



What's happening?

from GRAHAM'S DESK

By: *Graham Morry, Executive Director*



Hi folks—after two rather grueling years, it's beginning to feel like we're starting to put this pandemic behind us. We have come through largely unscathed, which in my opinion is solely attributable to the efforts of our staff and the unwavering support of our Board of Directors. Strict COVID-19 protocols and a high vaccination rate have been the key contributing factors.

I also feel that NACL will come through this experience stronger and better than ever—ready to implement a progressive, ambitious Strategic Plan that will ensure our success for many years to come.

I can't thank you all enough for your efforts and continued dedication to our agency as a whole, and the people we support specifically.



Life doesn't get easier
or more forgiving,
we get stronger and more resilient.

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graham from the desk Continued...



The following provides status updates on all identified goal areas of the Strategic Plan:



Housing Initiatives

Our supported apartment living service at **Prideaux Street** (10 units) is now fully up and running, with supports in place. The **Uplands subdivision** is not, as I last reported, fully complete due to last-minute supply chain issues, which has impacted the final piece of paving. The City will not approve until complete, and only after that can we put the two existing homes on the property up for sale. We have **several housing initiatives** in the hopper, including our “Uplands 2” initiative, our Buttertubs seniors project with Nanaimo Affordable Housing Society (NAHS), plus another partnership with NAHS for 40 units of supported housing next to their development currently under construction in Parksville—from which they have also allocated us an additional 12 units that will be ready next spring. Regarding **Elizabeth Manor** in Parksville (the 20-unit facility previously mentioned), we were unable to come to an agreement with the owners so have presently walked away from this negotiation.



Employment and Contribution

NACL’s sponsored **live Chamber lunch event** in November was a great success. This was the Chamber’s first event since the start of COVID-19, and was well attended. We also submitted a **proposal** for \$40K to Disability Alliance BC, to continue the Community-Based Applied Interdisciplinary Research (CBAIR) project MBA students from Vancouver Island University that began in 2021. The intent was to take a deeper dive into discovering/breaking down barriers to businesses hiring people with diversabilities. We found out in December we were not successful with this application, and requested feedback.



Support for Families

We’ve reached a tentative agreement with the **Family Support Institute (FSI)** to provide a dedicated resource for families to access, commencing April 1, 2022.



Genuine Connection

We’re currently developing a **survey and research approach** that tracks genuine connection.

The status of some of the supporting values (and their related initiatives) are as follows:

EDIB (Equity, Diversity, Inclusion, and Belonging)

See Deputy Executive Director Randy Humchitt’s “Employee Services” article for an update on the **Indigenous Relations Team**.

Safety and Well-Being

We’re maintaining current status, awaiting creation of a provincial **Community Living Safety Council** – of which NACL will be a founding member. We recently completed our **WorkSafeBC Certificate of Recognition (CoR) audit**, which was conducted by Peter Letts (our internal auditor). Every third year we bring in an external auditor.

