



What's happening?

from GRAHAM'S DESK

By: *Graham Morry, Executive Director*



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As we continue with our efforts to provide excellence in the field of services to persons with diversabilities in an increasingly challenging environment, it is important to reflect on how critical our philosophical approach to person-centeredness has been to our success.

Listening to the needs of people we support and adapting those supports accordingly is the reason the majority of persons served and their families prefer NACL as their service provider.

It is sometimes easier when faced with so many barriers to lose sight of what brought us here, as we tend to withdraw as a kind of coping mechanism.

However, our success at NACL is largely attributed to our person centered approach—which, as mentioned above, has made us a preferred service provider in the mid-island area.

This edition of What's Happening puts a bigger spotlight on Person Centered Planning, and you'll see lots of evidence throughout of the positive impacts it has had on the lives of those we serve. Enjoy!



graham from the desk

Continued...



After 22 years of dedicated service, **Gretchen Brown** has resigned her position with NACL.

Gretchen's **commitment to providing excellent care** has most certainly improved the lives of many persons served—and her **thoughtful, caring approach** has always been a signature of her service with NACL.

We wish her all the best in her future endeavours, and hope she enjoys a happy, healthy, adventure-filled retirement. **Thank you, Gretchen!**



Housing UPDATE

There are lots of exciting things currently happening at NACL, especially on the housing front...

We recently purchased **six acres in Coombs**, with a **3-bedroom rancher and trailer** on the property. This purchase was made at the request of Community Living BC (CLBC) to develop a rural, more northern resource to assist with some support needs in that area.

We have been very tentative the last few years in regard to any expansion that doesn't help us in developing **less labour-intensive services** that provide alternative avenues of support other than the very labour-intensive group home model.

Housing has historically been the bedrock of our services, and it is incumbent on us to develop a suite of housing options that speaks to our **person-centeredness** while providing services that meet individual needs, but are not made up of 24-hour-a-day staffing (unless specifically required.)



More to Come

STAY TUNED



Other initiatives that will allow us to expand while reducing staffing pressures are, for example, our recent **subdivision of 3401/3405 Uplands Drive**, which will allow us to develop **another 40 units of housing** supporting both CLBC-eligible and low-end-of-market tenants. See below for a proposed rendering of the building's exterior.

In addition, we continue to enter into **agreements with other housing providers** to acquire **more rentals**, and are still pursuing the development of a **seniors care facility**—we're waiting for the next call for proposals from BC Housing to be released sometime over the summer.

We will also be **opening an office in Parksville** to support our outreach and Coombs staff, who will be based there.

Another major piece of our Strategic Plan is doing our part to address **climate change/food security**, and our **overall sustainability**. We are considerably behind on this initiative due to external factors outside our control, but are seeing improvements in supply chains—and our first shipment of **solar panels** has finally arrived. As part of our original plan, **Caspers Way Home** is first on the list for the panels—which will be installed shortly.

We have also put in an **offer on a 52-acre farm in South Wellington**, which could serve multiple purposes for us—including **housing, community inclusion, and therapeutic farming**. There is much work to be done before a decision is made, to assess the viability of the project in regard to our mandate and permissible uses. Stay tuned...

As we **focus our efforts on sustainability** in order to mitigate our environmental impact, it is important that we discuss how this could affect how we provide service.

When we begin moving away from processed foods to **locally-grown, healthier choices**, we will need to re-think how we prepare our food and be open to learning new skills.

The research on the **positive effects of whole, locally-grown food** is quite remarkable—specifically towards folks with diversabilities.

As a community leader, it is important that we face head-on the existential crisis of our times, while **continuously improving the lives of the people we support**.

Our **seventh survey** with the **Commission on Accreditation of Rehabilitation Facilities (CARF)** was held June 7-9, 2023—and though we will not receive the official report for approximately six weeks, all evidence points to another successful round.

I'd like to say **thanks to our staff**, as it is the work you all do and document daily that continues to ensure our success. **Thanks also to all our families, caregivers, stakeholders, members, and supporters** who help NACL stay in top form.

COMING SOON



LOW HAMMOND ROWE ARCHITECTS

SCHEMATIC DESIGN
3425 UPLANDS DRIVE, NANAIMO, BC

2023.06



ALL THINGS



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

THE POWER OF

PERSON-CENTERED
THINKING

and

PERSON CENTERED
PLANNING

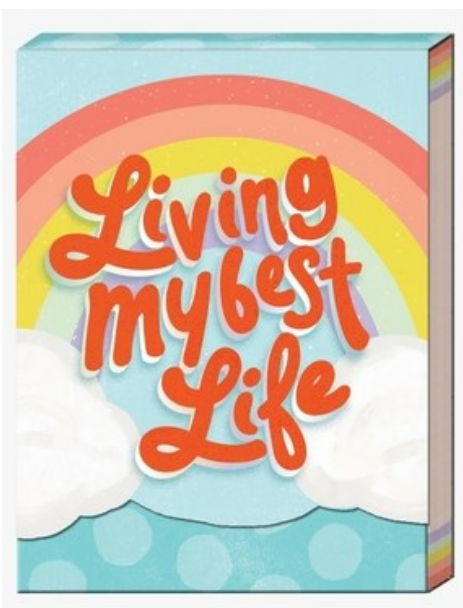
When a person is at the center of their plan, they tell us—with their words or actions—what they need at this point in time, to life their best life.

