



What's happening?

from GRAHAM'S DESK

By: *Graham Morry, Executive Director*



Foundations OF A FARM



Now that we have the farm, we are actively planning our next steps. Renovations are underway, and planning for the spring plant is happening.

We are extremely pleased to announce that we have contracted with a farm manager who will lend her expertise to us to build our foundation for a successful farming enterprise. Sabrina Anderson comes to us with a wealth of experience in farm management, as well as supporting folks with barriers in an agricultural environment. This is a 15-hour per week contract position for the time being.

There are two committees up and running to get things going for the farm. The first one consists of members of our sister organization Growing Opportunities Farm Community Co-op, and a team from NACL. This group is focussed on raising funds for farm infrastructure such as irrigation, fencing, water capture for drought protection, etc.

The second committee is an NACL internal committee which will focus more on the holistic or “big picture” use of the farm, including what crops are grown, what animals will be there, and what equipment is needed, as an example. This committee consists of myself, Emma Hobson, Niki Stuart, Sean Enns, and Sabrina Anderson.

I'd like to thank these folks to lending their time and expertise to this essential initiative.

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THE ADVENTURE CONTINUES

Happy READING



graham from the desk

Continued...



Housing UPDATE

We have recently completed and submitted our response to **BC Housing's recent Request for Proposals (RFP) for Uplands Phase 2**. This project will consist of 49 units of supported housing for a variety of different groups, including people with diversabilities and Indigenous folks. It will be some months before we get a response—but, fingers crossed. I'd like to thank Marlena Stewart, Jennifer Carano, John Jessup, Keith Wai, and Tinny Lalli for all their help in putting together this very comprehensive package.

In addition to this, we have partnered with **Ballenas Housing Society** to build **40 units of seniors housing** at Buttertubs, and **another 40 units of housing** in Parksville next to the new apartments there (where we currently hold 10 units). These developments will take a few years to come together, but will dramatically improve our ability to provide a wider range of housing options.

**MAKE
HOUSING
AFFORDABLE.**
...and available.



NACL is proud to be **co-hosting Inclusion BC's annual conference** next year ("**Everybody Belongs**") in partnership with **Clay Tree Society and the BC Self-Advocate Leadership Network Society**.

The conference will be from **May 30 to June 1, 2024** at the **Vancouver Island Conference Centre** in Nanaimo.

More information will be provided in the coming months—watch this space.

STAY TUNED



What's
Up?

...at Jingle Pot Home!

By: Sarah Kirkbride, Senior Residence Worker



happy
diwali

After a fabulous Halloween, Jingle Pot Home celebrated Diwali in style.

May the year ahead be full of light for all! ☺♥



PHOTO: Damini Saini

Love
& Light



Let's Talk communications



By: Marlena Stewart, Executive Assistant

I would imagine most of you are just as shocked as I am that (as I write this) we're nearing the end of NOVEMBER already! 2023 has absolutely whizzed by, and ready or not, hopefully you're all gearing up for a fun holiday season ahead... ☺

I know I always sound like a broken record regarding NACL's **social media**, but hopefully you're having fun following along with the awesome adventures, events, updates, and even pets that we love to share with our NACL family!

If you want a taste of the great stuff happening at our organization on an almost daily basis, make sure to **give us a follow on all our social media platforms** (we're on Facebook, Twitter, Instagram, and LinkedIn)—and don't forget to **like, share, and/or comment** on our posts, because we love your feedback/interaction! Don't forget to encourage friends and family to follow us as well—we promise you'll be entertained!!!



In our last issue I was talking about our NACL's annual **membership campaign**, and now we're nearly already two months past our 37th **Annual General Meeting (AGM)**—also hard to believe!

I'm thrilled to mention that our **fourth virtual AGM** on September 25th was our **BEST ATTENDED** that I can ever remember in my nearly 19 years with NACL—we had 41 people attending online (including members, persons served, staff, and guests), with 46% of members represented in person and by proxy! Pretty darned impressive, that's for sure... ☺

We're thrilled to welcome back all seven **Board members** who ended this past year with us for the 2023/2024 season (see the article later in this issue introducing them), and we're excited to be in the process of adding a couple more people to the team as we speak! The link is also in that same article I mentioned above, but you can read the current **Board of Directors' bios** (and new ones as they're added) at:

nanaimoacl.com/board-of-directors



This fall has been a busy one, as we've been **applying for several grants** to help us with various NACL projects—like more housing developments and kickstarting needed improvements to our new farm, for example. Keep your fingers crossed—and if you hear of any opportunities that might be worth us pursuing, please let us know!