Sustainability

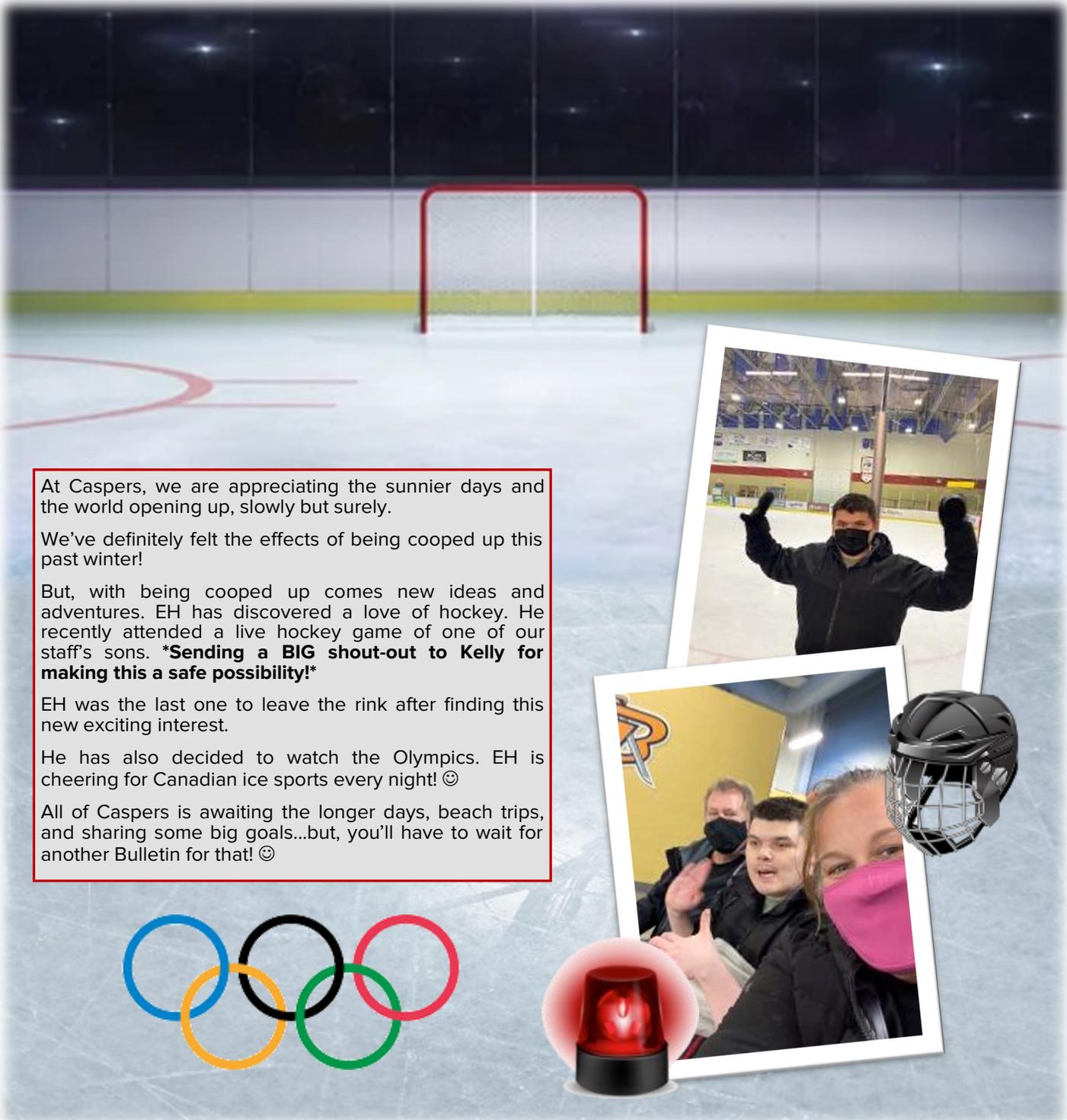
We’ve completed an assessment and cost estimate of our **first home conversion** to a net-zero footprint. Grant proposals are underway. There has been a delay in **electric vehicle transition** due to supply chain issues. A **Green Committee** to address all aspects of operations was to be up and running by year-end, but is temporarily on hold.





...at Caspers Way Home!

By: Aidi Yang, Senior Residence Worker



At Caspers, we are appreciating the sunnier days and the world opening up, slowly but surely.

We've definitely felt the effects of being cooped up this past winter!

But, with being cooped up comes new ideas and adventures. EH has discovered a love of hockey. He recently attended a live hockey game of one of our staff's sons. ***Sending a BIG shout-out to Kelly for making this a safe possibility!***

EH was the last one to leave the rink after finding this new exciting interest.

He has also decided to watch the Olympics. EH is cheering for Canadian ice sports every night! 😊

All of Caspers is awaiting the longer days, beach trips, and sharing some big goals...but, you'll have to wait for another Bulletin for that! 😊



Let's Talk communications



By: *Marlena Stewart, Executive Assistant*

Hi everyone! Are you in shock like I am that we're almost into the THIRD month of 2022 already? I'm still having to concentrate on writing a 2 at the end of the year instead of a 1, let alone realizing that March is nearly here!

You may have noticed a slight change in NACL's **social media** presence—in that there's now even MORE of it! With few exceptions, we're now generally posting twice a day...and sometimes even more frequently than that if we have something extra that's interesting and/or time-sensitive to share (like job postings, for example)!

The social media schedule that we launched in December has been working amazingly well—ensuring that you get to see what's happening at ALL of our programs (and with our organization in general) on a regular basis. Again, huge kudos to our contributors for all the awesome stuff they're giving us to share!

I can't say enough just how much those **follows, likes, comments, and shares** mean to us, so thanks for continuing to support our pages/posts and helping us get NACL's name out there! Spread the word, and please tell your family/friends about us...



SOFT LAUNCH Underway

With the impacts of COVID-19 hitting us pretty hard at the end of 2021/ beginning of 2022, we decided on a slow and steady approach to launching our **Strategic Planning communications** strategy—starting with getting our Mission/Vision/Goals out there, agency-wide.

Watch for posters to come to every program really soon—plus some bigger “reference points” to help us keep our new and exciting plan front of mind!

There are also **several other communications-related projects** happening behind the scenes, many of which involve the assistance of our awesome Communications Consultant, Marsha D'Angelo of Apostrophe. More will be revealed on those as we go along—but suffice it to say, we're excited about what's in store for 2022!

