



# What's happening?

from **GRAHAM'S DESK**

By: *Graham Morry, Executive Director*



The future for NACL is bold and bright as we look forward to some big things happening for us in 2026...

## update on uplands...

We recently received conditional approval from Canada Mortgage and Housing Corporation (CMHC) for 50 units of supportive housing on our property on Uplands. This is the result of five years of diligent effort by our housing team (including Jennifer Carano, our consultant Tinny Lalli, and myself), and we are excited to expand our supportive housing footprint. The support model will be similar to our Uplands 1, with the added provision of 10% of the units going to our local Indigenous nation. Our intent is to break ground in March 2026, with an approximately 20 month build time.

## more on wschs...

Our process to assume operational oversight of Woodgrove Senior Citizens Housing Society (WSCHS) will be complete by December 31st, when our Board steps in and the incumbent Board retires. I'd like to thank the WSCHS Board for their excellent work over the years, and their trust in us to carry forward their legacy.

This is another significant addition to our housing stock with 87 existing units—62 of those new, with another 62 units currently under construction.

I would like to specifically thank Matt Stephens (Vice Chair of WSCHS and Home Share Provider extraordinaire) who has worked closely with me over the past couple of years to ensure the long-term sustainability of both agencies.

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# graham from the desk

Continued...



We are currently going through a comprehensive Strategic Planning process that will guide our path over the next five years. We have held several in-person sessions (three for persons served and two for staff), along with numerous one-on-one interviews and supplemental surveys. I'd like to thank everyone who engaged in this critical piece of work. The finished product will be completed for early Spring 2026.

WE PUT THEM

OVER THE EDGE

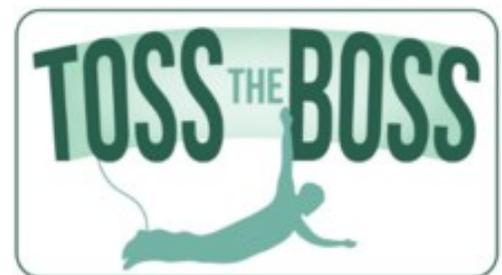
FOR A GOOD CAUSE



We're so proud of both Sean and Randy for "taking the plunge" over the WildPlay bridge on October 3rd, having fundraised over \$1,000 each in this year's Toss the Boss in support of the Nanaimo Brain Injury Society!

Thanks so much to everyone who donated—plus all who came to cheer these brave souls on in person and those who tuned into our Facebook and Instagram livestream to catch the action!

Rest assured that NACL will be back at it again next year! ☺



FOR THE  
**nbis**  
NANAIMO BRAIN INJURY SOCIETY  
awareness • support • connection



WHAT'S NEW

# ...at Caspers Way Home!

By: Aidi Yang, Senior Residence Worker

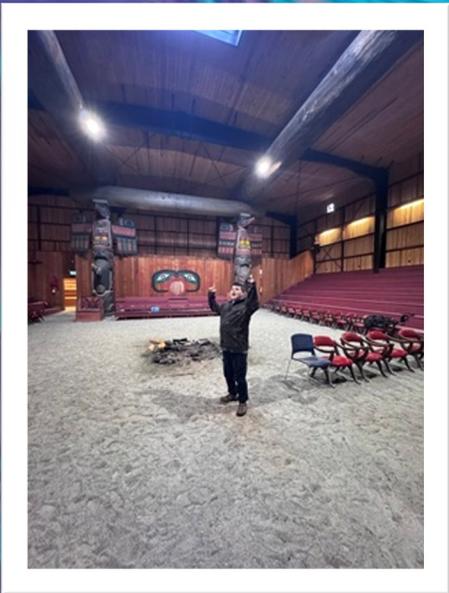


Family and culture are central to life at Caspers, as E's recent trip to Port Hardy beautifully demonstrated. In September, he returned to his Band to participate in a Memorial Potlatch. Despite the long time apart, he and his family reconnected immediately. It was a powerful reminder that his culture is in his blood, as he danced alongside them in ceremony.