In the meantime, **here's wishing you all a fabulous few months coming up**—hopefully spending time doing things you like to do with those you care about most!

Take care, and catch you again in the next issue!



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and www.nanaimoacl.com



AT OCEANSIDE



OUTREACH

By: *Jeremy Green, Program Coordinator 1*



In Parksville...

Our ten residents have been living here for up to 4.5 months now. Some have found jobs, most have made friends, and some are struggling a little bit being in a new community—which we can work on.

We recently had an alarm going off for over 48 hours, which didn't help some of our residents. But generally, our people are seemingly settled now. The building and area is becoming more familiar. ☺



In Coombs...

We have a resident now as of mid-October, and he also seems to be settling in and making the home his. We have a budding creator in our midst who likes to work with a range of materials (glass, wood, rocks)—he also likes to paint—and is always looking for solutions to issues around the house. He is wanting to go horseback riding (#ThisIsPCP) and loves gaming.

We have had a couple of light dumps of snow already, but this is a nice, quiet area ready for our people served to hopefully flourish.

Our new resident also has a great new haircut, seen in the photo. ☺

ALL THINGS



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

and The WINNER IS...

of the
"Cream Tea for PCP" Contest



It is true when you hear contest judges say, "that was a tough decision." Indeed, we had a lively discussion about all the creative entries for the "Cream Tea for PCP" contest—they were unique, inclusive, and person-centered. Drum roll, please!

Congratulations to everyone at **Uplands Outreach**—and thank you for your work to show and grow the display! Feedback from all is that this visual really helps everyone to understand the elements of planning, opening the discussion about not only the importance of knowing how to plan, but also what it means to people who are at the center of their plan. YAY to keeping people front and center! 😊

Pictured to the right are CM, EC, and LF showcasing the display, plus the tasty treats from our celebratory tea party on October 27th!

Barb, Emma, Marlena, Natalie, and Randy were on hand to serve the delicious scones, cream, strawberries, and tea—enjoyed with persons served EC, MS, KD, and AB plus staff team members Sara, Kathy, Vince, and Megan. We really appreciated being able to share this time with you!

Emma Hobson, baker extraordinaire, will have her work cut out for her – as there will no doubt be many requests for more scones in the future! 😊

Over the next couple of months, Sean Enns will be compiling pictures of people and these beautiful displays of the "10 Plus 1 Core Elements of PCP" to create a video montage for all to see and enjoy. Stay tuned!



Way to go,
Uplands!



Tasty treats and lovely company...

INDIGENOUS RELATIONS

Team

UPDATE



By: Teri Norton, Accountant



Just letting everyone know we now have our Indigenous Relations Team Lending Library set up, and have quite a good selection of books ready for borrowing!

Fiction, non-fiction, children, and young adult books are available—and we tried to include mainly Indigenous authors, as well as purchasing books from Indigenous-owned stores.

These books are for any staff or person served to borrow for up to three weeks at a time—and we're happy to share the titles with others who are interested.

They are meant for educational purposes to learn more about Indigenous peoples, their lives, history, and current issues with reconciliation.

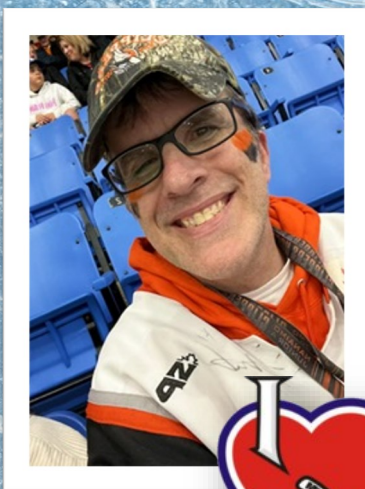
We hope to create a more inclusive and respectful place of work, and to encourage good relations with our local Nations.

Contact me for more information at teri.norton@nanaimoacl.org, via a message on Microsoft Teams, or leave me a voicemail at (250) 741-0224, ext. 227.



...at Turner Connection Home!

By: Ashley Smith, Senior Residence Worker



We've had a fairly mellow fall at Turner Connection Home, but that hasn't stopped the future plans that are occurring—one of which is Robert's 54th birthday plan of going to Vancouver for the night and attending a Canucks game against the Vegas Golden Knights!