There are still more **Amazing Stories** coming soon as we continue to celebrate NACL's 35th year of operation, and I have to say—we've had a lot of fun recently, holding our first-ever virtual **Staff Appreciation Week** (see later in this newsletter for more details)!

For now, please continue to take care and stay safe—and I'll fill you in on more of our communications-related activities in May! ☺



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and www.nanaimoacl.com



...at Turner Connection!

By: Care Serene, Community Support Worker



Here at TCH, we've been busy finding fun things to do around the house through the snow and rain—old movies and shows, music and dancing, cooking and baking, and making plans for the better weather.

Out front we've had steady roadwork going on each week—with regular entertainment of the big machines and friendly workers busy preparing the next section of Metral Drive for more accessible use. Our persons served have made friends with a number of the workers and kept them under excellent supervision. Already able to use the completed section towards Mostar Road, we've all had a chance to visit our newest coffee spot, Buzz Coffee House! JL has made the switch to tea from his old staple—coffee—and has enjoyed trying new flavors from spicy chai to creamy mint cocoa. The manager and staff have made sure to check in about quality with our expert tasters.

Getting out to walk in the bits of sunshine we get this time of year has helped lift our spirits, and we look forward to longer days ahead. For now, we will be sure to wear in our new sectional couch as we cheer on Canada in the Olympics each day. ☺



Cheering you on



BEIJING 2022



GO CANADA GO!



program update



EMPLOYMENT SERVICES

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

The new year has brought many new changes to our Employment Services team. We're saying hello to two people! I am happy to announce that we are continuing to grow, with two individuals entering their job search journey with us early this year.

On a different note though, we are saying goodbye to Fenella Lotzer, who has moved over to work with Actions Day program. In her three years with us, Fenella assisted several people find meaningful work and provided many hours of on-the-job support.

We'll miss your enthusiasm and passion for employment. Fenella! Happy though that we'll still be in touch and you'll be able to help us out from time to time!



a few words from Fenella

I learned so much and made lots of connections during my time with Employment Services. I gained so many skills.

My co-workers and management were outstanding.

I'm going to miss working with that team and everyone I supported.



CW SAYS

"Fenella is really fun to work with. She has good ideas to support me. I miss seeing her at Michael's.

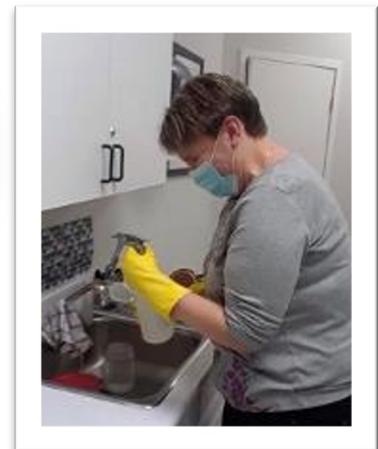
Fenella makes me feel good and she's always helpful. Fenella is AWESOME!"

LF SAYS

"My support from Fenella has been great—love it! Fenella is a great communicator.

She makes me feel good as a person. Fenella's support is helpful, open-hearted, and caring. I trust her.

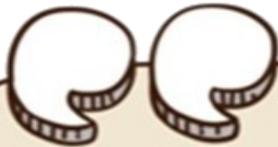
I'm doing really good at work because she supported me to feel like I could do anything."



We also say goodbye to Margaret Mulholland. Don't be alarmed—she is staying with NACL and will be working as a casual with several programs (including Employment Services).

Margaret has been with Employment Services for two years, and during that time has had a positive impact on so many people...developing and working on goals with persons served and our community businesses...leading to great successes. Thank you, Margaret! We'll miss you.

a few words *from Margaret*



Working at NACL Employment Services has been an absolute pleasure. From the beginning to the end, it has been non-stop learning.

Supporting people with diversabilities is repeatedly rewarding, as I have always enjoyed learning together with people. It has been an honour to be part of our small team at ES for the past two years. Throughout all the stages of employment—Discovery (getting to learn what makes a person successful), Job Development (meeting employers/creating resumes/the interview process), and Job Maintenance (working together to maintain the job), I have felt the warmth of the people. I have had the honour of becoming a team member in our community with businesses, meeting employers, and finding solutions that can improve the productivity and efficiency of their business.

My job as an Employment Specialist had me rolling up my sleeves and getting the work done of guiding and teaching tasks, and collecting a number of skills myself that I never guessed it would give me. My favorite part of this job was going to work with others and shaping the goals to meet the needs of the people. The most exciting pieces are when the people served are elevated to be a part of our community; with networking and proper support, people become independent with a sense of self. Job seekers work in a plethora of job duties...construction (where we dismantled an old cabin), administration (learning dates and alphabetical order), dishwashing (too wet of a duty not to mention), prep cooks (learning to listen to the top chef and follow instructions), maintenance (COVID protocols to follow), and so much more. If you can dream it, Employment Services can make it happen.