The journey was an emotional one, filled with joy and tears. They gathered to celebrate the life of his late sister, and had the honor of witnessing his uncle be formally named Chief.

Now, our focus turns to the holiday season! Preparations are underway for our annual float in the Ladysmith Light Up Parade, a much-anticipated community event. We're thrilled that other houses will be joining us to help spread the festive cheer!

family 



CULTURE

HOME

RECONNECTING

# Happy Retirement

barb



john



What can we say about these two extraordinary people who've such had an enormous impact during their time with NACL? It's hard to put into words just how much each of them have meant to us, but here's a little tribute to both...



## about barb...

Barb Barry came to NACL in July 1998, starting as one of our staffed home managers before taking on managerial duties at Actions Day Program. From there, Barb pioneered two major "movements" at NACL—Person Centered Planning and our Employment Services program.

Barb had the incredible task of embedding Person Centered Planning into NACL's culture, starting in 2005—having become our original trainer in Person Centered Thinking and since then becoming a mentor/trainer to a much larger team of trainers sharing her passion. From her hard work and with so much support behind her, person-centeredness became more than just training—it's the philosophy behind everything we do at NACL to ensure those we serve are in the "driver's seat" of their own lives.

While doing all of this, Barb also started our Employment Services program (first known as NACLWorks!) in 2008—which has evolved from humble beginnings to become a robust department of five promoting the opportunity for many persons served to have meaningful employment—"real work for real pay."

Having worked in so many aspects of NACL's evolution over the last 27 years, Barb truly embodies what it means to be "person centered"—and her love for her job has always shone through her "go-getter" attitude, sense of humour, and deep passion she's put into everything she's done for us!

As a special tribute to Barb and as a lasting legacy to her immeasurable contributions to NACL, check out what was developed in her honour in the Employment Services article later in this issue!

## about john...

John McNeill joined NACL in January 2008, only intending to be our HR Manager for a YEAR at that time! Well, we must've done something right because he was convinced to stay—and nearly 18 years later (being a consultant rather than an employee since late 2009), John has been an integral part of our Management Team right from the beginning.

With his extensive knowledge and experience in all things HR related, John has always been there to lend his wisdom and advice—and has been essential to the strong relationship we've had with our union local. He's been part of many a meeting and negotiation, and has been an essential support with various software platforms we've introduced (especially ComVida). He has also been a mentor/trainer in his own right—and in doing so has helped shift and evolve how Human Resources works at NACL. He has helped empower and teach so many among our team to take on specific aspects of the "human side" of HR—while encouraging the concept of an Employee Services Department (now in place) to handle the administrative side of things.

John's perfect blend of humour, empathy, and being the voice of reason where necessary is just what NACL needed to help it become the passionate, energetic organization it is today—full of employees that embody those same attributes.



When we say that both of you will be missed? We REALLY mean it. Those two simple words—"thank you"—hardly seem like enough to express how much we appreciate what you've both done for NACL. Make sure you keep in touch (including frequent visits), because once you're part of NACL's family? You're ALWAYS in our family! ©

Enjoy your retirement to the fullest, Barb and John—we love you!

**FUNDRAISER**



Michael Patrick's annual Christmas benefit



Thursday, December 18th 2025  
Doors: 4:00pm | \$15 advance

THE BRICKYARD BOYS • JAMES VICKERS BAND  
LAZY MIKE & THE ARGYLE JETS • THE DEXTONES  
CREATURES OF HABIT • MARK CRISSINGER BAND  
MICHAEL PATRICK BLUES BAND  
WITH SPECIAL GUEST DAVID GOGO



34 VICTORIA CRES' | WWW.THEQUEENS.CA | 250-754-6751

NACL is so honoured and excited to be chosen for the second year in a row as the fundraising recipient of **Michael Patrick's Annual Christmas Benefit** at **The Queen's** on **Thursday, December 18th from 4:00 onward!**

**Advance tickets** are on sale for just **\$15 each** (and will be **\$20 at the door**)—so give yourself and/or anyone you care about the gift of an **AMAZING** evening of **live music** (there'll be a **silent auction**, too!) for a good cause that's very obviously near and dear to our hearts! ☺

**Scan the QR code** in the above poster or visit <https://bit.ly/michaelpatrickxmas-nacl2025> to get your tickets now—and **THANK YOU so much for your support** (including the event organizers, all performers and silent auction donors, our host—plus everyone attending)!