We will be staying at his favourite hotel right down the road from Rogers Arena, walking to the venue, and going birthday shopping at the Canucks store for a new jersey and hat before the game.

We're rooting for a big win!!! ☺





STAFF APPRECIATION CELEBRATION

WELCOME
★ TO THE ★
CARNIVAL



the **RECAP**

Wasn't that a party? NACL hosted a carnival of EPIC proportions to celebrate our staff on Saturday, October 14, 2023 at Cavallotti Hall—our first in-person party in years—and it was so nice to have family there to share in the first part of the festivities! Games, popcorn, cotton candy, a food truck, and music filled the first part of the fun, culminating in catching up on TWO YEARS' worth of longevity awards (including our first time honouring 35-year employees!)—then the staff-only portion included more fun, games, and food—plus The Dextones got EVERYONE up on the dancefloor!

Hope everyone who was able to attend enjoyed themselves to the fullest—and a HUGE shout-out needs to go to all who helped put the party together. You know who you are!

As is annual tradition, let's honour all our employees who received longevity awards to cover calendar years 2022 and 2023—biggest thanks and congrats to each and every one of you for helping make NACL awesome! ☺



WE COULDN'T DO THIS
WITHOUT YOU.

You are amazing
(and don't you forget it)



celebrating

5
YEARS

...cheers to
7 years!



AWESOME

2022	Jeremy Green Shaley Marino Alexandra Smith Janet Steele Stacey Anderson Julie Morton Courtney Peters Kelly Valks	Donna Hudon Dylan Owen Mary-Anne Diplock Nathan Martyn Lanita Audet Suzanne Lalonde Shelby Jabs
2023	Chelsea Liebrecht Peter Letts Mike Caines	Samantha Brahniuk Courtenay Diaczuk Gail Quigg
2022	Shayla Beach Jennelle Reimer Care Serene Jaesann Schram Regan Snaith	Kathy Vogt Amy Butt Vince Isaacson Jerome Manson Michele Miller
2023	Eliana Dion Jennifer Harley Ashley Smith Jim Elder KT Hawes	
2022	Robin Shannon Jim Boris	
2023	Carmen Clarke Bob Millard Teresa Phillips Fenella Lotzer Kelly Carson	





THANK YOU



and

Congrats!

celebrating



2022

Shirley Brown
Mary-Ellen Desmarais
Glenda Stroomer
Jennifer Carano
Randy Adel

2023

Sue Logan



2023

Victor Bos
Monte Doerkson
Cindy Carano

2023

Barb Barry

2022

Sudesh Manhas
Raj Parmar

2023

Sara Gilks
Sandra Van Loo



2022

Bill Stevens

2023

Mike Becher

WOW!

OH&S NEWS

OCCUPATIONAL HEALTH & SAFETY



By Peter Letts,
Director of Quality Assurance

Committee UPDATES

The **OH&S Committee** celebrated Health and Safety Month in October with a number of events and initiatives.

The **committee meeting in October** included Senior Residence Workers who are Health and Safety Representatives for their staffed homes. Their participation helps inform them about the committee, and prepare them if they are needed to sub in for any future meetings.

We had a great **Community Social Services Health and Safety Association (CSSHSA) Industry Outreach presentation** at the Dorchester Hotel with Satvinder Basran, their Executive Director.

Site inspections were conducted for all sites, and we had some good chats with staff during the visits. OH&S Committee members attended staff meetings to discuss health and safety. **Information bulletins** were posted each week on ShareVision, covering the eight elements of a successful health and safety system—and we posted information on **social media** promoting the month.

We're now wrapping up **fall site inspections**. With ten homes, four program sites, and Head Office, it takes everyone on the committee to pitch in to complete these in a timely fashion. Thanks for everyone's support to make that happen.

2023 will be wrapping up soon, and the committee will be holding its **annual evaluation** meeting soon. We look at the committee's effectiveness, go over the different activities we've been involved in, and review the terms of reference. Recommendations for improvements are made and goals for 2024 are set.

The committee continues to promote **health and safety training** for supervisors, including Supervisor OH&S Responsibilities, Risk Assessment and Hazard Identification, and Incident Investigation. Course dates are noted in the minutes.

Coming up in February 2024, NACL will undergo an **external Health and Safety Audit** for **WorkSafeBC's Certificate of Recognition** program. This will be the third 3-year certification for the Association.

