



What's *happening?*

from GRAHAM'S DESK

By: Graham Morry, Executive Director



As we welcome in a new year, it is important to reflect back on the challenges and successes of a year like no other. From the first onset of COVID-19 we demonstrated not only our resiliency, but also our ability to adapt to a completely different reality in a way that ensured the folks we support were as shielded as possible from the impact of this unprecedented event.

Due to the competency and commitment of our staff, we were able to adopt strict safety protocols while being innovative in how we could still provide person-centered services within these confines. Fast forward to now, where we have just completed two comprehensive audits of our Health and Safety program (CoR) and our service audit (CARF) over the course of the last two months, with outstanding results.

This is a testament to our strength as an agency and to our excellent staff and volunteer board, who have been unwavering in their commitment to the work we do. THANK YOU ALL.

THANK YOU
EVERYONE



We couldn't do it without you!

In this issue >>>

<i>From Graham's Desk</i>	1
<i>Portsmouth Road Home Update</i>	4
<i>Let's Talk Communications</i>	5
<i>Sherwood Home Update</i>	6
<i>Quality Assurance Report</i>	7
<i>Home Share News</i>	9
<i>Maxey Road Home Update</i>	10
<i>Human Resources Report</i>	11
<i>Uplands Update</i>	12
<i>Reflections from Angela</i>	13
<i>Actions Day Program Update</i>	14
<i>Snoezelen Room Update</i>	16
<i>All Things PCP</i>	17
<i>Coaches Corner</i>	17
<i>Turner Connection Home Update</i>	18
<i>OH&S News</i>	19
<i>Caspers Way Home Update</i>	20
<i>Employment Services Update</i>	21
<i>Jingle Pot Home Update</i>	22
<i>Virtual Fitness Classes</i>	23
<i>Social Media/Birthday Wishes</i>	24



graham from the desk

Continued...



Given that we're still not fully out of the woods yet, we're still maintaining strict protocols in all of our services re **COVID-19**, and will continue to do so until otherwise directed by Dr. Henry. Regarding vaccinations, we do not yet have hard dates and are actively advocating for our persons served and front-line staff to be in Phase 2. We're pleased to say that the pandemic pay was received and disbursed to staff on February 12th.

Employer Appreciation

As we were unable to hold an actual **Employer Appreciation** event this year, Barb Barry and her staff have been presenting employers with a framed appreciation declaration and a gift certificate for another employer's business. These COVID-friendly events have been highlighted through our social media platforms.

We are currently partnering with Vancouver Island University (VIU) on two community-based research projects.

1. COMMUNITY-BASED APPLIED INTERDISCIPLINARY RESEARCH

In collaboration with NACL, VIU is undertaking a community-based research project that will look at the barriers faced by businesses to employ individuals with disabilities. This initiative will greatly assist NACL in improving its Employment Services and providing better support for our business partners; both to those who have hired, and to those who have not.

Initial participation includes a 10-minute online survey, with the option for an additional interview with the VIU research team. We have reached out to our internal channels, posted on all NACL social media platforms, and have sent an eBlast through the Chamber to encourage response – which we understand has been very positive (and plentiful) so far.

2. INDIGENOUS OUTREACH

We have a VIU student assisting us with developing a more culturally-sensitive approach to communicating with and supporting our local Indigenous communities. This will include messaging (i.e. at the start of meetings and correspondence).

Aims and Objectives: The scope of this study is to build a framework for future culturally-appropriate programs that NACL can offer to the Indigenous communities of Nanaimo. By incorporating knowledge of specific Indigenous cultures, the advice obtained through interviews, and by applying an intercultural concept of restorative justice mixed with concepts of Indigenous justice, this framework will be beneficial for NACL in building future relationships with the Indigenous nations of Nanaimo.



STRATEGIC PLANNING *Update*

The new year also kicked off NACL's **Strategic Planning "deep dive,"** which will set our organizational direction for the next five years.

Marsha D'Angelo has held some focus groups about NACL's Mission and Vision, and will soon be conducting virtual interviews as well as incorporating some appreciative inquiry-style questions to get specific feedback about NACL in our upcoming annual surveys.



Housing UPDATE

NACL is excited to be partnering with **Nanaimo Affordable Housing Society (NAHS)** as of late last year to develop/operate seniors housing at property NAHS already owns at Buttertubs Marsh. We would lease space from them to provide specific residential services to seniors, and would also have access to a commercial kitchen with this project. Our joint application was submitted to BC Housing in mid-January, and we hope to hear back about it in the next couple of months.