When we listen, gather information, and then and we act on what we hear, powerful things happen in a person's life. Then all it is written down for all to know and follow—we have a plan!!! ☺

Person Centered Thinking helps us to learn the skills that go with learning to listen and having conversations to gather information. The plan is where we write it all down, and then support people with their own goals and outcomes.

You will also see this in our social media posts. Whether it is someone learning to fly (literally, skydiving out of a plane)...listening to your favourite music being played live in your home by local musicians or at a concert...going to a favourite restaurant...or finding that good job and saving for that trip to Disneyland...having a place to live, and for some, having people to share a home with...**that's the person centered journey.**

The examples on how Person Centered Planning (PCP) makes a positive difference are so vast, varied, and powerful. Enjoy reading the stories and comments throughout this bulletin—and seeing how people are living thriving lives!



WATCH ME
thrive



**THIS IS REAL LIFE.
THIS IS PCP.**

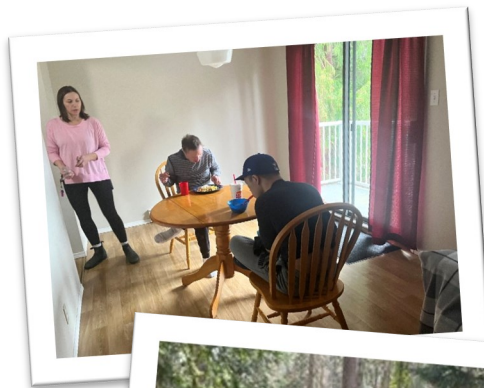


WHAT'S UP @ Sherwood AND Nottingham

By: Shantel Rideout, Senior Residence Worker

Time has been flying at Nottingham/Sherwood...

We welcomed our new housemates Jeffrey and Daniel! We are delighted, and already seeing what a positive impact they are having on us here at the duplex. Everyone has embraced all the changes with smiles and positivity! ☺



Summer is coming so fast, and our new friends will get to soak in the sun for weekend barbecues and walks at Neck Point and Piper's Lagoon. Swimming is a hit here at Nottingham, and we hope to have group swim activities very soon!

We also look forward to drives to Victoria and sightseeing...not to mention an awesome event is coming up—Operation Trackshoes, here we come!

Good times are ahead with awesome people here at Nottingham/Sherwood! ☺ #ThisIsRealLife #ThisIsPCP



Let's Talk communications



By: *Marlena Stewart, Executive Assistant*

Hi everyone! I feel like I say this every time I write these articles about how quickly time is passing, but I'm in shock that we're almost halfway through the year already—how can we already be at June? At any rate, it's been a flurry of activity communications-wise as our **social media** keeps buzzing away (thanks for continuing to **follow us @nanaimoacl** and **liking/commenting on/sharing** our posts!), plus we have several exciting events/projects/campaigns coming down the line to share with you—some of which we've already given teasers for, and some of which we'll reveal in the near future, when the timing's right. Let's get into some of it, shall we? ☺



We're deep into getting NACL ready for its seventh **CARF accreditation survey** happening virtually from June 7-9. I've been part of the team working on reviewing and updating **policies and procedures**, updating **handbooks**, **uploading documents**, doing more **website updates**, prepping **memos** to communicate accreditation-related information, and more!

Thanks to everyone for their support during this busy time—and here's **wishing the biggest NACL welcome to our three surveyors** from the US and Canada who'll be interacting with us over the three days. In fact, they may have may have already come and gone by the time you see this newsletter!



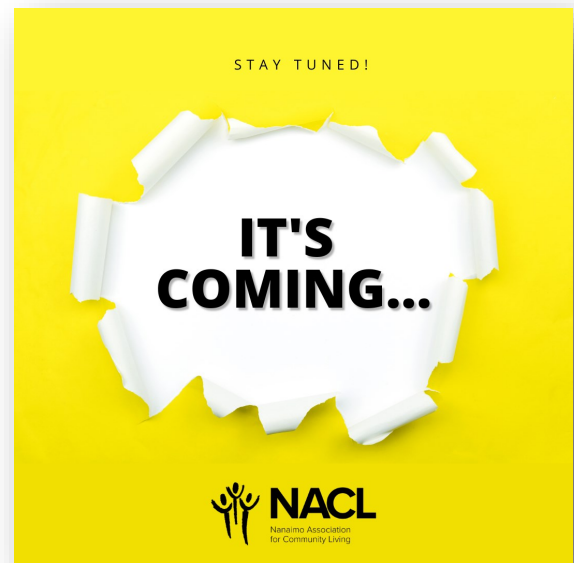
PERSON CENTERED Awareness Campaign

It's almost time for the next phase of our **Person Centered Planning (PCP) awareness campaign** to get underway! All NACL sites already have the updated Mission/Vision/Philosophy Poster—but we're ready to take things to the next level, kicking it off with some **fun (and helpful) visuals** that will be coming to all locations soon!