A full summary of meeting discussions, incidents, corresponding investigations, and other key topics will be available in the December **Occupational Health and Safety Minutes**. Look for these on your OH&S Board at your home or program.

Stay safe, everyone!



HEALTH AND SAFETY MONTH



annual EVALUATION



Workplace Safety
Certificate of Recognition



Starting with Uplands...

By: Donna Hudon, Community Support Worker

Hello from the Uplands Outreach team! We have 15 individuals we support at the program, and they are as diverse as any community. What makes us stand out at Uplands is that our focus is on authentic connections, independence, and community inclusion.



This summer a group of us rallied together to arrange and successfully had our first annual Uplands camping trip. During camping, we learned how to work together as a team to face challenges and create lasting memories.



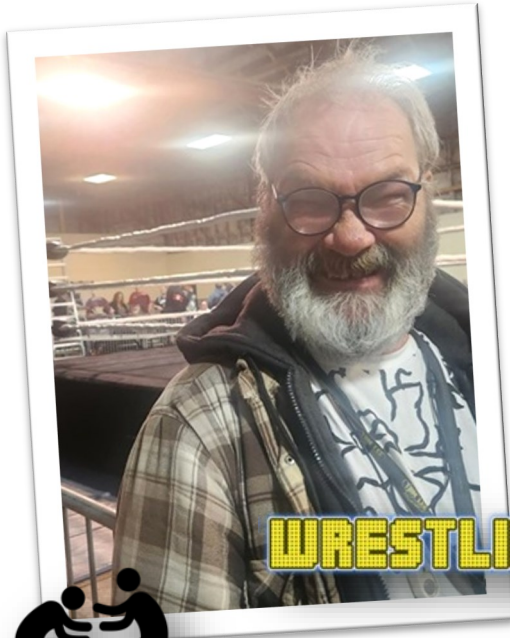
Uplands hosted a community inclusion event this summer. The residents were able to share how the Uplands project has changed their lives. Residents also conveyed how living at Uplands was a dream that became reality.

September may have signaled the start of the colder weather, but our focus was on friendship and fun as we headed to the beach for an end-of-summer beach day/barbecue.

We look forward to the winter season and future growth at the Uplands Outreach program! ☺

...and over at Prideaux...

By: Mark Robinson, Community Support Worker



WRESTLING FAN

RIGHT HERE



The team at Prideaux Outreach has been having a spectacular time serving the people they support by focusing on independent living goals. From high-flying wrestling matches to collecting unique rocks at the beach, or collaboratively developing future aspirations over coffee—Prideaux Outreach staff are dedicated to making sure that everyone gets the opportunity to live life to the fullest.

Dropping off resumes, selecting new furniture, learning new recipes, long walks at the waterfront—whatever our folks want to do, our staff is ready to roll up their sleeves and fully support all the persons served at NACL's Prideaux Outreach program!



TEAMWORK
— — — — —
makes the dream work...



L-R: Mark Robinson, Jennifer Carano, Jim Elder, Jim Boris, Natalie Pryce, Sara Gilks





...at Caspers Way Home!

By: Aidi Yang, Senior Residence Worker



Caspers Way Home has been absorbing all of the holiday festivities. We recently celebrated Halloween with EH dressed as Woody from Toy Story, stealing the spotlight wherever he roamed! KW was a shark head and JH was a scary monster.

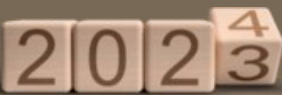
EH is a big sports fan and couldn't be happier that hockey is back in season, with games to see once a week. He cheers for his correct team and boos at the opponents! The team is very familiar with EH—greeting him, waving at him, and sometimes gifting him with hockey pucks.

Everyone at Caspers Way Home is anticipating joining in the Ladysmith Light-Up parade again this year. We are truly getting into the Christmas spirit—and are all looking forward to see what the new year will bring our way!