*At Uplands Outreach...*

*By: Vince Isaacson, Community Support Worker*



For the past five years, I've had the privilege of working with our supportive housing outreach program for adults with diversabilities. In that time, I've witnessed countless moments that remind me why this work matters—an individual reaching a new personal milestone, finding confidence in a new skill, or neighbours coming together to support one another in meaningful ways.

Our team's focus has always been on promoting independence while fostering a sense of belonging. Whether we're helping someone navigate daily living tasks, connecting individuals with community resources, or simply being there to listen—every interaction is rooted in dignity and respect.

What makes our program truly special is the strength of the people we serve. Their resilience, creativity, and determination inspire us every day. As we look ahead, we remain committed to advocating for inclusive communities where every person has the opportunity to thrive.

Thank you to everyone who continues to support our mission—you are part of every success story we celebrate.



LIVING *Our* THRIVING LIVES

A warm welcome to Rissa Neufeld, the new permanent staff at Uplands. We look forward to what you'll bring to the program!  
☺



...and over at Prideaux...

By: Darcy Wideman, Community Support Worker

Prideaux Outreach is excited to be hosting its weekly Social Night at Actions Day Program, bringing community members together every Thursday from 6:00 to 8:00 p.m. Led by the always-energetic Derrick Moore, the gatherings have quickly become a highlight of the week. So far, attendees have enjoyed a variety of activities including movie nights, karaoke, and games—all designed to create a welcoming, relaxed space where people can connect and have fun.

With even more events on the horizon—such as Christmas Karaoke and sports nights—the Prideaux Team is committed to keeping the momentum going and offering something for everyone!

The program warmly invites all individuals, newcomers, and regulars alike to join in and be part of this growing community tradition. At Social Night, everyone is welcome—and there's always a place for you. Watch NACL's socials for what's happening each week!

THE RETURN OF SOCIAL NIGHT



NACL

Nanaimo Association for Community Living

Support us in a new way...

Leave a legacy of inclusion...

As we move into this season of reflection and gratitude, we're excited to share a new opportunity to support NACL's mission in a meaningful, lasting way. **Planned giving** allows you to include NACL in your will, helping to ensure that the values of inclusion, dignity, and community continue to thrive for years to come. You don't need to be wealthy to make a difference; planned gifts of any size can have a powerful impact.

If NACL has touched your life or inspired you, this is a heartfelt way to leave a legacy that reflects what matters most to you. We're here to answer questions and share more...

Contact **Marlena Stewart, Executive Assistant** at either [marlena.stewart@nanaimoacl.com](mailto:marlena.stewart@nanaimoacl.com) or **(778) 268-2022**, and she'll be able to connect you with NACL's **Community Development Consultant, Samantha Letourneau**.



Happy holidays



## ...at Turner Connection Home!

By: Emma Hobson, Integrated Services Manager



What a wonderful summer and fall it's been at Turner Connection Home! We've had the joy of welcoming a new person served to our community. RT has already brightened our days with her vibrant personality, great sense of humour, and love of beachside ice cream trips and lunch dates with friends. We're absolutely thrilled to have her as part of our home. That's just the beginning—here's some more "seasonal highlights" from Turner...

### *Hockey Fever is Back!*

The house is fully back in game-day mode—cheering loud and proud for our beloved Nanaimo Clippers. Nothing beats the excitement of supporting our local team together!

### *A Night at the Port Theatre*

From musicals to magical performances, the Port Theatre never disappoints. A recent highlight, an incredible ABBA tribute show that had us singing along and smiling all the way home. We loved the personal touch of the meet-and-greet with the cast.