The PCP Committee is also cooking up some exciting plans for how we'll launch and keep the campaign vibrant and engaging, all while making sure we keep PCP at the forefront of how we deliver service—stay tuned!

All we'll say for now is: **"It's coming..."** But you may see some subtle hints throughout this issue... ☺

Hope you all have a wonderful summer coming up, and I'll catch up with you again at the end of August!



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



By Peter Letts,
Quality Assurance Manager

Return-to-Work Initiative

NACL continues to refine the **Recovery at Work/Return to Work procedure** to ensure we are supporting staff according to best practice, and meeting the expectations of WorkSafeBC's new Bill 41—which includes a legal duty for workers and employers to co-operate in the worker's early and safe return to work, along with an obligation for employers to return injured workers to work.

The procedure (**P007A-P** in our P&P Manual) is a road map for employees and managers to follow when a worker is injured, ensuring that there is a smooth transition and easy access to support from all stakeholders.

All managers, SRWs, and PCs have received training from WorkSafeBC. Cindy Bryant and the managers will assist with return-to-work coordination. They can be sourced for support.

We are moving forward with a transparent and collaborative approach, and welcome any questions and concerns.

Committee News

The **OH&S Committee continues to meet monthly** in 2023. Meetings have been shifted to the first week of every month, so that each previous month's tasks (drills, inspections, etc.) can be reviewed for completion.

Committee goals for 2023 include plans to attend staff meetings, and we have attended several meetings so far. We also plan to review the H&S competency training, and hold a Health and Safety Month in September 2023.

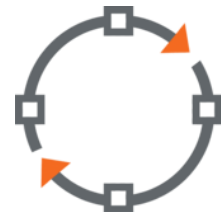
The last Committee meeting was on June 1st—**please see the Health and Safety minutes** posted at all sites on the health and safety board for summaries of staff incidents, investigations, first aid expiries, and other points of interest.

Training is a key focus for the Committee, as members are required to complete eight hours of training each year. Members have taken courses on bullying and harassment, committee effectiveness, women's health and safety in the workplace, and refusals of unsafe work. The Committee is also promoting training for supervisors—including Supervisor OH&S Responsibilities, Risk Assessment and Hazard Identification, and Incident Investigation. Course dates are noted in the minutes.

This past month has seen **changes in the Committee membership**, with (Integrated Services Manager) **Gerry Muckle** taking on the employer rep alternate role, and (Senior Residence Worker) **Shaley Marino** taking on the worker rep alternate role. Thank you both!

Spring inspections were conducted by management for all sites this year, with the OH&S Committee doing them in the fall. Please review inspection action items noted in ShareVision.

RETURN-TO-WORK *Initiative*



PROCESS



KEEP LEARNING

committee Changes

SPRING INSPECTIONS



SAVE THE DATE



it's happening



The long-awaited return of our BBQ!



Where: Maffeo-Sutton Park Pavilion (and lawn)
100 Comox Road, Nanaimo, BC

Date: Friday, July 28, 2023

Time: 11:00 a.m.—2:00 p.m.

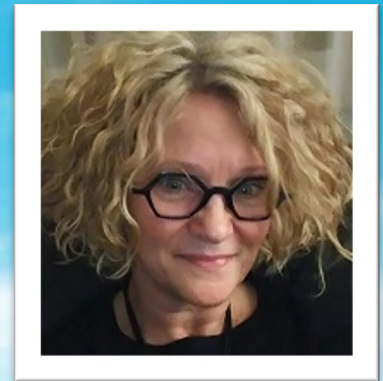


fyi

Penny from the Family Support Institute will be at the BBQ if you'd like to connect with her in person! 😊
↓↓↓



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>

What's
Up?

...at Portsmouth Road Home!

By: *Jeremy Green, Senior Residence Worker*



We have had some changes here at Portsmouth since we last wrote for the Bulletin! DD has moved on to another home, and we now have BS and JS here! We miss DD, but also welcome BS and JS to the home! ☺

So, what have we done? We have had trips to the Port Theatre—to see both the Wonderheads and The Legends Show. We went on the Christmas train at the Discovery Centre in Duncan, and visited friends and family—plus lots more!

We aim to get everybody out every day—going here and there, and enjoying life!

Currently, we are putting together a plan for the summer—including a mini yard revamp and refresh inside too, plus lots of fabulous outings and a hope for some nice sunny summer weather to enjoy!