We've also recently resurrected a **Housing Committee** (including Board and Staff representatives and our new Housing Consultant, Tinny Lalli), to review the properties that NACL currently owns (including potential to rezone/expand where it makes sense to do so), to explore possible new housing opportunities/models, and to proceed with the next steps with our second Uplands property—where we'd like to respond to ample consumer demand for more seniors housing for those needing different supports from traditional long-term care models.

“Another day Another try...”

When it became clear that our **Rock for a Cause** concert in partnership with the **Nanaimo Child Development Centre (CDC)** wasn't going to work out for this April with COVID-19 restrictions being what they are, we set another backup date.

We'll have to monitor the status of the COVID-19 pandemic closer to this date to see whether it will even be feasible by then—but **September 25th** is our new target date for this joint fundraiser. Keep your fingers crossed for this one!



A Charity Fundraiser
ROCK FOR A CAUSE
SUITE
HEADPINS

TICKETS ON SALE NOW!
AT THE PORT THEATRE
\$75 PER TICKET

SATURDAY SEPT 25 2021

IN SUPPORT OF
NANAIMO CHILD DEVELOPMENT CENTRE
NACL

PRESENTING SPONSOR
COUNTRY GROCER

HOSPITALITY SPONSOR
COASTAL COMMUNITY
TOGETHER LET'S DO GREAT THINGS

ENCORE SPONSORS
MNP

IN PARTNERSHIP WITH
Used.ca WAVE WLE FORT

FOR MORE INFORMATION, VISIT: NANAIMOCDC.COM

what's NEW

...at Portsmouth Road Home!

By: Courtney Otto, Senior Residence Worker



As Annie Lennox once said, “**Here Comes the Rain Again**” – and the snow, and the sun! ☺ Portsmouth had a wonderful holiday season...including many trips around town to see the light displays, drives out to Ladysmith, and walks around the neighborhood.

We celebrated two birthdays through December and January. Happy birthday WK and MD!

We have continued our outdoor activities as much as possible, and are remaining optimistic that there is a light at the end of the tunnel. We are grateful for FaceTime, and still being able to support who we can with virtual family visits.

Sending anyone who may need it a virtual hug. Until then, may we meet (in person) again soon!



Let's Talk communications



By: Marlena Stewart, Executive Assistant

Hi everyone! Hard to believe we're almost into our THIRD month of 2021 already...where did January and February go? Regardless of how we got here so quickly, I hope you're all keeping well and continuing to stay connected with those most important to you while we still navigate this weird "COVID-19 world." Communication remains more important than ever these days!

We continue to gain ground in our constant **social media** efforts in terms of both response and followers, which is awesome to see! It's the wonderful material continuously coming in that "feeds the fire," if you will—we have SO much to celebrate supporting people living their best lives, also acknowledging the high standards upheld by our organization to help make that happen.

Speaking of that, it was really exciting to have CARF acknowledge our communications efforts (in their various forms) in both their virtual exit meeting and in their report—and we did get a special "shout-out" for our social media. So keep that good stuff coming please, programs—and to all of you reading this? If you're on social media, **thanks for following us** (tell your family and friends to do the same)—and **please keep liking/commenting/sharing**—it spreads the word about NACL, and lets others share in celebrating some pretty cool things with us! 😊



Since approximately mid-December, we've been featuring the **#EmployerAppreciationAward series** on all our social media accounts—celebrating the fabulous employers involved with NACL Employment Services, with awards presented to them by their employees matched through us! It's been so great seeing the warm response to these awards.

If you'd like to see a list of **inclusive businesses** well worth supporting, check out Barb's Employment Services article later in this issue—and we've also posted them on the Resources page of our website (www.nanaimoacl.com/resources)!

Now that our two major audits are completed, we promise we've got SEVERAL more **Amazing Stories** on the way for you as well (so stay tuned for those very soon!)—many of which will be showcasing these employees/employers again in a more in-depth way!