INTRO
DUCING

NACL's
Board of
Directors



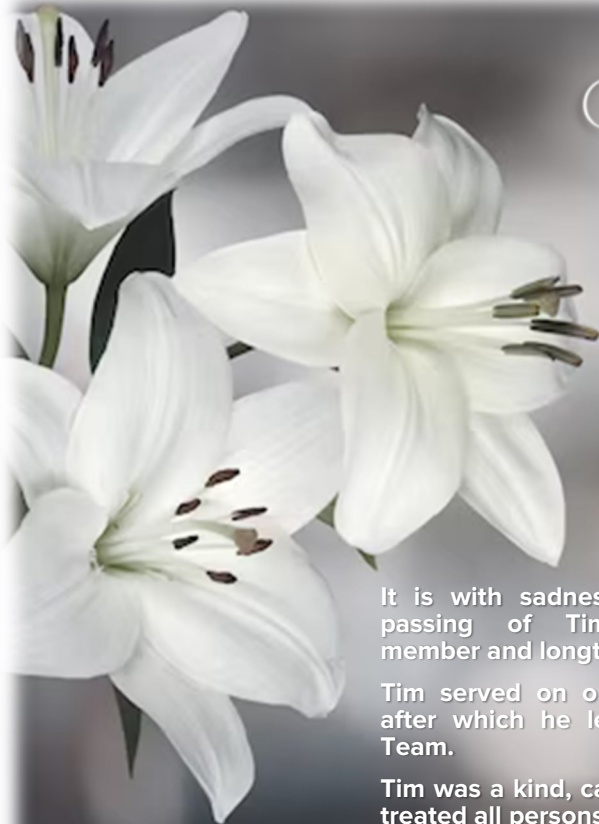
Following NACL's 37th (and fourth virtual) Annual General Meeting on September 25, 2023, our Board of Directors was established for 2023/2024 as follows:

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

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>

We are also currently in the process of onboarding two more Board members—so stay tuned for an updated list to be sent to our programs and posted on our website in the near future!



WITH DEEPEST
Sympathy

TIM TESSIER

1958-2023

It is with sadness that we announce the passing of Tim Tessier, past Board member and longtime friend of NACL.

Tim served on our Board from 2016-2019, after which he led our Community Action Team.

Tim was a kind, caring man who consistently treated all persons with dignity and respect.

Our hearts go out to Tim's family and friends at this difficult time. He will be missed.



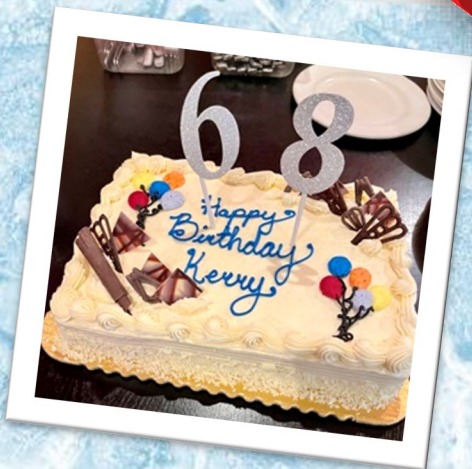


...at Kennedy Home!

By: Nicole Wright, Acting Integrated Services Manager



IN LOVING
MEMORY OF



Hello from Kennedy Home! It's been quite the few months for us since our last update...

He hadn't lived with us for long, but we're heartbroken to share that our newest housemate, KC, passed away at NRGH on November 29, 2023. He first visited with us with us over the summer, and then officially moved in. We had been settling into new routines in our busy home, finding time to build relationships through board games and hockey nights. We'll miss you, KC—and will cherish our too-short time with you!

DK has some exciting news to share—he went on a road trip to Alberta in August to visit his brother and sister-in-law! Two of the amazing staff from Kennedy worked to plan out seven fun-filled days across to Medicine Hat—it was definitely a trip to remember! There were stops in Banff, Jasper, Edmonton, and Drumheller along the way. The trip couldn't have gone any better, and we are already planning to do it again next year! ☺

Until then, we're looking forward to getting in the holiday spirit—see you in the New Year!



EMPLOYMENT SERVICES

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

TIME TO
Celebrate

INCLUSIVE EMPLOYERS

...an opportunity to celebrate Nanaimo businesses, our community, and leaders.

On October 26, 2023, NACL Employment Services hosted an evening to give a shout-out to the many inclusive businesses in our community that work in partnership with NACL, and hire inclusively. These businesses have an environment where the values and culture recognize the strengths, talents, and skills of their employees.