I would like to thank the team at NACL for providing a safe place for me to use all my skills in such a way that made other people's lives meaningful. Although I am stepping away from the Employment Services program, you can still find me throughout the company as I continue to ask questions and challenge systems. How can we, together, make this a better place for employers, employees, and people served?

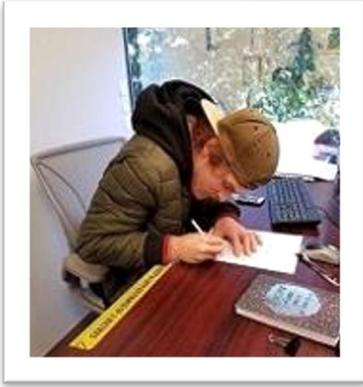
I look forward to the future and whatever it holds. Thank you to my team for being my biggest cheering squad...you will be missed.

Respectfully,
Margaret



CT SAYS

"Margaret is a GREAT help. And she cares to help a lot of people. Honestly, I wouldn't be where I am today if it wasn't for the expertise in helping me—so I have nothing but good things to say about her. Margaret is genuine, and one of the greatest people I have met."



Don't ever underestimate the impact you may have on someone's life.



CM SAYS

"Margaret is nice. She helped me with my job—it's good! In working together, I have learned a lot about my job."

Margaret made me feel happy! I have my own home and my own job—it's exciting!"



A Sincere
Thanks

You are
Appreciated

Program *update*

By: Michele Westwood, Acting Program Coordinator 1
and Courtney Otto, Acting Program Manager



ACTIONS DAY PROGRAM

Hello from Actions!

It has been a whirlwind of activities for us, both in person and virtually. Music and Entertainment still entertains us every Tuesday—thank you, Paul! Dance Jam is up and running once again—accessible to all! via Zoom and in person. Boogie on from wherever you may be! ☺

There have been many birthdays celebrated throughout the months—BEST WISHES to all!

Many of Actions' wonderful participants have been lending a helping hand to Foodshare's kitchen and at the Cline Farm.

Actions continues to make waves, splish-splashing around at the pool...and Coffee Out is celebrated, as always, every Friday at the mall.

We are in our second round of Dungeons and Dragons, where the participants role-play as heroes—vanquishing monsters and saving the world!



DUNGEONS & DRAGONS

music ENTERTAINMENT



What's Happening

...at Nottingham Home!

By: *Gerry Muckle, Senior Residence Worker*



The calendar may still say it's winter, but we here at Nottingham Home feel like spring is already in the air—especially on those beautiful sunny days we are so fortunate to have this time of year.

2022 is here...and along with it comes the opportunity to dust off our adventure gear, pull out our “where we want to go” map, and plan those grand escapades with the goal of creating wonderful new memories!

At Nottingham Home, we have already been working towards several things—getting our house back in order after a bit of reno work, becoming excited about creating a backyard retreat, and planning a couple of special birthday parties this April. And, let's not forget that Valentine's Day just happened earlier this month, followed closely by Family Day—two wonderful days that remind us how important we are to each other.

Furry Friends

BACKYARD Oasis

COMING SOON!



By: Randy Humchitt
Deputy Executive Director

employee
services



Report



INDIGENOUS
RELATIONS
Team
∞

The Indigenous Relations Team (IRT), formed in the fall of 2021, will have a pivotal role in helping NACL become a more culturally-responsive agency; one that provides Indigenous-centered supports inside and outside of the organization. We believe that building relationships with local Indigenous communities will play a big part of achieving this goal. The group will be using the document “Bridging NACL’s Services into Indigenous Communities: A Framework” as our guide. Written by internship student Courtney Hughes, it contains twelve recommendations for developing and maintaining relationships with Indigenous communities.

The team consists of 20 NACL staff. To foster cohesion in knowledge and common language regarding Indigenous matters, these participants are in the process of completing the University of Alberta’s “Indigenous Canada” course.

Considering the new Omicron COVID-19 variant and its yet unknown impact on NACL, the IRT will reconvene in the spring. The next step will be to meet and develop Terms of Reference for the group. More updates will be provided as the IRT moves forward.

With the gradual easing of provincial restrictions and the reduction of this wave of the pandemic, we look forward to holding training in person again. We will still follow NACL’s COVID-19 Exposure and Control Plan, and will be mindful of physical distancing. Stay tuned for upcoming sessions in Supporting Individuals Through Valued Attachments (SIVA), Compassionate Communication, and Person Centered Thinking (PCT) this coming Spring! Training notices will come through employee e-mail.



WE'RE
MOVING!