In the meantime, don't forget you can check out all published **Amazing Stories** so far at:

www.nanaimoacl.com/amazingstories

In other news, I've also been doing some work to enhance the **Careers page** on NACL's website (www.nanaimoacl.com/careers), giving it "higher billing" in the top menu, a new header graphic, and adding more in-depth information to assist in our ever-happening searches for more Community Support Workers (CSWs) and Child and Youth Care Workers (CYCs) to join our team! There's also now an area at the bottom of that page for other positions that may come up from time to time, like recent ones for a Quality Assurance/Human Resources Assistant and additional Home Share Manager. If you know anyone who might be interested in careers with us, do share that URL!

Thanks so much for reading, continue to be kind to yourselves and others during this challenging time—and we'll catch up here again at the end of May!



FOLLOW US →

@nanaimoacl



...at Sherwood Home!

By: Cindy Griffin, Senior Residence Worker



At Sherwood, the weather doesn't keep us from enjoying our favourite thing...SWINGING!!! Like the postal workers, "Neither rain, nor sleet, not hail, nor snow" will stop us! Our trips are a bit shorter being that the weather is colder, but we still get out to enjoy the fresh air and exercise! And then, we get to do our next favourite thing – curl up under a weighted blanket and watch a movie!!! What a great way to spend the evening... ☺

I told LL that we had to write an article for the Bulletin. I read this to him, and he had a big smile on his face. When I asked if that was okay to send to you, his smile got bigger – and in his big, deep, booming voice, he said “YES!!!”



report



News & Updates

By Peter Letts, Quality Assurance Manager



AUDIT results

The QA Department wrapped up a very busy few months since the last Bulletin. We received the CARF survey report, and were pleased to have that released to the public. We drafted our Quality Improvement Plan from the recommendations, and will be submitting that to CARF as part of the survey requirements.

The WorkSafeBC Certificate of Recognition Health and Safety Audit wrapped up, and NACL did very well on that with a 97% score. The CoR Recommendations Action Plan has now been submitted, and we will begin work to address the recommendations we received there.

GoodWork everyone



With February coming to a close, we are gearing up for another Quality Improvement and Performance Analysis cycle—with the first step being getting surveys out and gathering feedback from people served, families, and stakeholders. This year, the Quality Assurance Department has been working closely with the Strategic Planning consultant to ensure this feedback includes people's opinions about the Association's strategic direction.

Other key initiatives focus around ShareVision information and Human Resource processes, as we try and improve our systems to be as efficient as possible.

We look forward to continued work on our governance action plans and our annual Quality Improvement Plan, as we try to implement recommendations we identified in the 2020 performance analysis.



2021 is Census year, and NACL was asked to help promote participation within our Association and the community beyond. From the Federal Government's website itself:

Data from the Census is important for making informed decisions that affect our families, our neighbourhoods and our businesses. As the 2021 Census draws near, stay up-to-date on announcements, releases, and more here:

Proud Community Supporter

2021 Census.



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



By: Brianna Otto, Senior Home Share Manager



Navigating Our Way



As we navigate these continued challenging times, we hope that the vaccine brings somewhat of a light at the end of the tunnel. It has been a long year for all of us, especially each of you. With that being said, we are still being as cautious as ever to encourage each of us to remain healthy and safe. This means that our check-ins and meetings are still mostly virtual, unless absolutely necessary for a face-to-face.

With the continued feeling of disconnect and the consistency of change in the Home Share Department, I wanted to re-introduce ourselves to those of you who may not have met the whole team. I have asked each of the managers to write a little something for you below.

Through this pandemic, we have seen that what was already a struggle in finding respite is proving to be even more difficult. I am looking for feedback from all of you as Home Share Providers in what has been most successful and what has been most challenging. We are trying to be creative in ways we can offer support when it comes to respite, in the most useful way to as many of you as possible. Please e-mail me directly with any thoughts, concerns or ideas you may have around this.

...and now for those re-introductions! ☺



I have been working with NACL since 2015, and in the Home Share Department since 2017. I love the ocean, getting out in nature, and hanging out with my dogs. I am passionate about supporting others to live life the way they want. Currently, I am really missing the get-togethers with the people we support and the relationships we have built. COVID has changed how we do things and the ways we interact with others. I am really looking forward to when we can all come together again and celebrate everyone's successes!

I began working in our residential homes as a casual in 2006, and moved up to what is now called a Program Manager position. I joined the Home Share Team in 2013. Hard to believe I have been with the Home Share Department almost eight years. I love my team and the work we do. I look forward to the days we can all be in the same space together!