We could feel energy, connections, and friendships in the room. Employees presented the Inclusive Employer Awards to their bosses—some new, many long term. Regardless of the length of time, there were many constants—not the least of which is recognizing the importance and power of work, which is more than just getting that paycheck. Here are a few highlights from that special night... ☺



L-R: MP Lisa Marie Barron, Sheila Malcolmson (MLA and Minister of Social Development and Poverty Reduction), Mayor Leonard Krog, City Councillor Sheryl Armstrong, and NACL Board Director Jacquie Howardson (not pictured) each spoke to the community of Nanaimo and the importance of working and hiring inclusively.

thank you



A Night To Remember



Leading the agency and supporting NACL Employment Services, here's NACL Executive Director Graham Morry with Rob Wilkinson of the Milton Street Public House. About the event, Graham said:

"I would like to thank Employment Services for the wonderful employer appreciation event held on October 26th. Local and Provincial politicians were well represented, and spoke highly of the work we do supporting people who face barriers to employment. So, thank you Barb, Debra, Sean, Peter, Cecilia, and Gwynne for the excellent work you do."

When we talk about how dynamic the night was, we need to thank our Deputy Executive Director and MC extraordinaire, Randy Humchitt, for his wizardry with the mic—helping to make the night fun and energetic! Here's what he had to say about this celebration:

"I was so grateful to support the recognition of not only inclusive employers and their employees, but also the NACL Employment Services team. The energy of the room was indescribable as we celebrated true inclusion and belonging in our community. To see such strong representation from our supportive members of Parliament and the City was also validating and affirming of the good work people do, supporting each other. Sky's the limit!"



thank you
for your
awesomeness



A Night To Remember



EVENING ENTERTAINMENT



Special thanks to the Wellington Jazz Band for providing music for us that night—it was lovely!



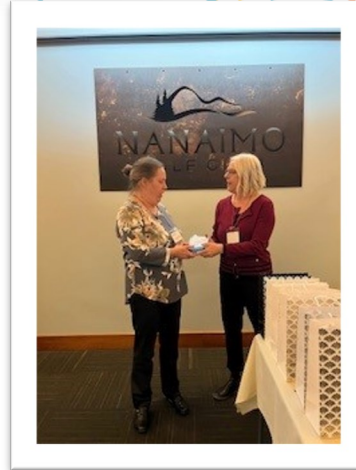
NOW FOR THE AWARDS

You Are appreciated

A Night To Remember



Thomas Bills and Colin Cousins presenting to Cecilia Johnson



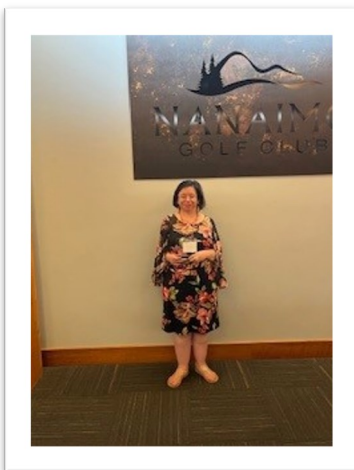
Christina Milner accepting for the Vancouver Island Regional Library



Brenda Ackerman presenting to Shirin Younessian



Dylan McEwen presenting to Craig McCaw



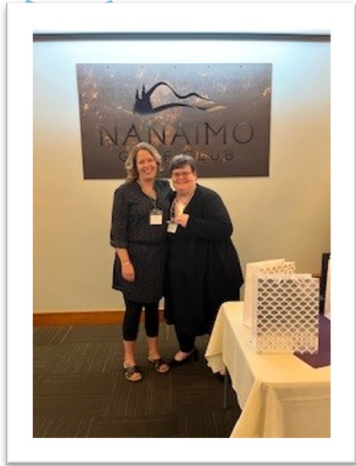
Holly Hodson accepting for Save-on-Foods