Effective February 22, 2022, my office will be at our newest program location at **619 Comox Road** (fifth floor, corner of Comox and Prideaux), where our Prideaux Outreach Services are provided. The intent of this move is to open space for our growing team at the Administrative Office and to buddy up with Jennifer Carano (Community Services Manager), who is also moving to this location.

To that end, I no longer have an extension at the Administration building—I can be reached on my cell phone at **(250) 802-3832**. You will still see me around the office from time to time, and my door at Comox will always be open for those wanting to pop by and say hello! ☺

MAKING ROOM



OUR GROWING TEAM.

what's
NEW

...at Portsmouth Road Home!

By: Courtney Otto, Acting Program Manager



There is a poignant quote I read recently...

In the middle of
every difficulty lies
OPPORTUNITY
-Albert Einstein

Throughout the last few months, Portsmouth Road Home has navigated many changes. Throughout these changes, the door was open to many new ideas, creativity, and teamwork. December was filled with getting back to the swimming pool, Christmas trains, festivities, decorations, and piles and piles of snow! And of course, the much-awaited anticipation of dear old Santa Claus!

MD and WK celebrated their birthdays in December and January...HAPPY BIRTHDAY! We are patiently waiting for the warmer weather that lies ahead. The few sneak peeks of sunshine have given us hope. Our longtime friend MD has made a move to KH, and we are wishing him all the best!



OHS & NEWS

OCCUPATIONAL HEALTH & SAFETY



By Peter Letts,
Quality Assurance Manager

The Committee wrapped up another successful year with a Christmas lunch and our annual evaluation meeting. We are pleased to mention there was unanimous agreement that the Committee has been functioning at a high level, with 11 meetings held in 2021 and excellent engagement by the members. 2022 is underway, with a meeting held in January and another scheduled for end of February.

Some of the activities the Committee engages in are review of staff incidents and investigations, conducting inspections and reviewing site inspection action items, providing input into procedures, and making recommendations on health and safety issues. For example, the Committee reviewed the Medical Emergency Procedures and recommended that an additional gate be installed in the fence at Portsmouth.

2022 began with a big event, as the Certificate of Recognition (CoR) audit was conducted, and Committee members participated in interviews for the audit. Their input helped to inform the auditor about many of the activities the Committee engages in, and demonstrates our commitment to the standards. Upcoming for 2022 is an awareness campaign where the Committee plans to enhance spring site inspections with additional information and events that help to educate staff on Occupational Health and Safety.

Training events for 2022 include supervision courses for SRWs/PCs, and annual training in a variety of topics for Committee members.

As always, for more information on the Committee, all staff are encouraged to view meeting minutes and other information on their Health and Safety boards at the head office and at each program and residence.



**HEALTH & SAFETY
AUDIT
COMPLETED**



AWARENESS CAMPAIGN

COMING SOON





By: Lesley Seselja, Home Share Provider



INTRODUCING

Nolan



Nolan is a wonderful young man who we love and has been part of our family for many years! He calls our three grown sons his brothers, as he went to the same school as all them. He also came to many of their hockey games and helped out with the football team that my sons played on (and husband Mike still coaches).



Nolan loves all four of our dogs—especially his buddy Jake, who he drives around the farm with in the golf cart. Nolan is very gentle and kind with our senior dog Molly...and we have a new puppy Bella, who loves Nolan's shoes! She doesn't chew them...just moves them all around the house...LOL! ☺

Here on our farm, Nolan helps with some farm chores—collecting eggs and packing the chicken, goat, and duck feed to the barns. He also takes the garbage and recycling to the curbside. He loves cutting the grass and delivering firewood to the front door, driving the small tractor in the winter.

Nolan has a construction job where he helps clean up the job site once a week—and sometimes he runs into old teammates from his football team, the Ballenas Whalers! He has a great boss, Buddy, who helps Nolan on the job site. His job starts very early, but he loves it!

i Love my job



Nolan is an avid swimmer, and trains with his Special O team on Mondays and Fridays. He also loves drumming, and has lessons once a week in Qualicum Beach. Nolan is a very busy guy, as he also goes to a day program called Discovery on Tuesday and Wednesdays—where he helps volunteer in the community and visits with his friends!

Nolan loves to cook with me, and has taken cooking lessons in the past plus Zoom cooking lessons during COVID.



Nolan turned 25 years old this past year, so we had a family party for him—and his parents surprised him by coming home early from their sailing trip to attend the party! They also arranged a special guest—Rick Scott is an award winning singer, songwriter, storyteller, and actor—to come and perform for Nolan and the family. What a special day...it was so wonderful!!



Nolan has the best of both worlds, as his parents also live in Nanoose Bay down the road from us, and he visits with them once a week for dinner, long walks, swimming, and helping around their house. Nolan has an amazing family and supportive friends in our community, along with family all over the island, mainland, Calgary, and Toronto.