The past year has been trying for us all, but we are managing through it—one day at a time! It did not stop me from getting married in October, COVID-style! Not on a beach in Mexico like we planned, but an intimate ceremony with six people attending. My husband and I are in the final stages of building our dream home, and cannot wait to move in...soon! ☺

Amidst all this, my job has kept me grounded and makes me appreciate all the hard work and dedication from our Home Share Providers even more, especially during these hard times. Hoping to connect with you all at our network meetings again one day. Stay safe and healthy...

get to know us better.

Here's
our
story.

FROM



Thinley

I moved to Canada in the summer of 2018 to pursue further studies, with hopes to join the non-profit sector. My program at VIU required me to complete a 4-month internship, which is when I found out about NACL.

I started at NACL as an intern in August 2019, then shortly after I got a part-time position as the Quality Assurance/HR Assistant. After eight months in the position, I got another opportunity and transferred into my new role as one of the Home Share Managers.

The past year and a half have been amazing for me in terms of learning and growing personally as well as professionally, despite the pandemic and the uncertainties. I am very grateful to NACL for the opportunities, support, and for helping me pursue my passion.

I began with NACL back in 2013 volunteering with Actions Day Program and all the amazing staff and participants. In 2014, I started as a casual within our residential homes and providing support through Community Outreach.

In 2015 I began my role as a Home Share Manager with a pretty amazing team of people, and absolutely fell in love with the job. In 2017, I started my role as the Senior Home Share Manager and haven't slowed down since. Not only am I lucky to work with all of the Home Share Providers and individuals we support, but I also have an amazing team of Home Share Managers beside me.

Like the others have mentioned, this past year has been challenging. We all, including each of you, have had to be more flexible and creative than ever before. Through each of the challenges, I have tried to find some positives to bring back to the Department. The resilience that each of you have shown has made me so proud to be a part of this team. NACL is truly blessed to have every single one of you.

Though challenging, I have had a lot of fun this past year. I purchased a home to do a full renovation makeover on back in September. This has kept me busy. Every time I pull something down, it seems to create an extra few jobs! My 12-year-old daughter keeps me on my toes most days. They weren't lying when they said pre-teens are a lot of work...whoever "they" are, anyways! ☺

FROM



Brianna



I hope this helps for those of you we haven't had the chance to get to know yet. I look forward to our next Network Meeting where we can share a meal, some laughs, and a great time reconnecting.

Thank you all for your continued dedication to the people we support. As always, please do not hesitate to reach out as needed.

Take Care

Stay Safe



...at Maxey Road Home!

By: *Gretchen Brown, Program Manager*

Beautiful surroundings for beautiful people....that's beautiful inside AND out!

We are motoring towards spring but loving winter, with our lovely snow-covered trees and lively hummingbirds.

Eliana is making Chilean fry bread (Sopaipillas) to keep us warm...Bruce is making jokes to keep us cheerful...and Mathew is singing to keep us entertained...

...while we continue with our fun and busy schedule of walks, drives, and catching up with family on FaceTime.

To add to all this wonderfulness, we are honored to be welcoming a new person served to Maxey Road Home. More on this in the next Bulletin. ☺





NACL would like to give a big warm welcome to the **NEWEST** team members since our last report:

NANCY CHIASSEON, ILEANA JIMENEZ SALAZAR, JACY CONRAD, BERNADETTE FRENCH, SHERSTEN CALIXTRO, ADAM CAMERON, AMANDA CASSELMAN, ERIN MANCOR, ANGELIKA BURGESS, DANIELLE CARON, and VERONIQUE RIOUX.

Congratulations to these employees who obtained temporary or permanent postings since our last Bulletin – at their current status:

CHAD LUM – Temporary Part-Time CSW, Nottingham Home
CORY RICHTER – Permanent Full-Time CSW, Westwood Lake Home
KATHY VOGT – Permanent Part-Time CSW, Actions Day Program
MARY-ANNE DIPLOCK – Temporary Full-Time CSW, Jingle Pot Home
MAYA KREY – Temporary Part-Time CSW, Jingle Pot Home
NATASHA JAMES – Temporary Part-Time CSW, Nottingham Home
PAULA MATHESON – Permanent Part-Time CSW, Jingle Pot Home
SEBASTIAN NOCK – Temporary Full-Time CSW, Sherwood Home
STACEY ANDERSON – Temporary Part-Time CSW, Turner Connection Home
TERESA PHILLIPS – Temporary Part-Time CSW, Turner Connection Home
TOM NICHOLSON – Permanent Full-Time CSW, Portsmouth Road Home



Just to make it easier to understand the acronyms, let's quickly define them again:

CSW – Community Support Worker
VC – Vocational Counsellor
PC1 – Program Coordinator 1
SRW – Senior Residence Worker

I'll connect with you again in May—stay safe!

