



What's happening?

from GRAHAM'S and RANDY'S DESK



By: Graham Morry, Executive Director and Randy Humchitt, Deputy Executive Director



PAVING THE WAY TOWARD SERVICE integration

NACL, like many service providers, is facing some especially trying times. The issues facing us mirror that of the world at large—climate change, labour shortages, inflation, etc.—and it is incumbent on us to face these challenges head on and turn these challenges into opportunities.

To address our current staffing crisis, we have been actively recruiting; that along with temporarily removing the driver's license requirement have gone a long way to alleviating pressure in the short-term, but it has created some community access issues that we are strategizing on how best to address.

We are restructuring our leadership and administrative teams to offer a more seamless service model, with Departmental Managers having a greater understanding of all services to ensure that when referrals come in, those people are placed in the most effective service possible. An example of this would be when an individual is placed in a staffed resource because we have a vacancy, rather than completing a detailed assessment of their actual needs so they receive the most suitable supports—no more, no less. These decisions can put greater pressure on staffing when certain levels of support are not required.

An additional advantage is that with leaders having a greater understanding of all services, within their expanded capacity they can reassess support needs and direct people to less intensive services as they develop greater independent skills.

In my opinion, we will always need group homes—but it is incumbent on us to make sure that we are fostering independence and personal growth whenever possible.

These are also exciting times as we slowly move towards our new structure, and the leadership team is meeting monthly to map out a course. We recently received new funding for another Manager to expand our Home Share Department, as CLBC is encouraging this model as a way to take the pressure off Staffed Residential services. This position was posted as an Integrated Service Manager with a primary focus on Home Share. We look forward to confirming the successful applicant in the next couple of weeks.

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Happy
READING



graham & Randy from the desk

Continued...

COVID-19 UPDATE

With word of this respiratory virus season being a very challenging one, we are still abiding by **NACL's Communicable Disease Plan (CDP)** with one important addition, in line with most other service providers in our sector—we've brought back the **mask mandate** through the end of flu season (March 31, 2023 inclusive).

We know this may be a tough shift after the program-specific risk assessment approach we've taken for a few months now—and we **thank everyone so much for their patience and cooperation** as we prioritize everyone's health and safety.



Housing UPDATE

All projects are on hold waiting for funding, but we continue to prepare so will be shovel-ready. However, here are a few updates on the housing front:

Uplands

Uplands is now basically **subdivided**, so we will now commence the **rezoning process**. Due to a multitude of regulatory delays, we have missed the height of the seller's market. Our original plan was to sell both homes at 3401 and 3405 Uplands; but after getting the Board's input as to how to proceed, we will initially just **sell the older tenanted home** (as its price point is still holding up) and **hold on to the newer one** (which we would use) until the market improves.

Nanaimo Affordable Housing Society (NAHS) Partnership

The **initial building in Parksville is near completion**; NACL has 10 units secured within that project. A **proposal for a second building** is going in to Canada Mortgage and Housing Corporation (CMHC) for approval, and NACL will have 40% of those units. The **Buttertubs** seniors-focused building is **on hold**, pending funding. NACL currently occupies **13 apartments** with NAHS, with more coming.

Woodgrove Seniors Society Partnership

Their **new build** near the hospital is to **be completed in the spring**, with NACL having 10 units secured.

Farm Search

Our **search for a new home continues**, and I'd like to thank NACL Board Vice President John Jessup for his help in looking at properties.

We are still waiting for official word, but are hopeful that a deal is imminent.

Stay Tuned



Collective
Bargaining



EQUITY DIVERSITY & INCLUSION & BELONGING

Indigenous Relations Team

Eight members of NACL's Indigenous Relations Team (IRT) were fortunate to attend the **"Building Bridges" workshop** on October 19th, facilitated by Indigenous Cultural Safety Practitioner, Kathi Camilleri. This experiential workshop focussed on creating a deeper emotional understanding of participants' roles in reviving Indigenous values. Staff who attended reported that the experience was quite impactful and helped them create a deeper understanding of colonialism and its impact on Indigenous people. Randy has reached out to Kathi with the hopes of having her attend the next IRT meeting, so all our members can benefit from her teachings.

