



## **EXECUTIVE DIRECTOR'S UPDATE MARCH, 2017**

I am sure everyone will be happy to hear that I survived my first Bruce County winter. It was not nearly as bad as everyone had warned me about but that may be because the weather was unseasonable warm and snowfall minimal. I have ten months of rural Ontario living under my belt and have loved every minute of it, even the odd crazy weather day.

As I mentioned in my November 2016 Executive Director's Update, there has been a lot of activity keeping us busy here at BPACL. I indicated that we had been looking at our supports to individuals, our business practices, and overall agency services and looking for ways to make improvements to better serve the individuals that we support. We have completed our review and are in the process of implementing changes that we are very excited about and changes that we believe will make significant improvements to our services. An outline of the changes is below along with other information that may be of interest to you.

### **OPERATIONAL IMPROVEMENTS:**

Over the last ten months I have had an opportunity to review our services and supports, looked to other service providers, attended conferences as well as a review of Ministry expectations for service providers. BPACL does require some updates to the services to ensure we are positioned for success in the future and to ensure that we continue to be aligned with funder expectations and sector trends.

The most obvious challenge that was identified was the lack of full time employees whose role is to provide leadership in the person centered planning for each supported individual as well as staffing of our residential homes during the day throughout the week. We therefore redesigned our support positions and schedules to provide a senior support worker in each site and to staff the homes during the weekday.

We have completed an update of our staffing schedule, created six additional Full Time Senior Support Worker positions, and updated our part time support lines in each program. During the week of February 27 to March 3, 2017, we completed the recruitment and selection process for the six new Senior Support Workers and all part time employees selected a new line from the updated master schedule.

I am so please to introduce you to the new Senior Support Worker Team:

Nancy	Res – Gould St	Kim Cole	Res – Mary St 2
Courtney Thompson	Res – Berford	Sheila Thomas	Res - Enhanced Supports
Tiffany Greig	Res – Mary St 1	Michael Mansfield	SIL
Sara Campbell	SIL	Cara Scheuerman	Community Participation
Eric Brandsma	Employment		



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Supporting the new Senior Support Team as well as the staff team of each of the programs is our Management Team:

Lisa McCartney :	Service Operations Manager
Jeanie Finger:	Supervisor – SIL and Enhance SIL Program-Mary 1
Nancy Green:	Supervisor – Group Residential Programs (Gould, Mary Two, Berford)
Laura Balint:	Supervisor – Community Participation and Employment

Each part time employee also had the opportunity to select a new master part time line from the new schedules. With the addition of the full time positions as well as a change in the part time schedules, programs may notice a difference in their staff teams. The reorganization allowed each part time staff member to examine their skills and abilities and to choose a line in a program where they believe they can have the greatest impact in improving the lives of the people they will support.

Additionally, as a result of a vacancy in our residential supports we also had an opportunity to make some changes in order to plan and prepare for the future of our new residential site. This will result in the move of a few of our supported individuals in order to better serve our current needs and to prepare for the future. The new teams will work exceptionally hard to plan for the smoothest transition possible for each supported individual impacted by the changes.

The transition of the new teams and the moves will be staggered over time and we will keep both staff and families informed of the changes. If you have any questions or concerns during the change processes please connect with Lisa McCartney who will be leading the change process. You can connect with her at [lmccartney@bpacl.ca](mailto:lmccartney@bpacl.ca)

We are very excited about the changes as we feel very strongly that having senior support workers will absolutely enhance the lives of the people we support.

### **OUT AND ABOUT IN THE COMMUNITY**

#### **COMMUNITY PARTICIPATION GIVES BACK TO THE COMMUNITY**

On Friday February 3<sup>rd</sup> the Community Participation Team prepared and distributed 200 free lunches to the Community. Each lucky recipient received a delicious hot pulled pork sandwich, a bottle of water and a homemade brownie. All prepared by our Community Participation Team. Teams of individuals delivered the meals to the community in their work places as well as to community members who came to 550 Berford St. The team even engaged in random acts of kindness by handing lunches to the cars idling at the stop light in front of our building. Lots of fun and laughter and great community spirit on a cold February day! Way to go Team!

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### BPACL RECIEVES MAC MCKENZIE AWARD



Bruce Peninsula Association for Community Living was honoured with the Mac McKenzie Award for community spirit. BPACL has been instrumental in the creation and distribution of the Wiarion Willie noses handed out each year at the festival. Jason Tout and I accepted the award on Friday January 27<sup>th</sup> on behalf of BPACL. What a great evening and it was so wonderful to be recognized for the hard work of our Community Participation Team for all the years of support for the festival. Well Done Team!



**Karaoke Nights** – There is nothing quite as heart warming or joyful as a group of people singing together, or performing songs for an enthusiastic crowd. I invite you to attend the monthly Karaoke night. The first Wednesday of every month from 6pm to 8 pm at the Propeller Club. Entrance fee is \$5. I hope to see you there!



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### Ministry Update:

The Ministry of Community and Social Services (MCSS) published a winter issue of Spotlight on Transformation. You will find a copy of the newsletter on the link below:

[http://www.mcsc.gov.on.ca/documents/en/mcsc/publications/spotlight/DS-Spotlight\\_issue57\\_en.pdf](http://www.mcsc.gov.on.ca/documents/en/mcsc/publications/spotlight/DS-Spotlight_issue57_en.pdf)

**From Presence to Citizenship Learning Exchange: February 8-9, 2017:** I had the opportunity to attend a learning exchange forum in Toronto in early February. The learning exchange was organized by a group of 10 agencies that have been working at transforming their agencies. Each agency has been on a journey and are committed to focusing their services from an asset based person centred approach to support a life full of opportunity, realized dreams and relationships – 10 agencies share their priorities, learnings and best practice. With the support of MCSS funds they have been working together and sharing their vision of supports to people with an intellectual disability. I have attached a link to both their website and their most recent newsletter which you may find interesting.

<http://ontariocit.tlcp.com/category/welcome/>

<http://www.communitylivingupperottawavalley.ca/userfiles/file/From-Presence-to-Citizenship-Feb-2017.pdf>

**Enjoy the last remains of winter!**

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