You Make a Difference

Thank You for all you do!

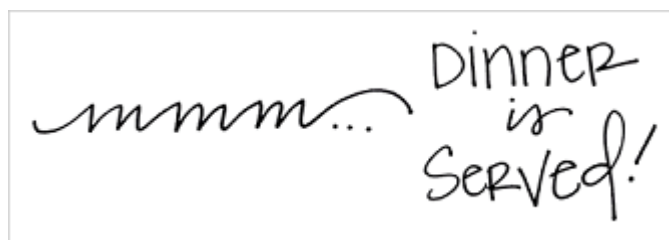


What's Happening

@UPLANDS
By: Sara Gilks, Program Coordinator 1



Uplands is really enjoying this “getting to know you” phase for both staff and persons served. We are trying to provide times for some safe, physically-distanced activities every week. Here are a few examples...

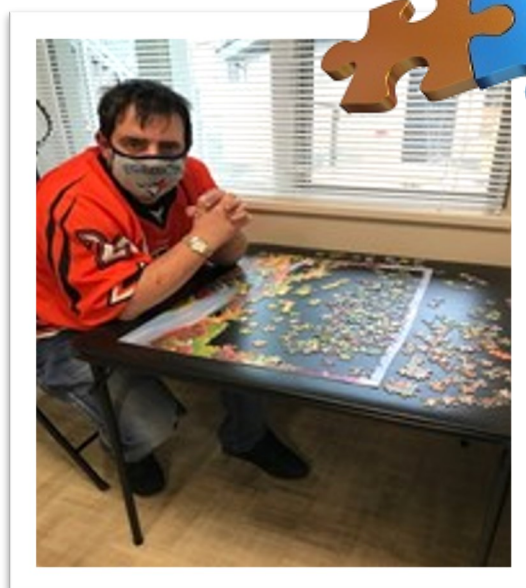


Here's KH at our Dinner Program! ☺

We'd like to give a BIG shout-out to **Loaves and Fishes**, who provide lots of groceries for our dinner program.



Thank You.



Here's EC enjoying a Wii session of bowling...

...and here's CD diligently working on a jigsaw puzzle.



REFLECTIONS *from* Angela

By: Angela Trimble, Senior Program Manager



A LITTLE UPDATE



Westwood



It may be cold and windy outside, but when you're eight, it just doesn't matter! ☺

We do a lot of fun outside stuff at Westwood Lake Home—but for LF, his favorite is the bike park!

Round and round we go!

Supporting youth comes with both its excitement and challenges...there's rarely a dull moment.

Keeping up with school, play, appointments, and compassionate care is both exhausting and exhilarating.

A big shout out of thanks to the dedicated staff at Westwood Lake Home!





By: *Ramona Passarello, Program Coordinator 1*



ACTIONS

DAY PROGRAM

At Actions, we have been putting into motion activities to keep our individuals active, connected, and keeping the creative juices flowing! Considering January is the longest month of the year, it has flown by at an astonishing pace – now we're flying through February and looking forward to bloomin' spring!

We are pleased to make forward movement into creating more online programming, where individuals at home can stay better connected with our individuals and staff on-site. Currently, our Actions Zoom group is currently the third Wednesday of each month, and the goal is to increase this frequency. A variety of activities will be offered through this format, and the chats will be moderated.



Our individuals are keeping fit with a variety of fitness and wellness activities, including weekly exercise sessions with Rie, Dance Jam with Crimson Coast on the first Friday of the month, belly dance with the me (Ramona), and when weather permits – walks exploring our beautiful outdoor playground we call Nanaimo!

When we get our bodies moving, our minds work better! Our Vocational Counsellor, Robin, has been exploring themes of community contribution, rights and responsibilities, small business, and more with eager individuals. Making our entrance beautiful for the season of love, we have our individuals supported by our VC with these beautiful painted rocks that have found their home at the entrance of Actions in our covered garden. The Entrepreneur Group has begun a new initiative with these feather and heart wall hangings, which are available for purchase at \$25 each – with more to come in different colours!