Our family was very excited about Christmas and decorating our farm with lots of lights! The whole family headed over to Vancouver for a weekend early in December to go see the Vancouver Canucks and check out Fly Over Canada. Nolan was very excited to be with all his brothers again and to see a live hockey game, even though he's a Calgary Flames fan...LOL!



I'm Living My Best Life

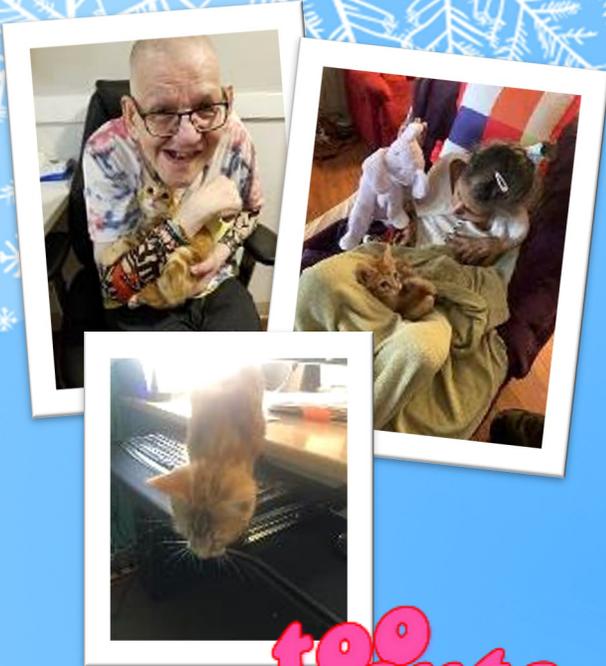
Just have fun!

enjoy IT



...at Jingle Pot Home!

By: Gretchen Brown, Program Manager



too cute

Jingle Pot has been happily rocking along. We have three new residents in the suite—Madison and her kitties (Finigan and Adia), who contribute lots of joy and fun. Jingle Pot Home has also been blessed with three wonderful and competent SRWs in the last year. Thank you, Gerry, Maya, and Jamie. Wendy continues to create her art while Randy keeps us entertained with his singing and jokes. Willis, Bembay, and Jordon continue to refine their senses of humor and keep the staff on their toes... ..and, Willis recently celebrated a MILESTONE birthday (Happy 60th)! ☺ Kathy is looking forward to spring and gardening. There have been challenges, but the team continues to provide a lovely home and atmosphere both for the persons we support and fellow staff.



FUN.

ALL THINGS



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

Getting it all down on paper

*(Well,
ShareVision
actually!)*



I appreciate the opportunity to continue to meet with staff and work with teams around our Person Centered Planning at NACL. I hear and see how deep your commitment is to being person centered and providing such a high level of support to people, especially during these unrepresented and challenging times.

Most recently I spent time with the amazing JPH team, facilitating a Person Centered Plan. How much and how well family was listened to and respected was really telling, as well. I think it exemplifies our “People, Passion, Purpose” mantra.

I also appreciated meeting other VIP’s—family. These very important people were there as sharing the wisdom, experiences, history, and support as family and as those who know the person best makes for a very Person Centered Plan, indeed!

Shout-out to Gretchen and Maya (and all the staff standing behind you who could not be at the meeting, but clearly are engaged and involved) —well done, everyone!

Stay tuned as we move forward – next up I’ll be doing some 4 + 1 work with the awesome Portsmouth Road Home team! It’s going to be great!!! ☺

COMING UP NEXT...



In other news, we’re still planning to have our Person Centered Thinking (PCT) training on **June 2nd and 3rd**. It’s looking like we are turning a corner with COVID-19—so, fingers crossed that we can go ahead this time!

**PERSON-CENTERED
THINKING**

TRAINING
back soon...

Quality Assurance report

News & Updates

By Peter Letts, Quality Assurance Manager

2022 started with a flurry for the QA Department, as Peter Letts conducted our first internal WorkSafeBC Certificate of Recognition (CoR) audit. This involved documentation reviews, site observations, and staff interviews. Head Office/ Actions and three sites were observed this time around, and 22 staff were interviewed including managers, SRWs/ PCs, and Community Support workers. The resulting audit score was an excellent 98%, with some recommendations made—and these were documented in the CoR Action Plan for 2022.

Another important task that's underway is the procedure reviews—particularly in the Child and Youth Services area, as we continue to develop procedures that meet those particular CARF standards. Additionally, work is being done to update the site orientation checklists and further streamline the process, with the checklists being set up in ShareVision for easy data entry and communication to Program Managers.

Of course, February is survey preparation month, and we're getting ready to roll out our annual surveys to gather input from everyone about their satisfaction with services and how effective they feel NACL is in supporting people served. This is the first step in the annual Quality Improvement Cycle, that will wrap up with the completion of the Performance Analysis and Outcomes Management report later in the year.