### *Road Trip to Campbell River*

We hit the road for a fabulous getaway to Campbell River—complete with a stay in a swanky hotel, museum adventures, and browsing the gift shops. A perfect mix of fun, learning, and a little bit of luxury!

### *Fresh Air and Fresh Spaces*

This season we treated ourselves to a brand-new gazebo and a beautiful outdoor dining set. We have enjoyed a few evenings sharing meals and people watching—our yard has quickly become a favourite gathering spot.

### *Chemainus Music and Day Trips*

We certainly made the most of good weather days and jaunted to Chemainus for some fun and dancing. What better way to spend a day than a picnic surrounded by live music and art.





# visual highlights





By: Peter Letts,  
Director of Quality Assurance

# Committee **UPDATES**

NACL's Joint Occupational Health and Safety Committee continues to meet monthly, with ten meetings held so far in 2025. With ongoing reviews of staff incidents, WorkSafeBC claims, inspections, and injury investigations, the committee stays up to date with trends and patterns in health and safety. Types, severity, and location of incidents are documented, along with a summary of investigations and corrective actions. The committee also makes recommendations for improvements in health and safety; and recently, an outstanding recommendation to establish an evacuation route from the rear of one of NACL's staffed homes was completed. At the last meeting, in an effort to reduce injuries to staff, the committee recommended that any household maintenance work such as painting requires a review of the work's safe work procedures and point of care risk assessments when commencing the work.

In the May 2025 Bulletin, we reported that the Community Social Services Health and Safety Association (CSSHSA) was developing a learning management system. This has now been implemented, and the full Management Team has been accessing the system for training. A key course that is offered is Health and Safety for Leaders, which covers a range of Health and Safety topics such as risk assessments, inspections, and investigations.

One of our committee members, Gerry Muckle, has been working on developing NACL's "return to work after injury" process and procedures. This is an important aspect of staff health and safety, as evidence has shown that returning to work as soon as possible after injury helps maintain staff's overall wellness.

Coming up in February 2026, the Association will be undergoing its annual Health and Safety audit in order to maintain WorkSafeBC's Certificate of Recognition. The committee will be working with our internal auditors, Peter Letts, Courtney Peters, and Sabrina Anderson to ensure another successful audit.



# Being open about **End of Life**

## “Dying as Someone with a Developmental Disability”

A blog by: **Emit Bryne**

One big issue with the **end-of-life industry** is the lack of interest in it on a grand scale. People, organizations, funders and governing bodies do not seem interested in the sector, and by proxy are not interested in furthering research or funding. While this lack of interest affects everyone, as everyone will die at some point, it will also disproportionately affect the groups who are already disenfranchised. One of those disenfranchised populations that we aim to focus on is the developmentally disabled community and in particular my research focuses on the population with ASD (autism spectrum disorder).

As things currently stand, there is very little research on how developmentally disabled people, both those with ASD and with ID (Intellectual disability) experience and understand the end of their life, dying, and grief. Most of the research focuses on cold and unpersonal statistics, talking about neurodivergent people as just a population and statistics. There are multiple studies on death rates, causes, and ages of death in neurodivergent populations, but no real qualitative research on how these people feel and what they perceive as issues within their community.

This kind of research approach feels very dehumanizing and, in many cases, also infantilizing, as most of the research is focused on children to young adults, as if there are no adults or older adults with a developmental disability, let alone it being worthwhile to study. This then reinforces the perception of a developmental disability equating childishness and incompetence, while very harmful to the community. No matter the cognitive ability or care needs of the individual, an adult is still an adult and should be respected as one.

One effect of child-centered research can be seen in the example of a caregiver who is trying to research into how to support their elderly loved one with autism process their new terminal diagnoses; they will only find resources to help children and teens. Being the only resources available, the caregiver may feel they have to use those tactics made for children, which can be unsuitable for their loved one, and make them feel infantilized. This lack of thorough research forces caregivers and community members to resort to trial and error, using unsuitable tactics and becoming more stressed out than when they started.