On the left side of the brain, Gisele has been crafting and creating projects – such as customized frames, puffer fish art, and yarn hanging decorations – with our individuals. Gisele's beautiful and creative projects will be offered as live instructionals, on occasion, during our regular Actions Zoom chat.

If you would like to keep updated about happenings at Actions, I invite you to join the monthly e-mail list. Send your e-mail to ramona.passarello@nanaimoacl.com.



Photo Gallery



Program
update

By: Ramona Passarello, Program Coordinator 1



ACTIONS
DAY PROGRAM



Heart and feathers
wall hanging



Crafting time...



Fitness with Rie and CM



Painted rocks...



More painted rocks...



A rock turtle!



Program *update*

By: Sue Logan, Snoezelen Room Attendant

Snoezelen

The **Snoezelen Room** is still the best place to relax and explore at your own pace. Things are a little different, but the experience is still the same. I have had to modify a few things through COVID—for example, all participants have their own container with their name on it, containing the items they enjoy that are only used by them. ☺

I have been trying to bring different items to give my participants new experiences, plus my music lovers all have their own music playlists. Playing with a “bubble gun” has been the newest thing I have brought in that has been a lot of fun.



The cozy chair...

Enjoy



The ball pit...



The bubble tubes...

If interested in a session (because yes, we're open to the public as well as within NACL itself!), contact me at **(250) 741-0224, ext. 232** or for more information! ☺

Explore



RELAX

ALL THINGS



*By: Barb Barry,
Person Centered Practices/
Employment Services Manager*

This year, with the COVID-19 restrictions still in place, it's looking like we will not be able to do our in-person training for 2021. While disappointing, the good news is we are going virtual!!! ☺

To that end, we are looking to do online training this year. This means a healthy dose of "technology learning" in my future. With the updates in training curriculum and the remote learning piece, I will be focusing on both those areas and working with Randy Humchitt to bring you the high quality, interactive training you are used to! "

We will also be spending some time with learners up-front before the training starts, to work with you on how to use the technology—so in the meantime, "be calm and PCP on!"

In addition to updates in the Bulletin, I'll be sending out e-mails once training dates are confirmed—so you will all have plenty of notice.



IMPROVE & GROW

*By Barb Barry, Person Centered Practices/
Employment Services Manager*



STAY CREATIVE

The Coaches Team continues to get together every six weeks to talk, brainstorm, and share ideas/challenges/successes. At our next couple of meetings, we plan to review and nail down a few really great ideas in to action steps for some fun and surprises and creative ways to help teach and inspire us all around Person Centered Thinking and Person Centered Planning. All shall be revealed in the spring!

In the meantime, I invite staff to read our meeting minutes and check out our Terms of Reference for the Coaches Team. Check out our program page on ShareVision (called "Coaches Corner") here—click CTRL+CLICK on the link below:

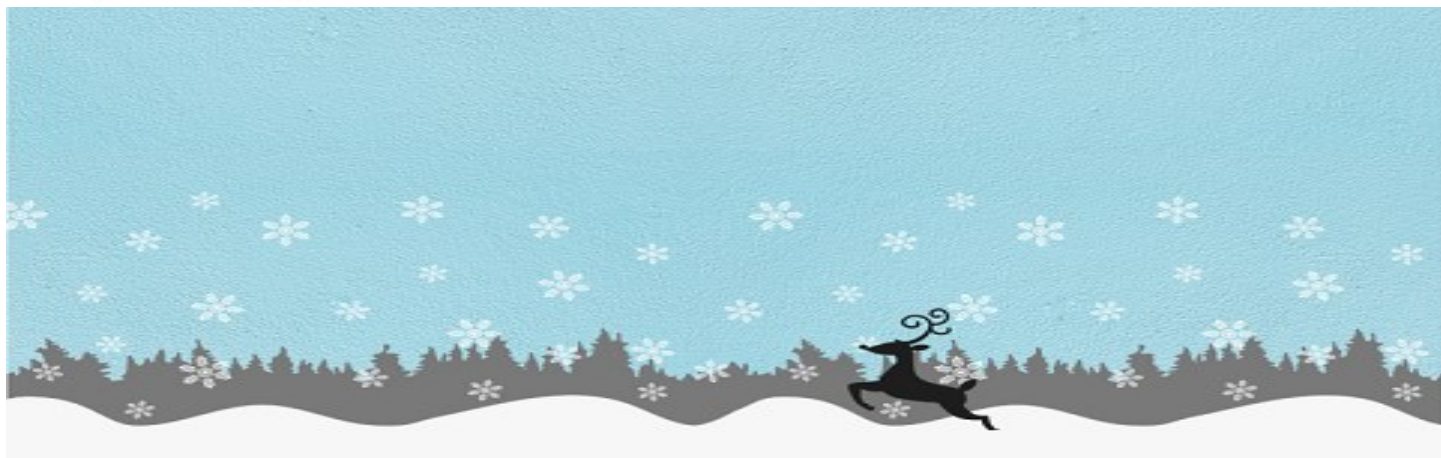
Coaches Corner on ShareVision

If you want some more information about the Coaches Team, feel free to ask your program coach, manager, or me (Barb), Randy, or Angela!



...at Turner Connection!

By: Doug Rollings, Community Support Worker



We at Turner are all looking forward to the fairer weather and enjoying every sunny day along the way. With the large snowfall we are now watching melt, we watched the staff working hard shoveling as we enjoyed sitting outside breathing in the cool fresh air.

Valentine's Day gave us the opportunity to bake cookies, and we all enjoyed the crafts that went along with it.

Brian is very excited to have been able to book his campsite for his summer camping adventure of 2021.

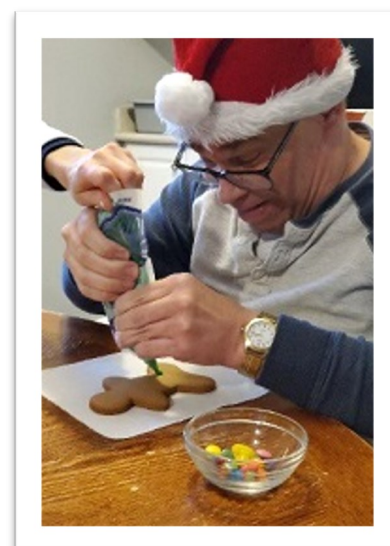
Robert continues to get out every Wednesday to do his local paper route delivering 30 papers, and getting the staff their weekly exercise with it. Check out the pic below of him depositing his first paycheck!

Dale had a great walk around Neck Point, bundled up in the cloudy weather.

Barbie, our lovely fashionista, is looking forward to a new shade of hair color and the nails to go with it.

Jack is always looking for new partners for card games and to sit at the table with to share a coffee.

Life at Turner is great!.





*By Peter Letts,
Quality Assurance Manager*

The **OH&S Committee** has been maintaining their monthly meetings via Teams.

On January 7, 2021, a special meeting was held to conduct the annual **Committee Evaluation**. The evaluation proved to be very good, despite the challenges of COVID-19. The committee managed to continue to meet regularly and carry out its duties and functions—and speaking of duties and functions, we were able to update the **Committee Rules of Procedure** that guide us in all the things we do.

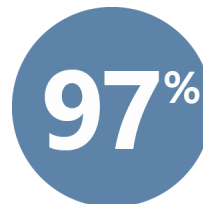
We were proud to take part in **WorkSafeBC's Certificate of Recognition audit** at the end of January. Two committee members were interviewed, and we also provided evidence that key audit standards were met by the committee.

Part of our efforts for 2021 were to provide more detailed information on staff incidents and incident investigations, so we have improved the summary analysis of this information in the January minutes.

The OH&S Committee continues to stay up-to-date on the **COVID-19 Exposure and Control Plan**, with ongoing reviews as changes occur.

Training continues to be a big priority for us, and we are beginning to register for a variety of courses to meet our training needs.

We look forward to another productive year in 2021!



EVALUATION

STAY HEALTHY





...at Caspers Way Home!

By: Aidi Yang, Senior Residence Worker



This Christmas was different. We could not go visit family as usual. We had to cancel lots of bookings, as plans and regulations changed during the pandemic.

All persons served at Caspers still had a Christmas filled with love and family. We FaceTimed with families as they opened the presents and exchanged love. Everyone was involved with Christmas preparation—baking and decorating. Everyone had fun!

When we thought winter was almost at an end, the big snowstorm hit. However, at Caspers Way Home we made the most of it—a party on the snow weekend, lots of baking...and a BBQ, balloons, and snowman. Even though we couldn't drive in the snow, we went for great snow walks in the neighborhood to enjoy what nature offered.