Speaking of which—if anybody knows of a wheelchair-accessible boat or a soft-top vehicle for our people to ride in one day over the summer? Please let us know!

[#ThisIsRealLife](#) [#ThisIsPCP](#) [#LivingOurBestLives](#)

Have fun.

DON'T FORGET TO PAMPER YOURSELF

please
 consider
 opening your home
 to someone
 Awesome.



We're always looking to find amazing people who have space in both their homes and hearts to welcome people with diversabilities to live with them. The need is there, and we're here to support individuals to find their ideal homes.

Have you or anyone you know ever thought about becoming a **Home Share (or Respite) Provider?**

We have a team of people at NACL ready to work with you to find a great match—and of course the process is all **person-centered**, so we can find the best living situation that fits everyone's needs!

(By the way, **NACL staff can become Home Share Providers**, too. 😊)

If you're curious to learn more about what this could look like, please contact us and we'll have one of our Home Share representatives connect with you to answer any questions you may have—and to get things rolling if you decide you'd like to try it!

Find your new best friend, or at the very least **someone awesome to share your life with!**

Brianna Otto, our Director of Home Share, welcomes you to call or e-mail her directly to chat about Home Share opportunities...

Contact Me

Brianna Otto
 Director of Home Share
 (250) 327-9725
 brianna.otto@nanaimoacl.com

Otherwise, **call our office at (250) 741-0224** and we'll connect you with a Home Share team rep ASAP!





EMPLOYMENT SERVICES

By: Sean Enns, Employment Specialist (Vocational Counselor)



If you remember our last article, we talked about the discovery process. In review, **discovery** is a process intended to help people find their path to meaningful employment, the first among their steps to success.

The second step in Employment Services is **job development**. If discovery is a means to figure out where you want to end up, job development is the way to get there.

Of course, it's not as simple as picking the job you want. Successful matching in employment means figuring out what a person's strengths and interests are, and matching those with available jobs. It seems like it might be simple in today's job market—but with critical staff shortages everywhere, it's more challenging than ever.

What if you're good at something, but don't have any interest in doing it for money? Or, what if you're interested in a particular career, but don't have the skills and experience to back it up? What if you have both of those, but the opportunities available don't match your schedule?

Sometimes our job development process reveals that what someone wants is not a job at all, but a connection, an experience, or an opportunity. The world of work is changing rapidly—what people did for work 20 years ago is only a fraction of what's possible today.

CLBC states that **“Employment is an important part of creating lives with connection in communities of belonging.”** This feels like an opportunity to ask questions about what employment is, and how we can shift to make sure every opportunity is one that creates connection, belonging, and meaning in someone's life.

And since we left our last article with a question, we'll leave this with one too.

What does employment mean to you?



CONNECTION

opportunity

BELONGING

Experience

MEANING





SO IS PCP IMPORTANT



in Employment

By Debra Bouvier, Employment Specialist/Program Coordinator 1

For a person served to make decisions based on their preferences, goals, and dreams, **choice is everything**. Often, job seekers come to NACL Employment Services with a preconceived notion of what they think they want to do, and these ideas are often not their own.

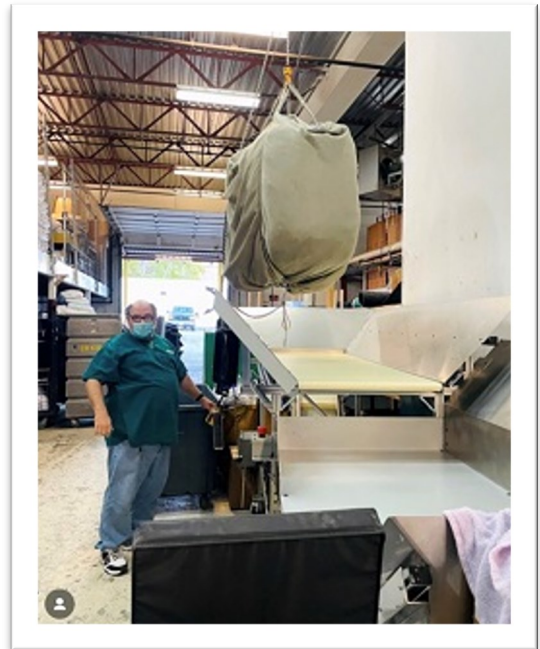
By using person-centered practices, we in Employment Services focus on the Discovery process, which is the first step to unlock what **a person's unique abilities** are. This is celebrated as **"uncovering the genius within."**

Everyone has a choice.

let's talk about **TERRY**

PCP means people can choose to do what they like and what is meaningful to them. **Terry is living a great, person-centered life** that is exciting and lucrative...full of change, choice, friends, and hobbies.