Inclusive Hiring

In September, Randy completed an **"Inclusive Employer" certification** on NACL's behalf through the Inclusive Hiring Hub, a program run by ETHOS Career Management and funded by the Government of Canada's Opportunities Fund for Persons with Disabilities. This 6-hour, 4-module course focused on hiring practices for organizations, and specifically how organizations can eliminate barriers to employment for people with diversabilities. Topics included accessible recruitment materials, accessible policy, accommodation negotiation, and strategies to create supportive work environments where staff require accommodations. Though we are an inclusive employer, much was learned about how we can tweak our procedures and practices to be even more inclusive when hiring for any position in our organization. NACL is now certified through the "Hub" as an inclusive employer, and has access to a network of job seekers and resources to support diversity in the workplace.

NACL continues to take incremental steps towards **lowering our carbon footprint**, developing our own food supply, and positioning ourselves as a leader mitigating the effects of climate change.

We have committed to transitioning to a **net-zero approach** to energy consumption, and have agreements in place to purchase solar panels, electric vehicles, and other energy-efficient products that will lessen our environmental impact. These initiatives have been significantly delayed due to supply chain issues, but will eventually be adopted.



In regard to **food security**, we have been working closely with Cline Farm generally and Growing Opportunities Farm Community Co-op specifically, with whom we've recently signed an Memorandum of Understanding outlining our relationship—including training/employment opportunities as well as securing a portion of their crop solely for NACL use. In addition, we are partnering with other farmers to provide us with various meat products that are locally-raised and ethically put down. This won't feed us entirely, but will initiate a move away from processed foods that will provide better nutrition and ultimately better care for the people we support.

The need for us to be nimble and responsive to outside influences has never been greater, and together **we can do great things** to continue to make NACL an agency we can all be proud of.

Sorry IT DIDN'T HAPPEN



Turns out the weather would've actually been perfect on the date we'd said to save for an October BBQ, but we just couldn't take the chance with the venue we'd chosen (in case it was rainy and/or muddy).

GOOD NEWS, though—we're hoping to try again next spring (pandemic situation pending, of course), because we've really missed getting together with you all—so watch for announcements in the new year about the comeback of NACL's beloved BBQ! ☺

What's
Up?

...at Kennedy Home!

By: Cindy Carano, Program Manager



At Kennedy, we are trying to get the most out of every sunny day we can. We have been so fortunate to be able to have beautiful sunshine throughout the summer season and into the fall. We are enjoying the Snoezelen Room again, and have found a massage therapist who will come into our home.

We are looking forward to building a gazebo in the front yard next spring, and may just resort to a good old-fashioned work party to accomplish this. We will have a BBQ with lots of good food in trade for time and muscle. This will allow us to be able to sit outside and enjoy our spectacular ocean view. More details to follow in March.

We are getting our Christmas lists ready and dreaming of all the yummy treats the Kennedy Team always prepares. We are also excited to be working on new Person Centered Plans as we update our goals and focus on how we can live the most relaxing, beautiful, and fulfilling lives possible. Also, it is so important to remember some of these things for ourselves—not just those we support. Get out in nature, relax when you can, and take care of yourselves! With health and wellness, from the Kennedy Team! ☺

LIVE
YOUR
BEST
LIFE

BEAUTY
sourced *locally*



GOAL



Let's Talk communications



By: *Marlena Stewart, Executive Assistant*

Hi again, everyone! Another three months has flown by in a flash, and once again it's time to share what's been happening communications-wise at NACL... ☺

Our **social media** activity continues to carry on at full force (sometimes with multiple posts a day)—and as always, I hope you enjoy the content we've been sharing about the goings-on at NACL—especially that visual evidence of people living thriving lives! HUGEST thanks to all our programs and services for capturing such awesome moments, events, etc. for us to share...keep it coming!

I can't stress enough how much it means to us to have any of you reading this **follow our channels plus like, comment on, and/or share** NACL's posts—because that brings the chance people you know might do the same, then people THEY know...and so on! You get the picture. ☺ The more people know about us and what we do, the more support NACL receives in various forms...whether that's potential new staff, home share providers, or members...community partners and/or employers, financial contributions, and so much more!



@nanaimoac is how to find us via a Facebook or LinkedIn search—and that's also our handle on both Twitter and Instagram! Check us out—we're fun to follow... ☺



Early fall was busy, especially being **Annual General Meeting (AGM)** season with all the necessary communications that go along with it. We're getting to be "old pros" at virtual AGMs now—we held our (believe it or not) third consecutive one on September 26, 2022, and luckily it went off without a hitch! Thanks so much to everyone who attended/participated to make it both engaging and uplifting!