Barb Barry presenting to Helen Stewart and Lisa Rey



A Night To Remember



Joanna Steele
presenting to Maleah
Carlson



Crystal Wood
presenting to
Morgane Riddel



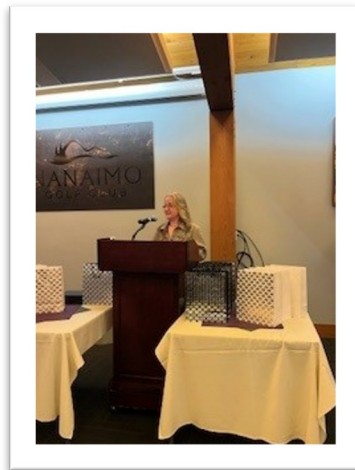
Barb Barry presenting
to Michel Woolner



Barb Barry
presenting to Rob
Wilkinson



Jason Marks
presenting to Colin
Bartlett



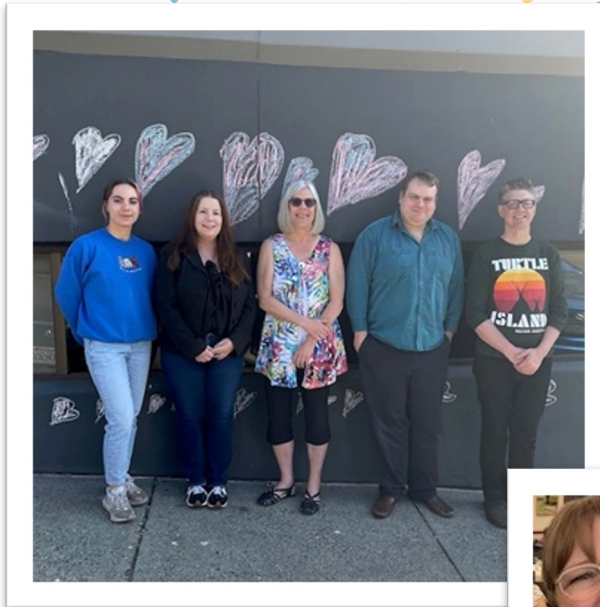
Genie Pitcher
accepting the award
for Costco



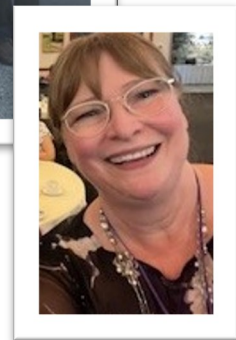
MEET OUR TEAM

A note from Barb:

“Debra, Sean, Peter, Cecilia, and Gwynne—we wouldn’t be where we are without you. Individually and as a team, we contribute by making connections with job candidates and businesses, and keep on being present wherever needed.”



L-R: Cecilia Johnson, Debra Bouvier, Barb Barry, Peter Stevens, Sean Enns, and Gwynne Martin



together
**WE DO
GREAT
THINGS**

If you’d like to know how you too can become an inclusive business leader in our community (or can help us find them!), please contact:

LET'S WORK
TOGETHER



Barb Barry

Director of Person Centered Practices and Employment Services
barb.barry@nanaimoacl.org
Tel: (250) 741-0224, ext. 233
Cel: (250) 713-7196

THANK YOU
FOR YOUR SUPPORT!

...of these inclusive businesses we also work with!



Eclipse Janitorial Ltd.

WHAT'S UP @ Sherwood AND Nottingham

By: Shantel Rideout, Senior Residence Worker

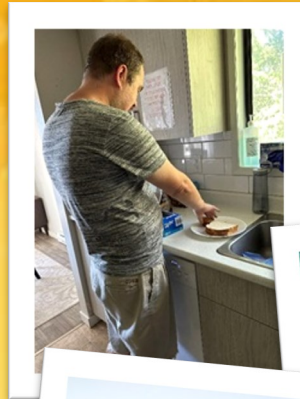
Sherwood and Nottingham keep the fun going all year round! ☺



CHOO!
CHOO!



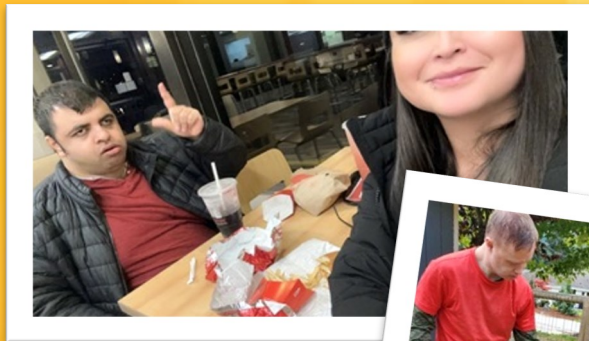
LL had so much fun on the train! It was a highlight for weeks to come! ☺



When our friend JC isn't preparing lunch for his favourite day program, he's enjoying scenic walks! ☺



enjoy THE VIEW



Friendship
warms the heart ♥



We have some good friends indeed here at Nottingham and Sherwood. Some are even furry! ☺



report



News & Updates

By Peter Letts, Director of Quality Assurance

With the CARF survey being held in June this year and recommendations being generated in the report, we needed to draft our Quality Improvement Plan detailing how we are going to address each recommendation. This is now being implemented as part of our ongoing commitment to continuous quality improvement.