Terry chooses what jobs he wants and likes. He held one of the first full-time union positions in the province. He's very proud of that, and weaves that statement into most conversations. Terry worked at **Alsco Linens**, operating a winch on the cloth counter where he bagged cloths. His first paycheck says it all.



**MY LIFE
MY CHOICES**

**AND THE
STORY
CONTINUES**

Choice means that Terry can choose when and where to **change his jobs to what is meaningful to him**. He went from **AlSCO Linens** to **Wolf Brewery**, then to **COCO Café** and to where he's currently at, **Footprints Security**. Terry has **learned a lot of great skills** along the way, which contributes to his **personal growth and independence**.



While Terry has a choice and is successful in joining local teams and businesses to **expand his employment portfolio**, he is **also expanding his own business** by mowing lawns with his faithful motorized companion, Bumblebee.

Being employed **allows for exciting hobbies and collecting**. Terry loves to collect trains—and is currently building his own village.



It's time to relax...Terry **enjoys semi-independent living** with his mates where they love to BBQ, play Monopoly, and do puzzles. Terry **likes being in charge of himself**. "Well, yaaa?!?!" says Terry.

BEING EMPLOYED IS LIFE-CHANGING.

#ThisIsRealLife #ThisIsPCP #LivingMyBestLife

What's New?

...at Westwood Lake Home!

By: Emma Hobson, Integrated Services Manager



We welcome Nicole back after her time enjoying maternity leave, and thank Evan for his wonderful work covering as Program Coordinator the past year. We are lucky to also have Hannah and Safra join our team.

The kids are moving through the school year and meeting some fantastic goals—including increasing vocabulary, community inclusion, and daily exercise. How have they been doing that? Some of it's been via some fun spring activities, such as:

- Music therapy workshops
- Go-karting
- RCMP open day
- Swimming
- Airhouse trampoline park
- Sooo many trail walks and playgrounds 😊
- Bike riding and BMX tracks
- Waterfall walks and suspension bridges
- A trip to Science World in Vancouver
- The Snoezelen (sensory) Room
- A few trips to the movies with friends



One kiddo chose his own 2-wheeler bike, and we can't wait to see him learn to ride it.

Our suite is also getting a full makeover—with staff adding new paint, murals, sensory lighting, and sensory toys.

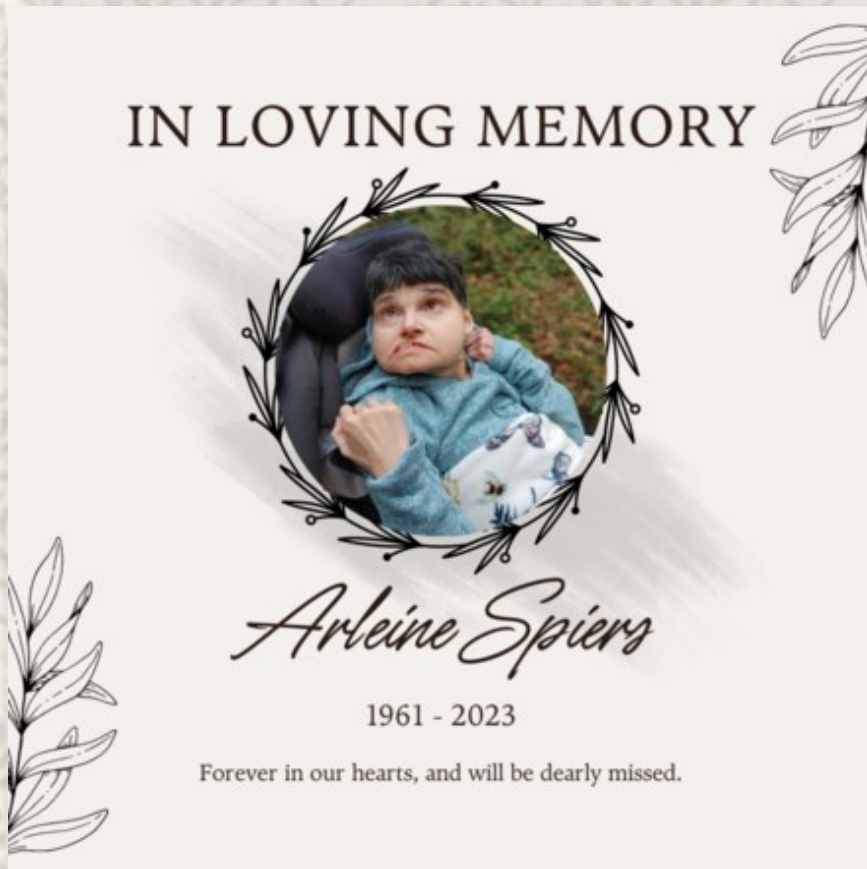
We have had many animal friends come to visit. We love our regular puppy friends, and even had 1-week-old chicks come and stay for the morning.

Our staff team have been in learning mode, as we invite in behaviourists to our team meetings and attend sexual health classes for youth workers.