A little later in this newsletter we'll share the current list of **this year's NACL Board members**—we sincerely appreciate the time, expertise, passion, and guidance they voluntarily give to help our organization soar!

We've got some exciting things coming down the pike—but one definitely worth mentioning is we'll soon be embarking on an in-depth, agency-wide **Person Centered Planning (PCP) awareness campaign**—with the goal of embedding this core foundational philosophy even deeper within NACL's everyday consciousness! I'm really looking forward to working with Barb Barry and her team of "PCP champions" on this project. Expect to see posters, social media, and more on the way to ensure PCP is kept front of mind with all we do. ☺



In the meantime, please take care, stay safe—and enjoy the upcoming holiday season (which is also sneaking up on us very quickly)! Catch you again with our next Bulletin at the end of February... ☺

PERSON CENTERED Awareness Campaign



FOLLOW US → **@nanaimoac**
and **www.nanaimoac.com**

what's NEW

...at Portsmouth Road Home!

By: *Jeremy Green, Senior Residence Worker*



It was nice to have that extended nice weather/summer! It has now changed for sure, and is a lot colder!

We had a lovely end to the summer/beginning of fall. RB went for a night away with friends at Beach Acres. HK went to the Halloween Train at the BC Discovery Centre, and everyone from Portsmouth got out and about to enjoy the last of the good weather.

Now we are getting wrapped up in our hats, coats, and scarves to enjoy the cold sunshine we currently have as I am writing this!



OHS & NEWS

OCCUPATIONAL HEALTH & SAFETY



*By Peter Letts,
Quality Assurance Manager*

The joint Occupational Health and Safety Committee has resumed their fall schedule, with meetings held in September and October.

The fall season brings with it the second round of bi-annual site inspections. This time they are conducted by the Management Team, while the spring inspections are conducted by the Committee members. From these inspections, "site inspection action items" are generated and documented on ShareVision, and the Managers and Senior Residence Workers/Program Coordinators are assigned to complete the tasks. This helps to ensure all sites are well maintained, documentation is kept up to date, safe work practices are adhered to, and any hazards are corrected.

This fall season has been a busy time for staff incident investigations, unfortunately. Since September, six investigations have been required for incidents that have resulted in treatment beyond first aid. In all cases, the incidents resulted in musculoskeletal injuries. Corrective actions have most often included administrative solutions, or changes in the way people work. Stay safe out there, folks!

On October 13th, the Community Social Services Health and Safety Association's Regional Presentations came to Nanaimo. Information was shared on WorkSafeBC injury statistics, the CSS Violence Risk Assessment Tool, general best practices, and resources. Graham, Peter, and Gretchen attended on behalf of NACL.

Through conversations with representatives from this presentation, NACL Management staff learned more about return-to-work strategies for employees who are injured on the job, resulting in an initiative to kick-start an improved Graduated Return to Work program. We look forward to implementing this initiative and getting staff back to NACL as soon as possible—as the research shows that the sooner people get back to work, the better the outcome!

The next meeting of the Occupational Health and Safety committee will be delayed into early December, and will be last meeting of the year. Please see the minutes for the latest information on first aid expiries, incidents, investigations, and drills.



Season



Graduated
**RETURN
TO WORK**



STAY SAFE.

KEEP WELL.

Program *update*

By: Courtney Otto, Integrated Services Manager



ACTIONS DAY PROGRAM

Hello from Actions! ☺

Over the last few months, Actions has continued celebrating all holidays that come our way...



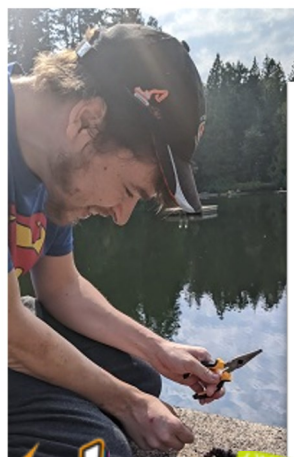
Halloween was a blast, while the Day Program shifted into a spooky center for all. The classrooms were transformed into haunted houses, "Monster Mash" filtered through the building, and fortune teller Vadoma made her mark with participants, letting them know of the amazing things coming their way!