The Quality Assurance Cycle for 2023 is now complete, with the Performance Analysis and Outcomes Management (PAOM) Report available for review. The PAOM Report contains a full review of management initiatives and plans, plus NACL's services. This includes input such as surveys from people served, stakeholders, and staff, as well as the strategic plan, governance plans and reports, the Quality Improvement Plan, and operational outcomes.

The review of services includes surveys from people served and families, a review and summary of Person Centered Plans (PCPs), goals/goal progress, program planning outcomes, and operational outcomes.

A summary Performance Review document is posted on NACL's website for all to read (at www.nanaimoacl.com/resources). A key outcome of the PAOM report is the recommendations that are made, which form the basis for our Internal Quality Improvement Plan. We will be working on the implementation of these recommendations over the next year, and we'll evaluate how well we did on that in 2024.



STAYING ACCOUNTABLE



WHAT'S NEW?

...at Portsmouth Road Home!



By: Alyx Lukacs, Acting Senior Residence Worker

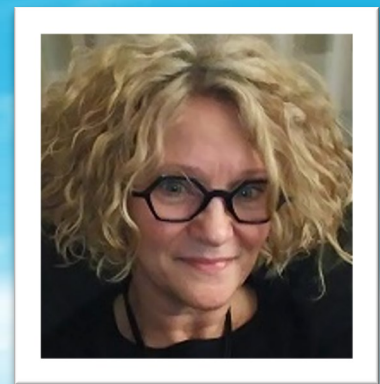
Hello! Portsmouth Road Home has been buzzing! Everyone has been keeping busy with friends, family, and staff. Summer brought some roadtrips, vacations, and community activities. Everyone is trying new things and exploring the community. This fall was a fun one, with so many festivities...hayrides, pumpkin picking, Halloween, and trick-or-treaters! We're looking forward to this upcoming Christmas season! ☺

#LivingOurBestLives #ThisIsRealLife #ThisIsPCP





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



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



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

IN LOVING [♥]
Memory

We were heartbroken to learn of the sudden passing of Jeremy Blas on Sunday, October 29, 2023.

Jeremy was a well-liked, long-time participant of Actions Day Program, and had been in our Respite service as well.

He truly was the life of the party, and will be dearly missed.

Our hearts and thoughts go out to all who loved and cared for Jeremy—especially his parents, Kathy Blas and Gordon Day, and his brother Douglas.



Jeremy Blas
1982–2023



**WE [♥]
WILL
MISS
YOU!**

As a permanent tribute to Jeremy, Actions Day Program participants helped build this beautiful book barn in his honour.

What's New?

...at Westwood Lake Home!

By: Nicole Wright, Integrated Services Manager



What a busy few months we've had at Westwood Lake Home!

With big changes comes many ups and downs. One of our longtime housemates graduated from high school and moved into his new home—since then, we've welcomed a new housemate who has been settling in well. Everyone's very busy at school these days, but our evenings and weekends have been filled with video games, YouTube, trips to the petting zoo, rock climbing, and exploring at Fly-O-Land!

We had a great Halloween this year. Everyone's costumes looked fantastic, and one of the kiddos got to trick-or-treat for the very first time—talk about a rewarding (and delicious) accomplishment!

With spooky season over, we are ready to jump into the Christmas holidays—some of us are already counting down until it's time to bring out the decorations (plus the time off from school!).

Happy holidays from all of us at Westwood—see you next time! ☺

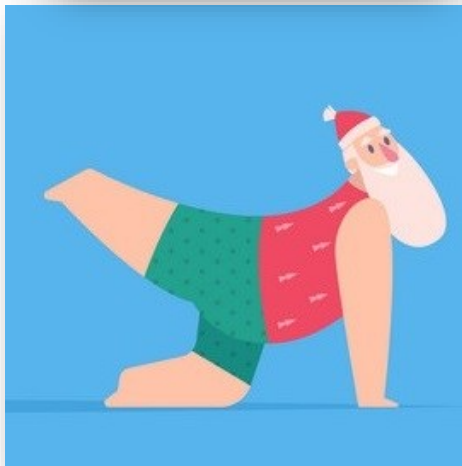


too busy having fun.



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**VIRTUAL FITNESS
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TUESDAY & Thursday

4.30PM-5.30PM

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

or bit.ly/NACLFitness

Password: 930729



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

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

#EVERYONEWELCOME

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





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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! ☺*