We are excited to add some new assisted learning technology to our home, with a talk iPad and having specialist training for our team.

#ThisIsRealLife #ThisIsPCP #LivingOurBestLives





We're heartbroken to share the loss of longtime person served Arleine Spiers, who passed away peacefully at home on June 7, 2023.

Our hearts go out to all who cared for and adored her, especially the Kennedy Home team who provided her with loving, dedicated care for over 30 years.

rest in peace



INDIGENOUS RELATIONS

Team

UPDATE



By: *Marlena Stewart, Executive Assistant*

NACL's Indigenous Relations Team (IRT) came together again on Friday, June 16th—very grateful for the presence and guidance of our elder advisor, John Wesley from Tillicum Lelum Aboriginal Friendship Centre—as we did a “deep dive” on the Objectives within our Terms of Reference, which are:

- ☑ to be aware of how our organizational biases impact Indigenous Peoples, and to take action to address those biases;
- ☑ to connect with Indigenous Communities to understand their support needs and barriers;
- ☑ to create trusting and respectful relationships with Indigenous Peoples;
- ☑ to work together with Indigenous Communities to embrace traditional cultural values;
- ☑ to work together to provide person-centered services to Indigenous Peoples; and
- ☑ to evaluate our progress.

In small groups (and then coming back together as a whole), we discussed where we felt we were at with each objective, what still needed to be done, and what we could do to get there.

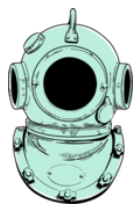
This summer, we've tasked the Team with coming up with ideas for moving forward—involving reflection, education, and much, much more! In the fall, all will be revealed—and we'll look forward to getting more of you involved, agency-wide...so stay tuned!

Brainstorming

Support Needs

EVALUATION

Engagement



DEEP DIVE

Building RELATIONSHIPS

GIVE (AND EARN)
Trust & Respect

Collaboration

Education

CULTURAL VALUES

WHAT'S NEW?

...at Turner Connection Home!

By: Care Serene, Community Support Worker



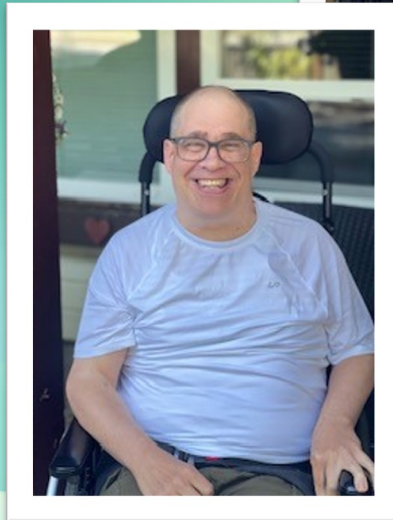
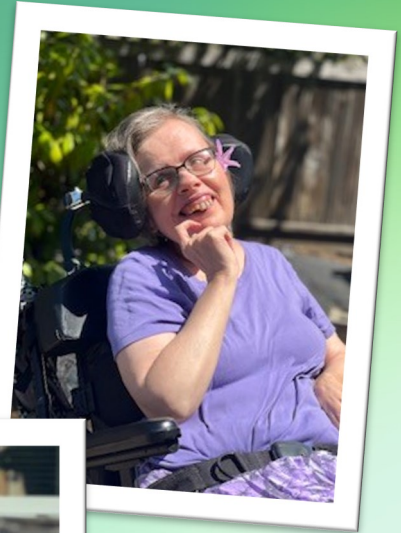
It's been an exciting time at Turner as the weather warms up! We're spending more time outdoors as we prepare our flower gardens for a new season...and making plans for summer trips like camping and visiting family.

We're getting our steps in on Fitbits to keep up with fitness goals—we have a wonderful new sidewalk along Metral Drive that is great for all our needs, taking us all the way to Woodgrove or to JL's favourite coffee shop, The Buzz.

As we swap out the winter wardrobes for warm weather clothes, we look forward to more days at the beach—especially house favorite Departure Bay Beach, where the city set up a wheelchair-accessible ramp down to the water last year. Some of our folks really enjoy being able to splash around in the water from their seats.

After a fall/winter of achieving dreams and goals such as out of town hockey games and family visits, we are looking forward to a Spring/Summer of more fun and successes!

Hope everyone stays safe and sunscreened, and we look forward to seeing you out and about this summer! ☺



#LivingOurBestLives
#ThisIsRealLife
#ThisIsPCP

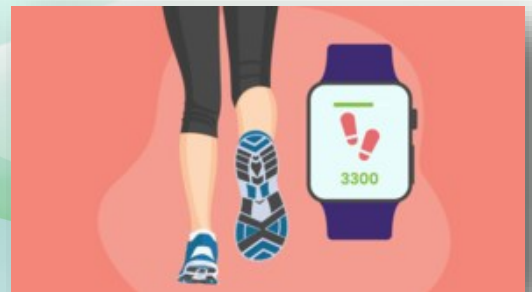


FITNESS GOALS

Hello SPRING



BEACH DAYS AHEAD



REFLECTIONS

FROM

Angela

By: Angela Trimble, Director of Operations



What a wild and wonderous time these last few months have been!