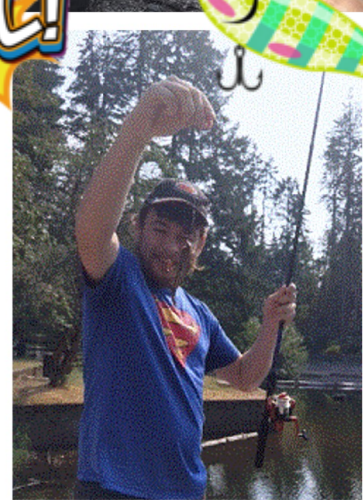
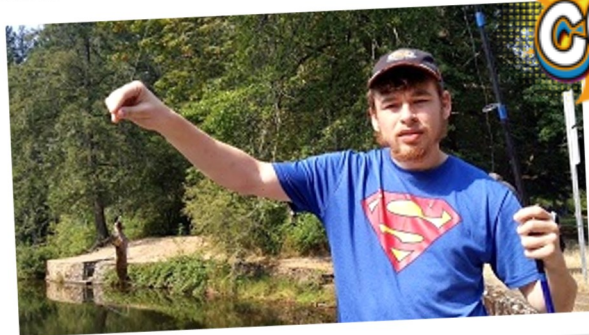
Happy
Halloween



Actions also explored fishing this fall, which brought many smiles and learning throughout.



COOL!



A special thank you to Quality Foods Harewood for the delicious platters delivered for all to enjoy!



YUM

From all of us at Actions, hope everyone has a fantastic holiday season! ☺



Quality
FOODS®

program *update*



EMPLOYMENT SERVICES

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

WELCOME ABOARD



As you know, we are all about helping our talented job candidates connect with our amazing local businesses. Our team of Employment Specialists spend a lot of time networking and developing relationships with our local community. We love being able to introduce candidates to employers—and the rest, as they say, is history. We are always staying in touch with both to help make sure there is a smooth transition, and providing continued support to both as needed.

Here's a shout-out to our newest employers:

1. Old Navy
2. Tillicum-Lelum Aboriginal Friendship Centre
3. Romper Room
4. Quality Foods (Harewood)
5. Nanaimo Golf Club



Here's DMcE during her work experience at the Romper Room. She enjoys her work, saying **"The staff are really nice and friendly!"** ☺

HERE I AM
at work



Here's DW displaying a basket from the Food Security Program through Tillicum-Lelum Aboriginal Friendship Centre. He says **"Going out and meeting the people is my favourite part of the job—they are all so nice and friendly!"** ☺

our team



Our Employment Services Team members are:

Barb Barry (Manager)

barb.barry@nanaimoacl.org

Debra Buvyer (Employment Specialist)

debra.buvyer@nanaimoacl.org

Sean Enns (Employment Specialist)

sean.enns@nanaimoacl.org

Get in touch with any of us at any time for more information on how to become one of Nanaimo's most Inclusive Employers—or if you know of any connections we should make! ☺

We are very sorry to say goodbye to the amazing Donna Browning, who is leaving NACL Employment Services.

All the best to you in your new job, Donna. We will miss your sense of humour, positive energy, and ability to connect with job candidates and employers.

Donna has worked hard and has been instrumental in helping to connect job candidates with good jobs. Thank you, Donna!



WHAT'S
NEW?

...at Caspers Way Home!

*By: Maya Krey and Chelsea Liebrecht, Community Support Workers
and Aidi Yang, Senior Residence Worker*



As time flies, the CWH crew made great fall memories!

J and K caught the tail end of summer with lots of fun, as expected. Our Salt Spring Island trip was such a great adventure...everyone really enjoyed it. It's time to plan the next one!

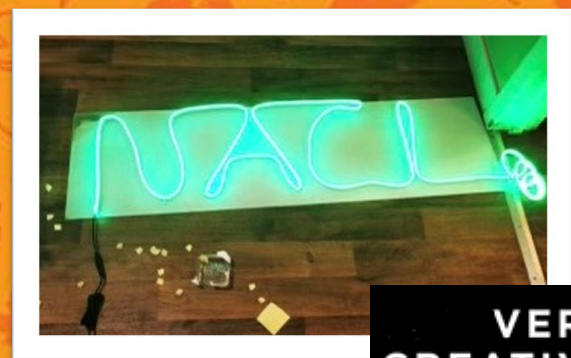
We like to challenge ourselves to explore new things, so E, K, and J explored new (and challenging) hiking trails. J and K enjoy going to the pool on a regular basis and having lots of fun with E. E's favorite part of the swim is watching J coming down the slide.