Because of this lack of thoughtful, qualitative research into how end-of-life is experienced by developmentally disabled people, there is also almost no research in the field published by people who identify as a part of the community. This is an issue, because it is not a capacity issue on the part of developmentally disabled and neurodivergent folks, as there is a plethora of community members working in many sectors of academia—it must be an external barrier.

This is a very upsetting issue for me, and hopefully for anyone who hears about it and cares for their fellow humans. It very often feels like disabled communities are forgotten by society and left to suffer with barely any support. Unfortunately, if you look at the supports currently out there for the developmentally disabled population, and the severely lacking research basis, it seems as if we are forgotten by society and academia in general. This is not only heartbreaking, but also enraging; the developmentally disabled community deserves not only the same respect and resources as any other community, but they deserve even more help so they can be lifted from the disadvantaged position that have been put in by our current society.

**...CONTINUED ON NEXT PAGE**





This urge to fight for the community is exactly why we are doing the work we are doing. As it is up to non-profits and grassroots organizations to do the work and research what we need to know. That is why we need to build our team and our capacity to find out what the developmentally disabled community needs to make end-of-life easier, what they feel about grief and mortality, and how we can use that research to help people going forward. We can build the means and the tools to help communities, so that is what we will do. And we wouldn't be able to do this work without the generous financial contribution from the **Pacific Blue Cross Health Foundation**. With this grant, we have been able to strengthen our link with the **Nanaimo Association for Community Living**, working with them to develop specific resources for the developmentally disabled community as well as customizing Death Doula training for care workers. Thank you so much, **Pacific Blue Cross Health Foundation** for your compassion, support, and investment into the developmental disability community.

thank you!



**NACL**

Nanaimo Association  
for Community Living



This issue of "What's Happening"  
is dedicated

In  
*Loving  
Memory  
of*  
**WG**



**1962-2025**

...a longtime member of NACL's family who will be forever remembered and missed dearly.

ALL THINGS



*By: Courtney Peters,  
Integrated Services Manager*



NACL was grateful to have **ESATTA Cooperative** host the **People Planning Together (PPT)** workshop in September, and it was nothing short of inspiring. Individuals came together to take the lead in developing their own Person Centered Plans. This was done by identifying what's most important to them and of course, important for them—plus how they want to be seen, supported, and introduced to others.

The training was guided by self-advocates and facilitators with lived experience, devoted to their journey of becoming certified trainers themselves. Participants shared their stories, explored their strengths, and proudly talked about the great things that make them **who they are**. Over the course of two days, they began developing plans that would lead to action items and goals—but most importantly their identities, values, and voices.

From my perspective it was incredibly empowering to see people supporting people, learning from one another, and realizing the value of their own voices in decision-making. It was a space where everyone's experiences were celebrated, and where each person's perspective truly mattered.

Workshops like these remind us of the power of community, collaboration, and lived experience in driving real inclusion and self-determination.



PLAN  
YOUR  
LIFE  
LIVE  
YOUR  
PLAN

*Needs*

**WANTS**



# latest news

FROM



# ACTIONS

DAY PROGRAM

By: Megan Cygan, Program Coordinator

## DOWNTOWN ADVENTURES

The Actions crew has been enjoying the beautiful transition into fall. We had an amazing time at our Halloween party. The photo booth was a huge hit, and we loved seeing all the costumes. This year our Performing Arts group put on a puppet show – all our puppets were handmade by their “Masters.” Thank you to everyone who attended, and to our wonderful staff who put it together.

Actions' Community Connection group teamed up with Nanaimo's Royal Canadian Legion for a poppy drive. The group worked hard to spread the message that Remembrance Day is for remembering and not just another holiday. We spent the afternoon of November 10<sup>th</sup> discussing those we have lost personally, and people who have attended Actions.

This session (October to December) hosts a variety of activity choices. Pottery, Sign Language, Music Mayhem, and Pool Sharks have been huge hits. Our Pool Sharks group has been “sinking balls” at the Terminal Bar, and now are going to explore other pool tables around Nanaimo.