I really love seeing social media posts from all persons served. The creativity and successful completion of goals is inspiring.

I am so proud to work at NACL, and to be part of this ever-evolving process called Person Centered Planning... ☺



we make things happen



gretchen



As some of you know, Gretchen Brown retired recently. Gretchen shared her experience and expertise as well as a high level of professionalism with NACL for 20+ years, and will be missed. We wish her a restful retirement. ☺

I would like to officially welcome Emma Hobson and Gerry Muckle as our two most recent Integrated Service Managers. While their primary focus is in staffed homes right now, there will be ample opportunities to show us their other hidden talents and explore all those "other related duties"—LOL!

Welcome to you both! ☺ Cindy and I are grateful for your experience, expertise, and positivity. GO TEAM!!!!



What's Happening

@UPLANDS & Prideaux



Starting with Uplands...

By: Lanita Audet, Community Support Worker

Some fantastic friends live at Uplands! Here's AB and MS wishing each other goodnight...



life is Better WITH Friends



We have also welcomed two new tenants, KD and JB, who are loving their new homes. #ThisIsRealLife #ThisIsPCP



our community

We've gotten some fabulous spring cleanup done in our gardens—and we're looking forward to flower shopping and adding more colour! ☺

...and over at Prideaux...

By: Jim Elder, Community Support Worker

What's new is who's new at NACL Prideaux! Jim E. got a new puppy named Goose, and he is a hit with our people served.

Time with Goose has become a hot commodity, and he loves being walked and playing a good game of fetch or tug with his new friends!

Meet
goose



*puppy
love*



As well, it's a tale of two Jims! Jim B. is now on our team, joining Jim E. and Mark R. as regular staff. The more Jims the better, if you ask me! ☺

A TALE of
TWO Jims



As the weather gets better, we look forward to an active, fun summer at NACL's Prideaux Outreach! See you out there!!! ☺

[#LivingOurBestLives](#) [#ThisIsRealLife](#) [#ThisIsPCP](#)



report



News & Updates

By Peter Letts, Quality Assurance Manager

The Quality Assurance Department is now working through the Quality Assurance Cycle, with the surveys nearing completion and several governance plans and reports complete. Information from the surveys and the reports will inform the performance review documents. These will be completed in time for the Annual General Meeting in September.

NACL has now completed the CARF Accreditation Survey for 2023, which was very successful—with minimal minor recommendations. The survey was conducted virtually again this year, with three surveyors reviewing management and services. We are now waiting for the final report which will include the recommendations, and these will form the basis for the CARF Quality Improvement Plan for the next three years.

As part of the preparations for the CARF survey, the Policy and Procedure manual was reviewed and updated—and the latest version is now available to staff.

Work on the technology initiative continues, with two students from Vancouver Island University (VIU) working on the project as part of their summer co-op. Training for the new technology based on Microsoft 365 will be developed to help staff make the best use of the various tools that will be available.

The intern student from VIU's MBA program has completed their audit on the Person Centered Planning (PCP) documentation. The student presented his report to the PCP Committee, and the information will help inform improvements to the process over the next year.



2023
class of
CONGRATULATIONS GRADUATES!



“ConGRADulations” are definitely in order for the first cohorts of the Leadership Diploma Program we partnered with Eclipse College to bring to NACL! ☺

Huge thanks and a job well done to all the participants—and of course to Bob Embury, teacher/facilitator extraordinaire, for making the weekly trips from the mainland from March through May to bring this fabulous training to our employees! Stay tuned for info on the next phases of this training to come...

This group rightfully celebrated their accomplishments on Wednesday, May 31st with lunch and some scrumptious custom-themed treats from Harbour City Donuts!

Not only that, but NACL’s Director of Operations, Angela Trimble, wrote a special tribute to everyone involved in this class—and she’s let us share her poem on the following page...thanks Angela!



a few words.

BY *Angela*

Megan Cygan is patient and kind,
Deb Bouvier has a passionate mind...
Sara C.—a brain that won't stop,
Sarah K.'s empathy is our team's backdrop...
Emma, your baking is second to none, and
It needs to be said—baking's a pun!
Ashley, your dedication's inspiring...
Selene has the mind that's always enquiring...
Sean Enns, your passion speaks for itself...
Keen, fun, and sweet, I saved for Shantel...
Courtney, I'll skip—y'all know what I think,
Sara G.—steadfast, always in sync...
Michele Westwood has a positive mind,
Gerry Muckle—goal buster! Leader defined...
Jeremy Green, ideas for days...
Calm in a crisis, always unphased...
Nicole Wright, I wish she were here...
She's dedicated, caring, and will persevere...
Aidi Yang—generous, brave, full of grace...
Deena, the lady puts a smile on your face...
I should mention me—I've been here, too...
...and leadership starts with a focus on you.
I've learned to ponder and quiet reflect,
I've learned to give feedback, and not to forget...