BIG ANNOUNCEMENT—our Kelsey is an uncle again, as of February 10th! Everyone was so excited...especially Kelsey. He went and picked out all the gifts for his new nephew. ♥

March is our birthday month—Edwin is already there, and cannot wait for the day to come!



EMPLOYMENT SERVICES

By: Barb Barry, Person Centered Practices/Employment Services Manager

ALL TOGETHER FOR INCLUSIVE EMPLOYMENT



I think we all talk about the power of being employed, of contributing, and making money. For all of us, it's where we meet people, make friends, have met our life partners, and feel a sense of contribution to something bigger than ourselves.

We get the most incredible people through NACL Employment Services—both those who hire, and those who are looking for work or are at work. When we listen to people, act on what we hear, and support job seekers in finding that “fit”—good things happen. Networking with our business community and finding the leaders who hire inclusively and connecting the two is also a big part of what we do. In the end, it's about being inclusive.

Kudos and to each person who takes that first or 100th step to being employed, and to the Employment Team who are with you each step of the way.

And thank you to our fabulous business leaders who hire inclusively:

- Academy of Learning
- ALSCO Linen
- Backyard Wild Bird and Nature Store
- Bees Knees Café
- CLBC (Community Living British Columbia)
- COCO Café
- COCO Kitchen
- Dollarama (Port Place Mall)
- McDonald's (Mary Ellen Drive)*
- Michael's (Craft Store)
- Milton Street Public House
- Nanaimo Business Services (x2)
- Nanaimo FoodShare Society
- PacificSport Vancouver Island
- Starbucks (in Chapters)
- Save-on-Foods (Country Club x2)
- The Modern Café (x2)
- Vancouver Island Library (Hammond Bay Branch)
- Wolf Brewing Co.

* While right now the person who worked there has moved on, they're still a fabulous, supportive, and inclusive experience!

support

Inclusive Business

As a way to support them, and by extension NACL, shop at and buy their services. When you do, there are two other things you can consider doing:

1. Let them know that you value the fact that they have hired inclusively and worked with NACL; and
2. Take a selfie and send to Marlena, who will then post on our social media platforms – this has received great buzz and acknowledgement by many people. 😊

what's shakin'**...at Jingle Pot Home!**

By: Gerry Muckle, Acting Senior Residence Worker



The new year brings with it fresh ideas, renewed enthusiasm, continued laughs, and endless possibilities to make some great new memories. Since the last Bulletin, we have had festivities in abundance. Christmas was another huge success, with everyone getting everything on their lists. We celebrated New Year's in grand style with a wonderful meal, party favors, and a countdown.

Jingle Pot welcomed a new person served into the cottage in January, and we are all looking forward to getting to know him better. We have had lots of cake, with four persons served and three staff who have celebrated another year around the sun since the beginning of December.

And, for some fun cultural experience, the gang at JPH enjoyed a fabulous Chinese dinner for the Year of the Ox for Chinese New Year. As always, we never let Valentines Day go by without our thoughtful staff decorating the home with love, and making some homemade cupcakes to go along with all the other treats everyone here enjoys. We are all eagerly looking forward to the good times continuing through the rest of the year.



Valentine's Day



**IT'S A BIRTHDAY
BONANZA!**



WHAT'S YOUR
NEW YEAR'S
RESOLUTION?

**VIRTUAL FITNESS
CLASSES**



TUESDAY & Thursday
4.30PM-5.30PM

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

Password: 930729

RELAXATION session

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



*For more info, contact Marlena at
(778) 268-2022*

#EVERYONEWELCOME





address >>>

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

phone >>>

(250) 741-0224

fax >>>

(250) 741-0227

web >>>

www.nanaimoacl.com

e-mail >>>

info@nanaimoacl.com

facebook >>>

www.facebook.com/nanaimoacl

twitter >>>

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

instagram >>>

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



*"Building inclusive communities,
one bridge at a time."*

*Your Feedback is
Welcome...*



We'd love to hear from you...

E-mail your comments to
Graham Morry, Executive Director:

graham.morry@nanaimoacl.com

CREATED/EDITED BY:

Marlena Stewart

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
(or look us up by name in the search bar!)



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



Instagram

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



https://www.youtube.com/channel/UC41eM8tnUtjNRM68QmSQ_GQ



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! ☺