We look forward to the upcoming holiday season. Stay tuned for more information about our Christmas Party!



# SPOOKY

season



# latest news

FROM



# ACTIONS

DAY PROGRAM

By: Lanita Odom, Program Coordinator



what are we doing

at the **BLUE HOUSE**

Actions Blue House has had a fall season full of adventures! Crabbing at the docks, great fun at Black Diamond Arcade, plus a fantastic group effort creating scarecrow "Bessie from the Blue House."

It was so interesting and VERY loud checking out Coastland Woodmill and on the more serene side, the salmon run at Nanaimo River Hatchery.

# EXPLORE



What's  
Up?

# ...at Kennedy Home!

By: *Ellie Kopacek-Smith, Acting Integrated Services Manager*



We are missing summer at Kennedy Home, but we have taken full advantage of the fall season—including hosting a Halloween party, plus going to Vancouver to the Capilano Suspension Bridge and the pumpkin patch!

In December we are meeting up with Portsmouth Road Home and headed to Vancouver for Disney on Ice! You can also find us at the Port Theatre for British comedy shows or Coffee Concerts!



READY  
FOR THE  
NEXT  
CHAPTER



By: Brianna Otto, Director of Home Share



Brrrr...I am definitely not excited to be moving towards the colder winter months!

It has been an extremely busy few months in the Home Share Department.

## HERE WE *grow* AGAIN **BIGGER. BETTER.**

We are receiving new referrals what feels like daily. We are also so excited with the amount of new Home Share Providers applying to join the NACL team!

With all of this it means the team has grown even bigger, and I'm so excited to announce the addition of two new Integrated Service Managers—plus I'd like to reintroduce our Administrative Assistant!

### welcome TO THE TEAM HARDEEP AND SHELBY

Hardeep is new to NACL, joining early in the summer and applying for our ISM posting just a few months later. I don't know if you've noticed, but for many years the Home Share Team has been made up of women.

We are excited to have a man join our team, and wish him luck and patience with all us ladies!

Shelby has been with NACL since March 15, 2017, most recently covering in a temporary position as the Program Coordinator at Actions Day Program. She is joining the Management Team as an Integrated Services Manager, working half-time with Home Share and the other half at Actions Day Program.

### Reintroducing

LAURA



Laura joined our team in March 2025 as an Administrative Assistant, working half time in Home Share and the other half with Employee Services.

Laura is supporting the Home Share team with onboarding new Home Share Providers, requirement tracking and follow-up, WorkSafeBC support, and many other helpful things!

We are so excited to have these three on the team. 😊



...at the **DUPLEX**

Cottle and Mallard Lake Homes



By: Dani Adams, Senior Residence Worker

Cottle Lake and Mallard Lake Homes are building up with excitement as we prepare for the holiday season! The youth have been joyfully transforming their homes with festive decorations, creating a warm and welcoming Christmas atmosphere in every corner. From hanging lights and ornaments to Christmas sensory bins, their creativity has truly brought the season to life.

Meanwhile, Mallard Lake Home is gearing up to take part in the annual Ladysmith Light-Up Parade, an event that beautifully captures the spirit of the holidays. The youth are looking forward to contributing to the celebration and helping spread joy through their participation in the parade!

Together, both homes are embracing the spirit of giving, celebration, and togetherness—making this a Christmas to remember!



IS IT CHRISTMAS BREAK YET?

WE'RE READY



# program *update*



## EMPLOYMENT SERVICES

By: Sean Enns, Integrated Services Manager

On Wednesday October 22nd, NACL Employment Services hosted its first-ever Inclusive Employment Mini-Expo! We were super excited to host employers, job seekers, NACL staff, and community for an afternoon of awesome employment-themed activities!