With the hockey season starting, E has become a regular at the arena—he enjoys the games so much he's usually the last one leaving! 😊

Halloween just passed—one of our favorite days of the year. J was a vampire, and K surprised us as a pirate along with E on the same theme!

Big announcement!!! This was our first year participating in the Ladysmith Light-Up night parade. E was very excited to see the bright lights while waving to the spectators!

Check out how we made Caspers' van MERRY AND BRIGHT for the occasion! 😊





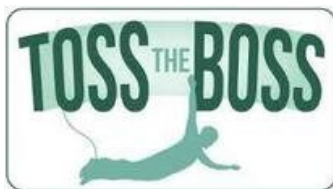
By: Brianna Otto, Senior Home Share Manager



I was a **"boss who got tossed!"** ☺

In the August Bulletin, I mentioned being "volun-told" by my Home Share Team that I'd be tossed over the WildPlay bridge in September, representing NACL as part of the **"Toss the Boss"** fundraiser supporting the Nanaimo and Victoria Brain Injury Societies.

Well, I'm pleased to say I took the plunge on September 23rd and survived the experience...LOL! Just wanted to **thank everyone who donated and/or cheered me on** along the way. Lots of fun for a good cause!



You might've seen on NACL's social media recently that we've put a detailed ad on Kijiji **looking for Home Share Providers.**

If you or anyone you know is curious about Home Share and what's involved, check out this link:

<https://www.kijiji.ca/v-healthcare-jobs/nanaimo/home-share-provider-nanaimo-association-for-community-living/1641491846>

...and if that's intrigued you or those you know even more, you/they can either follow the instructions to **apply through there or contact any of our Home Share Team** to discuss what that opportunity might look like! ☺

We're **extending the invitation to NACL employees** to become **Home Share Providers** or to provide **Respite care** as well...so if you work for us and this interests you, please **connect with any of our Home Share Managers** or **call my cell at (250) 327-9725 directly** to have a chat with me (Brianna) about it!

Thanks for spreading the word! ☺

WHAT'S UP @ Sherwood AND Nottingham

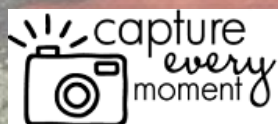
By: Gerry Muckle, Senior Residence Worker

“Autumn is the season
that teaches us that
change can be beautiful”

Summer is behind us, and the crisp fall air has arrived—bringing with it pretty leaves, sweaters and boots, pumpkins and turkey.

At Nottingham and Sherwood, we have packed away the summer gear and begun preparations for winter. We've had chats about snow and the cold, costumes for Halloween, and what we wish for at Christmas. We've been reminiscing about the fun we have had these last few months—like trips to Vancouver to see WWE wrestling, and the many road trips around the island. We've hung out at craft fairs, haunted houses, swimming pools, and Cathedral Grove. We have enjoyed some fine dining around Nanaimo and savoured wonderful home-cooked meals with family.

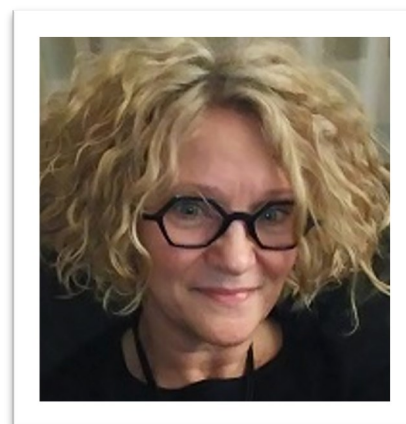
Although the air conditioner may be stored away and the snow shovels dusted off, the smiles and laughter at Nottingham and Sherwood are always out for everyone to see. So remember, change can be beautiful—and change can also tell us to start something new and trust in the magic. ☺



enjoy the view
👁️

Remember in our last Bulletin we introduced our partnership with the **Family Support Institute (FSI)**? Well, NACL has a **NEW CONTACT** for you—and she's looking forward to connecting with anyone needing support...