...to say thank you to Graham—mentor, leader, and boss,
Because of you, there is all of us...
You're wise and experienced, I won't joke you're old...
The history you've written, and more to unfold...



...and, thank you to Bob—you're the man, we agree,
Your stories and style worked magically...
Thanks for your time and your extraordinary ways,
...and also, dear Bob...



WHAT'S NEW?

...at Caspers Way Home!

By: Danielle Adams, Community Support Worker



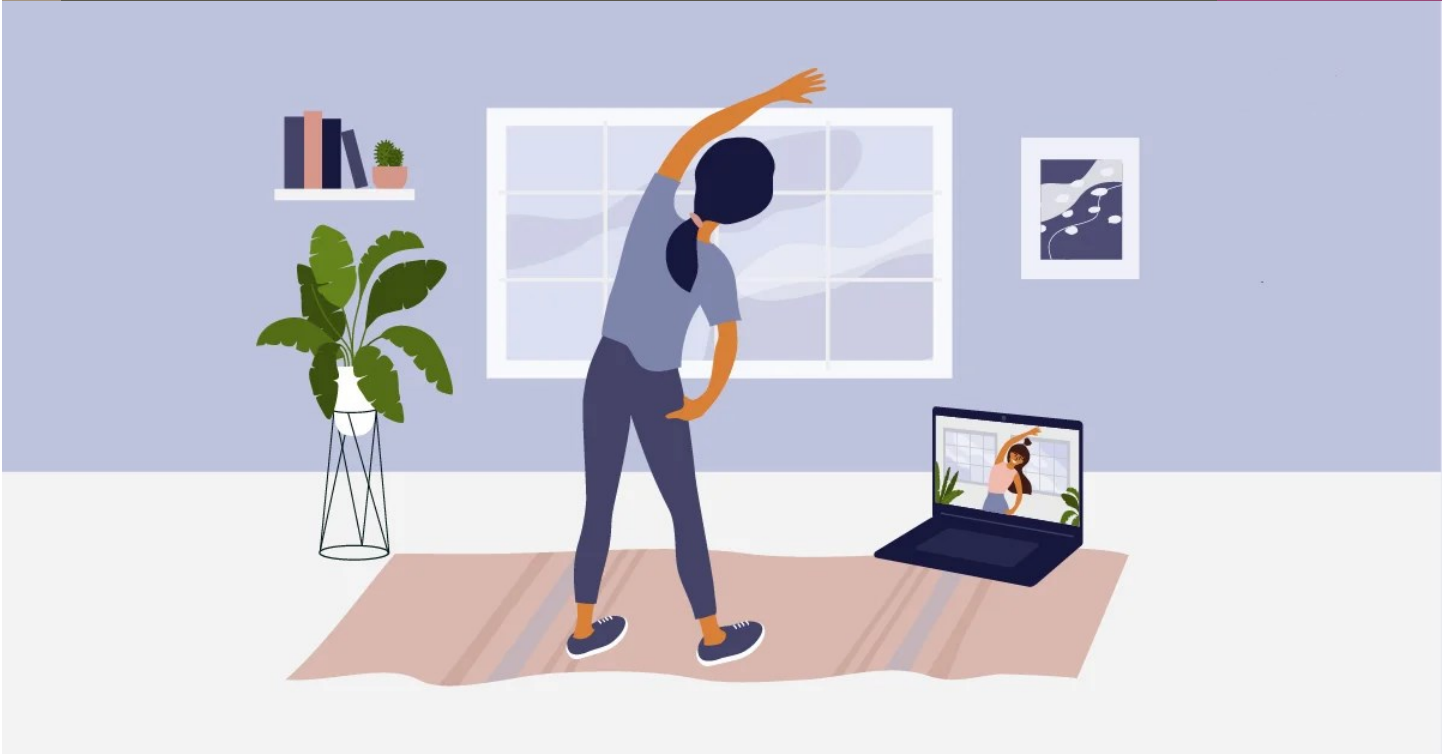
Caspers Way Home has been busy getting ready for a summer to remember. As a preview, EH went on a trip to Campbell River for two nights at the Dolphin Resort. You might've already seen some of the fun he had on NACL's social media, but we're sharing the pictures below here, too! ☺

KW and JH have an upcoming trip to Cultus Lake, and JH, KW, and EH all signed up to show off their athletic skills at the last Operation Trackshoes in June.

With more trips and activities in the works, Caspers Way is gearing up for a summer full of fun and exciting adventures!

#LivingOurBestLives #ThisIsRealLife #ThisIsPCP





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 Marlana 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! ☺