Of special importance, we also introduced the Barry Award for excellence in inclusive employment, which we'll give every year to either an individual or entity that exemplifies commitment to those values. This year was particularly special as we surprised and celebrated our own Barb Barry, the originating leader of NACL's Employment Services program—for whom the award was named. ☺



Introducing  
**THE barry**  
**AWARD**  
 For  
**INCLUSIVE**  
**EMPLOYMENT**



CONGRATS  
 Barb



# WHAT'S NEW?

## ...at Evanmorr Acres!

By: Sabrina Anderson, Integrated Services Manager  
and Bianca van der Stoel, Horticulture Therapist



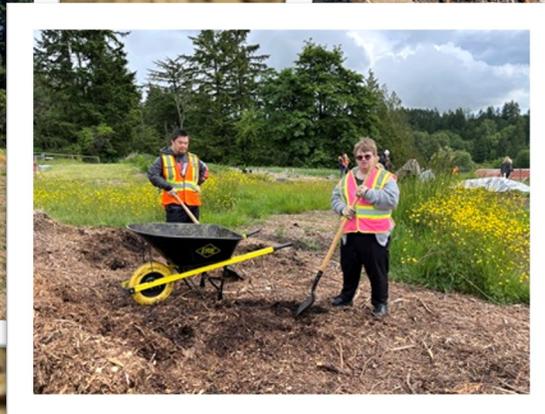
### FROM SABRINA.....

Summer on the farm brought big harvests of strawberries, squash, garlic, and onions—while crop diversity grew to include blueberries, raspberries, asparagus, and rhubarb.

We thank our farm crew from continuing to nurture life at Evanmorr Acres, and for supporting an agency-wide celebration of our harvest at our first annual Strawberry Pancake Breakfast and second annual Squashtober event.

Infrastructure projects continue at the farm, with the rainwater harvesting system installed, progress being made on the accessible washroom facility, and new upgrades to the driveway and wash-and-pack area, thanks to funding from the Rotary Club of Nanaimo.

With winter coming, our focus shifts to planning winter menus for the staffed homes featuring Evanmorr-grown produce, and design work on our therapeutic garden space.



# FROM BIANCA.....

This summer's horticultural/recreation therapy programming at Evanmorr Acres brought new faces to the farm and sparked a collective enthusiasm for this special space. Each Wednesday's group was filled with creative nature-based activities and moments of wonder, laughing, and plenty of high fives.

Participants shared reflections like, "I feel peaceful here," and "I love seeing the big sky from the barn," while support staff noted, "We are so much more focused on the moment." We believe the sensory and social benefits of time at the farm were really meaningful, and it's been a joy to see how the farm setting invites everyone to participate at their own pace and style.

The success of this summer has inspired plans to hopefully continue and expand programming next season!





# AT OCEANSIDE OUTREACH



By: Brianna Otto, Director of Home Share  
and Jeremy Green, Program Coordinator 1

### From Brianna...

I am happy to introduce myself as I join the Parksville Outreach team. Some of you may know me as the Director of Home Share for many years, and now I'm also the Director for the Parksville Outreach team. I would like to thank Barb Barry for all her work and support, and I'm excited to carry on with a wonderful team out here!

...and now for a little something from our Program Coordinator, Jeremy!

### From Jeremy...

As we continue on into Fall/Autumn, this is what it looks like at Parksville Outreach!

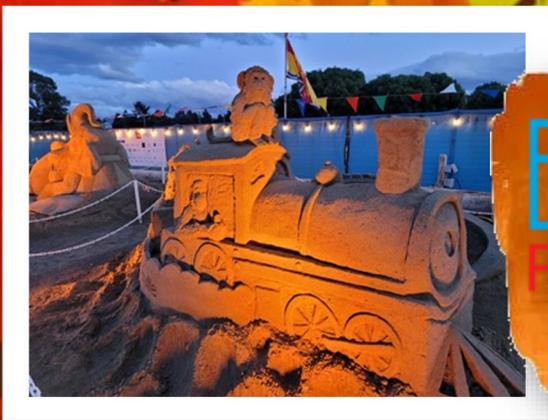
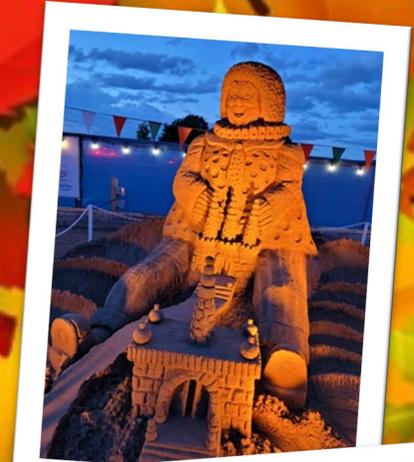
We have a few people enjoying the local Oceanside area, getting out for walks before the weather gets too bad/cold/wet...or, the s-word (snowy— dang, we said it)! We have people that enjoy going to Nanaimo, someone visiting family up-island, and another person away on vacation with family. Sadly, we have a person served who had a cat they had to say goodbye to recently...