INTRODUCING PENNY *Lopez*



Directed by families for families, FSI's purpose is to **"strengthen, connect, and build communities and resources with families of people with (diversabilities) in BC."** Don't forget, FSI's services are confidential—and you're welcome to contact Penny anytime you need either general or specific help. Don't hesitate to get in touch (or visit the FSI website)—here's her contact info:

Penny Lopez, Family Support Coordinator
Phone (toll-free): 1-800-441-5403, ext. 4
E-mail: plopez@fsibc.com
www.familysupportbc.com



"I am a mom to four daughters, with my third having special needs. For more than 29 years, our family has been navigating life with a child who has a rare chromosomal partial deletion and complex challenges.

We have journeyed from infancy to adulthood while navigating many difficult roads, and along the way I've picked up many important lessons. Most importantly, I've learned that we have more strength, tenacity, and resourcefulness than we realize. My work at FSI as a Family Support Coordinator allows me the opportunity to support you on your journey and help families to see the depth of their own capabilities."



FSI's YouTube Channel

<https://www.youtube.com/@FamilySupportBC>

...for all kinds of videos that introduce their organization and its services, plus covering various topics such as financial supports, Representation Agreements/adult guardianship, committee ship, trusts/trustees, estate planning, tax tips, success stories/personal profiles, their "Training Explorations" and "Support Worker Central" series, and so much more!

ALL THINGS



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

Hello Everyone!

Happy to announce that we are hosting our next 2-day training on December 8th and 9th. Very excited to have Courtney Otto there, who will continue with the initial stages of becoming a certified trainer.

Space is filling up quickly, so get that Request to Attend Workshop form (on ShareVision) in to your SRW/PC or Manager.

Next year, in response to both needs and requests, we will be hosting three Person Centered Thinking training sessions—in March, August, and November 2023. Stay tuned for those dates! ☺



In late October, consultant Marsha D'Angelo (of Apostrophe) presented her report on our research project that did a “deep dive” examination of NACL's Person Centered Planning (PCP) process and its internal mechanisms.

All employees will have received an agency-wide invitation around the recommendations presented. If you haven't had a chance to have a look at these research findings yet, here's the link to the PDF document:

nanaimoacl.com/resources

(under Other Reports)

“NACL PCP Research Audit Results 2022”

I would be more than happy to talk to you about the results and answer any questions you may have.



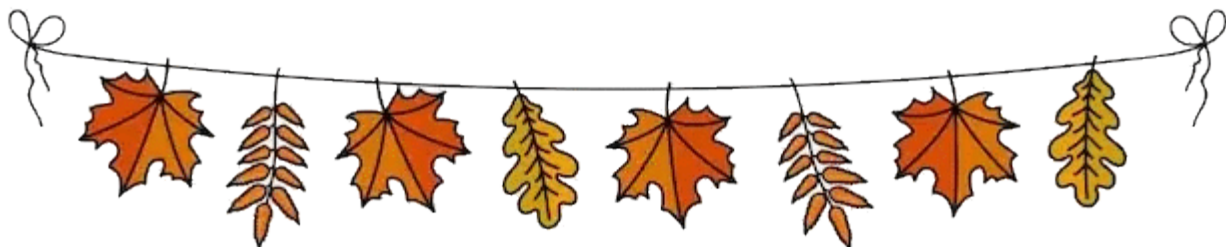
In addition to that, we're asking for your input, ideas, and feedback on those recommendations. I have sent out an agency-wide memo asking for Expressions of Interest. Sending a shout-out to those who have already responded. I'll be setting up a group meeting early December, and you will all be contacted about the next steps.

It is not too late to join us! Let me know if you are interested—it's a good way to have your say and shape the future of how we implement PCP in our agency. Please feel free to contact me with any questions!

barb.barry@nanaimoacl.org

Cell: (250) 713-7196

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making plans



Meanwhile, I have been going to homes regularly to talk PCP and help teams look at plans. I will continue to do that, and give you specific ideas and feedback on the plans and goals.