COR CERTIFICATE OF RECOGNITION



What's New?

...at Westwood Lake Home!

By: Nicole Wright, Program Coordinator 2



The days are getting longer, and you know what that means...
...more time for having

FUN

At Westwood Lake Home, we LOVED our winter break! Time off school, quality family time, a visit from Santa, staying up late for New Year's Eve—and this year, that crazy snowfall! Our days were spent building snowmen and having snowball fights, and then heading back in to warm up before starting all over again. Winter break flew by...and before we knew it, it was time to head back to school!

B celebrated his 15th birthday in January, and he's now spending a bit more time here at the home with us...which means more time for hanging out and exploring our community!

Our favorite outdoor activities are returning—and we're hoping for many more new experiences as we head into the sunshine over the next few months. See you in the spring!

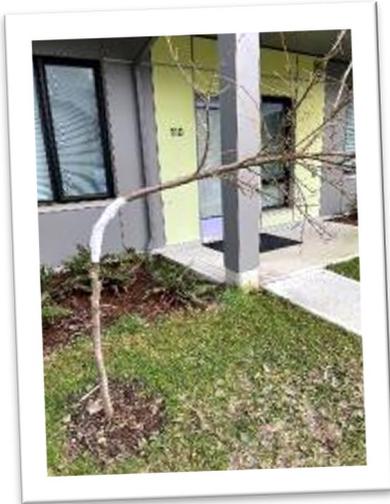


What's Happening

@UPLANDS & Prideaux



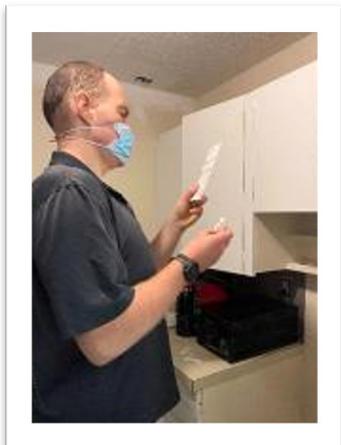
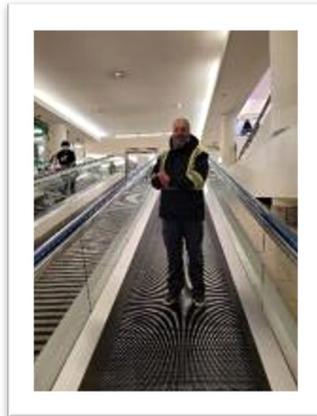
By: Sara Gilks, Program Coordinator 1



Uplands has been busy since the last update, helping the people who live here accomplish living their best lives. Everyone enjoyed Christmas, despite the snow—which did some damage to our landscaping, but we are on the mend.



Vince and KH had the opportunity to fulfill KH's wish to take the ferry and ride the escalator in Metrotown. They had a blast, and KH is planning his next adventure!



Our newest adventure is the welcoming Jim to the team as the permanent full-time staff at the Prideaux Outreach apartments, which NACL just adopted into the NACL family in December. It's been a busy time getting the office set up!

time for
A NEW
ADVENTURE

WHAT'S UP

...at Sherwood Home!

By: Cindy Griffin, Senior Residence Worker



We at Sherwood have been happy to get back to not only our regular park and trail walking days, but also back to our road trip days, now that the snow is gone! As pretty as the snow is, Victoria and Courtenay/Comox look much better without it—and so does our driveway (hehehe)!

Thanks to now having both of his vaccines, LL is able to have more of his 'normal'—which includes dinner dates and sleepovers with his Mom! How awesome is that???! He sure has missed those days with his family.

LL said the most awesome thing one morning. He wasn't grumpy, but he wasn't his usual smiling self. After asking for some iced tea, he very plainly stated...

“Iced tea takes away the grumpy”

...then proceeds to smile his biggest and brightest smile!

So, if you're feeling a bit grumpy? Maybe try some iced tea and see if it really does work! 😊

We are looking forward to the warmer weather so we can start finalizing some plans and getting our summer into gear. Do you have plans for this spring/summer? Vacation? Staycation? A family BBQ maybe?

Remember, stay safe and have FUN!!! Much love to all of you, from Sherwood! 😊



Staff Appreciation Week



FEBRUARY 14 - 18, 2022

COVID-19 has definitely affected how we do things—and unfortunately, that also impacted how we're able to do NACL's infamous Staff Appreciation celebrations! We couldn't bear the thought of going a SECOND year in a row without honouring our awesome employees...

