the home, and I'm so excited to see where he takes us!

We said "see you later" to BZ, who moved over to Long Lake Home –but we're looking forward to connecting with him in the community! We've also welcomed in our newest housemate, ED!

With our full house, we are filling days with backyard badminton, trips to the Military Museum, swimming at the pool, and walks through our favorite trails...among so many other fun activities! One more month of school, and then we're into summer break with so many fun and exciting things planned!

There's been a lot of big, positive changes at Westwood over the last few months, and I am so excited to see where we are headed... stay tuned for our next update!

have fun.



# SPRING INTO FITNESS



Join our

**VIRTUAL FITNESS  
CLASSES**



**TUESDAY & Thursday**

**4.30PM-5.30PM**

<https://us02web.zoom.us/j/88967479610>

or [bit.ly/NACLFitness](https://bit.ly/NACLFitness)

Password: 930729



All classes led by certified instructor (and former NACL employee) Jennifer U'Chong!

**RELAXATION** session   
...the **FIRST** Tuesday of every month!

**#EVERYONEWELCOME**

For more info, contact Marlena at  
(778) 268-2022 or [marlena.stewart@nanaimoacl.com](mailto:marlena.stewart@nanaimoacl.com)





address >>>

#201—96 Cavan Street  
Nanaimo, BC V9R 2V1

phone >>>

(250) 741-0224

fax >>>

(250) 741-0227

web >>>

[www.nanaimoacl.com](http://www.nanaimoacl.com)

e-mail >>>

[info@nanaimoacl.com](mailto:info@nanaimoacl.com)

facebook >>>

[www.facebook.com/nanaimoacl](http://www.facebook.com/nanaimoacl)

twitter >>>

[@nanaimoacl](https://twitter.com/nanaimoacl)

instagram >>>

[@nanaimoacl](https://www.instagram.com/nanaimoacl)

linkedin >>>

[www.linkedin.com/company/nanaimoacl](http://www.linkedin.com/company/nanaimoacl)

HELP US GO GREEN!

Thanks to all of you in our NACL family who are currently receiving our What's Happening newsletter by e-mail.

If you're currently getting it in paper copy and would like to help us "GO GREEN," please e-mail:

[marlena.stewart@nanaimoacl.com](mailto:marlena.stewart@nanaimoacl.com)



Envisioning "a world where all people with diversabilities thrive."

Your Feedback is Welcome...



We'd love to hear from you...

E-mail your comments to  
Graham Morry, Executive Director:  
[graham.morry@nanaimoacl.com](mailto:graham.morry@nanaimoacl.com)

CREATED/EDITED BY:

Marlena Stewart, Executive Assistant

NACL ON



Make sure to follow NACL on social media so you can keep up with all the cool, fun things we're doing—plus articles/links of interest we often post! ☺  
If you don't follow us already, join us at:



[www.facebook.com/nanaimoacl](http://www.facebook.com/nanaimoacl)  
(or look us up by name in the search bar!)



[@nanaimoacl](https://twitter.com/nanaimoacl)



[@nanaimoacl](https://www.instagram.com/nanaimoacl)

Instagram



[www.linkedin.com/company/nanaimoacl](http://www.linkedin.com/company/nanaimoacl)  
(or look us up by name in the search bar!)



<https://bit.ly/3oAxhCS>



HAPPY Birthday!

We'd like to extend our **HAPPIEST BIRTHDAY WISHES** to all persons served, employees, and home share providers who have celebrated or will be celebrating birthdays since our last Bulletin. There are so many people in our NACL family now, it would take pages to list you all. Just know that even though we're not listing you by name here, you're all very special to us and are very much appreciated – NACL wouldn't be what it is without each and every one of you! ☺