We also have been regularly doing puzzles, and sometimes games, in the common room at the Outreach with our person served. We are in early stages of planning what Christmas looks like this year at Parksville Outreach—figuring out who is going to be around and if they want to celebrate. We also have a new Director, Brianna Otto, who is going to introduce herself a bit!

I nearly forgot, one of our person served achieved a goal of getting a car!

The pictures we're sharing here are from the sandcastle light-up at the Parksville Beach Festival in the summer. "Role Reversal" is probably my favourite of these ones!

Have an awesome (rest of) Autumn!





# report



## News & Updates

By: Peter Letts, Director of Quality Assurance

Back in the spring when we last reported, we were just getting started on NACL's Performance Analysis and Outcomes Management (PAOM) Report for 2025. This was released in August of this year—with the full report and the shorter Performance Review document available on the Employee Services page off NACL's internal SharePoint page, while the Performance Review Summary is also available on the Resources page of NACL's website ([www.nanaimoacl.com/resources](http://www.nanaimoacl.com/resources)).

Recommendations from the report are documented in the Quality Assurance Plan for 2026. These include continued refinement of the Person Centered Planning process, more consistent departmental planning to complement the Strategic Plan, and improving the annual survey process. Governance Plans such as Accessibility, Diversity, Health and Safety, and Human Resources were also finalized—with several key initiatives planned for 2026.

Technology initiatives have been the focus in 2025, with new systems being implemented for information regarding people served, human resources (including payroll and scheduling), and property management. All of these systems will help improve efficiency in information management, with greater automation and ease of access.

The provincial Quality Assurance Network continues to meet, most recently in November. Members include Quality Assurance staff from around the province. Resources and information are shared with all members contributing, creating a very helpful forum for exchanging ideas, policies, and software applications.

The new year is just around the corner, and this will kick off the start of another Quality Assurance Cycle. Stay tuned for more on that in 2026!



*recommendations*





Join our

**VIRTUAL FITNESS CLASSES**



**TUESDAY & Thursday**

**4.30PM-5.30PM**

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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)



INTRO  
DUCING

our  
**BOARD  
OF  
DIRECTORS**  
for

**2025-2026**



Following NACL's 39th (and sixth virtual) Annual General Meeting on September 22, 2025, our Board of Directors was established for 2025/2026 as follows:

- President:** Dan Johnston
- Vice President:** Kirsten J. Madsen
- Treasurer:** Colin Dal-Santo
- Secretary:** Marg Fraser
- Directors:** Neil Cutler  
Jacquie Howardson  
Marilyn Chapman

Many thanks to the seven Directors noted above who were willing to have their names stand for re-election—we greatly appreciate your service to our NACL, and look forward to another exciting year working with you! Learn more about each of them on the Board of Directors page on NACL's website:

<https://www.nanaimoacl.com/board-of-directors>

Special thanks to both John Jessup and Tracie St. Luke for their service on NACL's Board—your contributions have been immeasurable, and your passion for our organization undeniable—you will each be greatly missed!

Season's  
greetings

AND



FROM ALL OF US AT



**NACL**

Nanaimo Association  
for Community Living





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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](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:



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(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! ☺