So without being able to throw the in-person party we usually do, we decided to go an online route this year—with a series of interactive Zoom sessions from Monday to Friday (February 14th-18th inclusive) that incorporated games, prizes, shout-outs, and our Deputy ED Randy Humchitt wearing a LOT of glitter! ☺ Given the circumstances, we hope our fabulous employees enjoyed this format—and we welcome your feedback on what you thought of it...

As a traditional part of these celebrations, we're also catching up on the years of service awards we've missed since our last cut-off date of September 1, 2019! So without further adieu (and with many thanks), let's honour the following employees who reached longevity milestones with NACL over the past 2+ years (up to December 31, 2021 inclusive):

celebrating

5
YEARS

...cheers to
7
years!



2019

Teala Lane, Colin Pippy

2020

Vince Isaacson, Jaesann Schram, Regan Snaith, Jerome Manson, Michele Miller, Richard Jamieson, Carol Perry, April Fox, Amy Butt, Kathy Vogt, Shayla Beach, Audri Jenkins, Jennelle Reimer, Care Serene, Colleen Donnelly

2021

Jennifer Harley, Cindy Griffin, Ashley Smith, Jim Elder, Lindsay Buck, KT Hawes, Eliana Dion, Rani Wilson

2019

Elias Gavreseas

2020

Kelly Carson, Fenella Lotzer, Donna Clarke, Teresa Phillips, Bob Millard, Carmen Clarke

2021

Debra Buyver, Gerry Muckle, Brianna Otto, Rachel Trew, Gary Ong, Teresa Murphy, Doug Rollings, Teala Lane, Colin Pippy

HONOURING you.



2019

Miriam Finlayson, Aidi Yang

2020

Sherry Eisel, Alasdair Lunn, Michelle Westwood

2021

Donna States, Dean Pawliw

2019

Aimee Rounding

2020

Marlena Stewart, Ruth Fleming

2021

Randy Humchitt, Kelly Styles, Leona Multari, Lydia Blackman

2019

Gisele Jacob

2020

Dave Harley, Steve Claringbull

2021

Gretchen Brown

2019

Bruce Whitehead

2020

Marilyn Hutchinson, Graham Morry



Thank You for all you do!

TEAMWORK *makes the DREAM work...*

one more thing ...



Since we ran out of room on the first two pages about Staff Appreciation Week, we wanted to take a moment to send this important message to ALL of our fabulous, resilient, and dedicated employees. There just aren't enough words to express how grateful we are for you, and how much you mean to us...

**You are
Amazing!**



ROCK FOR A CAUSE

WITH HONEYMOON SUITE
& THE HEADPINS

In partnership with



We're so sorry to announce that our long-awaited **Rock for a Cause** joint fundraiser with the Nanaimo Child Development Centre has officially been cancelled, after several COVID-19 related postponements. Since event capacity limits are still in place (among other COVID-19 restrictions), it was felt best to try again another time. We want to give you the BEST concert experience possible...and things just don't feel ready for that quite yet.

Ticketholders have been contacted to let them know their options. Special thanks to all our supporters (sponsors included!) for their kindness and understanding about this situation.

As hinted above, we hope to partner with the NCDC for another event like this in the future—so stay tuned!

Here's What's Happening!

...at Maxey Road Home!

By: Gretchen Brown, Program Manager



In Loving Memory of Ann



Maxey Road Home is mourning the loss of a dear friend and person served. As you all know, Ann passed away unexpectedly. The team and persons served are remembering Ann and all the good times we had together. There will be a celebration of life in April when family is able to attend. We want to thank everyone for all the support and kind regards. Ann was one smart lady who kept us on our toes, and filled the house with fun and laughter. She will be missed.

rest in peace

Ann Keating 1963-2022



...at Kennedy Home!

By: *Cindy Carano, Program Manager*



Kennedy Home is excited to have a new individual move into our home on Valentine's Day.

As we ponder new beginnings for all, this can also trigger loss for others. Kennedy Home wants to thank Portsmouth Road Home for all the great care and support throughout the many years for this individual.

Change is sometimes hard and frustrating, but there is a great deal of thought and reasoning as to why we do what we do.

Planning and carrying out changes according to Person Centered Plans is one of our greatest honours and responsibilities.

Welcome to Kennedy Home, MD.



so glad you are here.





VIRTUAL FITNESS CLASSES



TUESDAY & Thursday
4.30PM-5.30PM

<https://us02web.zoom.us/j/88967479610>
Password: 930729

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

All classes led by a certified instructor!
For more info, contact Marlena at (778) 268-2022

#EVERYONEWELCOME





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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



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

Your Feedback is
Welcome...



We'd love to hear from you...

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

graham.morry@nanaimoacl.com

CREATED/EDITED BY:

Marlena Stewart

NACL ON



Make sure to follow NACL on social media so you can keep up with all the cool, fun things we're doing—plus articles/links of interest we often post! ☺
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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! ☺