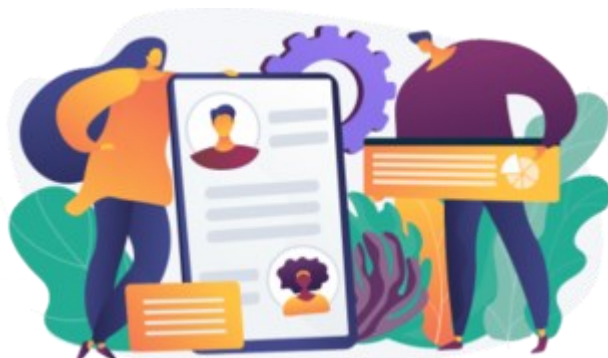
Anytime you are doing some planning (chatting with someone about their plans and goals), remember to look at what is **important to** a person, and what is **important for** a person—that will help inform action.

See below for a guide...

Person-Centered Planning

IT'S ALL ABOUT BALANCE

Important TO	Important FOR
<p>What is important to a person includes those things in life which help us be satisfied, content, comforted, and happy. It includes:</p> <ul style="list-style-type: none"> ✓ People to be with/relationships ✓ Things to do ✓ Places to go ✓ Rituals or routines ✓ Rhythm or pace of life ✓ Status and control ✓ Things to have <p>It includes what matters most to the person—their own definition of quality of life.</p> <p>What is important to a person includes only what the person “says:”</p> <ul style="list-style-type: none"> ✓ With their words ✓ With their actions <p>When words and actions are in conflict, listen to action. Ask “why?”</p>	<p>Issues of health:</p> <ul style="list-style-type: none"> ✓ Prevention of illness ✓ Treatment of illness/medical conditions ✓ Promotion of wellness (e.g. diet, exercise) <p>Issues of safety:</p> <ul style="list-style-type: none"> ✓ Environment ✓ Well-being—physical and emotional ✓ Free from fear <p>What others see as necessary to help the person:</p> <ul style="list-style-type: none"> ✓ Be valued ✓ Be a contributing member of their community <p>Now think about balance—when out of balance, always ask “why?”</p>



Don't be Shy
Always ask
Why?



...at Maxey Road Home!

By: Angela Trimble, Senior Program Manager



Maxey Road Home is a bustling, fun home to be at. Staff and persons served enjoy their time together, both at home and on their many adventures!

Most recently we have had the privilege of welcoming ES to her new home! ES loves people, her day program, her plethora of stuffies, and getting to know all her new roommates and support staff.

ES looks forward to meeting everyone around NACL!

Welcome
HOME

ES

We're so glad
you're here!





report



News & Updates

By Peter Letts, Quality Assurance Manager

In the last Bulletin, the Quality Assurance Manager was busy wrapping up governance plans and reports, and drafting the Performance Analysis and Outcomes Management Report from which the annual Quality Improvement Plan is generated. These plans and reports are now completed, and we are working on the action items now. The Performance Review document is available for all to review on NACL's website (nanaimoacl.com/resources) and the full Performance Analysis Report is on ShareVision or available by request.

We had a successful co-op term with the student from the Computing Science Department at Vancouver Island University (VIU). The student was working on a prototype application using Microsoft Power Platform tools, and this was presented to the Management Team. We are continuing with our work on this, and are now moving into the larger project of developing an information management system for the Association and moving NACL's technology systems onto Microsoft's latest platforms. The latest technologies will help us automate work flows, improve communications, and manage information.

Our Quality Assurance/Human Resources Assistant, Cindy Bryant, continues to work hard on the onboarding process as we process and orientate many new staff. Bringing on a new staff member requires the processing of documents, clearances, and certifications, plus the set-up of accounts for e-mail, ComVida and ShareVision—not to mention all the work conducted by our payroll clerk Gail Quigg to ensure they are good to go in payroll once they start working and are to be paid. Many job postings are also being put out there, and this results in schedule and status changes for new and existing staff members. Shout-out to Cindy and Gail for their hard work and dedication!

Currently the Quality Assurance Manager is preparing for the Certificate of Recognition (CoR) Audit in January and the CARF Accreditation Survey in late spring 2023. The CARF survey application is due at the end of December, and the CoR notice of audit needs to be submitted by December 8th. The first half of 2023 will be a busy time for the Department.

ready. set.
2023 go!



**WELCOME
ABOARD!**



JOB POSTINGS



preparations



What's Happening

@UPLANDS & Prideaux

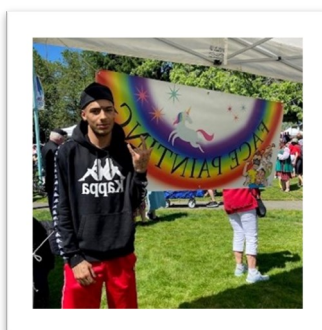


Starting with Uplands...

By: Sean Enns, Community Support Worker

Things are moving along well at Uplands...we've had some great summer BBQs and game nights!

A windstorm on the evening of November 4th knocked out power starting at about 7 p.m. through 7 a.m. the next morning. Thankfully it happened on a Friday, so folks used their Saturday to catch up on rest after a disruptive night—and apart from a few branches littered along the grounds, no damage was done.



LET'S HANG OUT



We're also happy to welcome back a familiar face—one that has been sorely missed, as Lanita joins us back from leave.



On November 11, CM attended her first ever Remembrance Day ceremony downtown.

We talked about the different parts of the ceremony, watched the parade, and grabbed a photo in front of the Cenotaph.

It was cold, but also a great experience!



WE HONOUR. WE REMEMBER.



...and over at Prideaux...

By: **Mark Robinson, Community Support Worker**

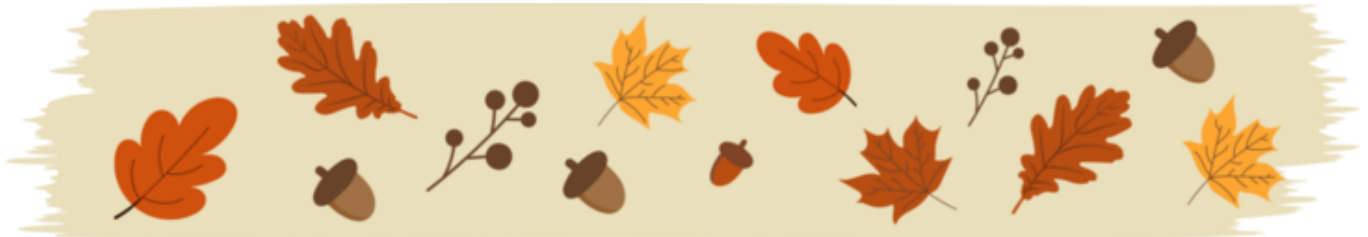


For over 35 years, NACL has been going above and beyond in supporting and serving individuals with distinct and unique diversities in our community. We're excited yet again to celebrate the recent expansion of its programs thanks in large part to developing so many successful partnerships with the many governmental, non-profit, and charitable organizations that service our region.

NACL's exciting new Outreach program on Prideaux Street supports people who live within an independent living model of housing while integrating them as richly as possible in everyday life, seven days a week.

From exploring Nanaimo's abundance of public art (such as resident Al's recent visit to the 1991 Eagle Carving on Brechin Road by the late chainsaw artist Peter Ryan, as seen in the photo) to participating in year-round events such as the VIEX or the Bathtub Festival, NACL is committed and dedicated to developing and nurturing an independent structure of living for those we serve.

From assisting residents in their future goals to supporting them to be fully participating and active members of the community we all share, NACL continues to promote its mission of promoting thriving lives through a person-centered approach to life and living. ☺



INTRO DUCING NACL's Board of Directors 2022-2023



Following NACL's third virtual Annual General Meeting on September 26, 2022, our Board of Directors was established for 2022/2023 as follows:

President:	Dan Johnston
Vice President:	John Jessup
Treasurer:	Kirsten J. Madsen
Secretary:	Marg Fraser
Directors:	Neil Cutler
	Jacquie Howardson

Many thanks to the above six Directors who had their names stand for re-election—we greatly appreciate your service to our organization, and look forward to working with you this coming year!

We'd also like to recognize and thank Phyllis Horn for her many years of service and tremendous contributions during her time on our Board of Directors.

We're also looking forward to having a new Board member join us as soon as we complete the last steps of onboarding—so watch for an updated list to be sent to our programs and posted on our website in the very near future!

FALL BACK INTO FITNESS

DON'T FORGET TO

take care of yourself



**VIRTUAL FITNESS
CLASSES**



TUESDAY & Thursday
4.30PM-5.30PM

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

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





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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



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

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! ☺
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<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! ☺