



# OPTIONS NEWSLETTER

Winter 2007

## *Keeping the Fires Burning*

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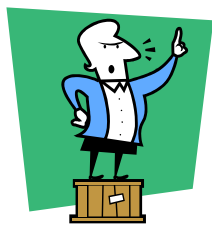
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**The content of this newsletter is not necessarily a reflection of ILRC alone; it is a reflection of our consumer population.**

# From the Soap Box

A John Young Perspective



The expression “keeping the fires burning” is riddled with meanings that will undoubtedly bring different light to different people. If we interpret this phrase to involve motivation, that is lighting a fire under you to inspire you to greater action, I believe that a parent would take this to mean igniting their child to better schooling or academic performance, or an employer igniting her employee to submit a report well before the deadline. These constitute motivating factors, the fires of inspiration that are little more than a carrot on a stick or the threat of negative repercussion at day’s end.

These expressions – ‘keep the fires burning’, ‘ignite to motivation’, ‘light a fire under your rump’, or the ‘quest for fire’ (wait, forget that one – that was a great movie with Ron Perlman in the 80s) – they all mean one thing: sustainability for community or programming is at your fingertips. Not unlike the mechanics of true fire, what is needed is fuel. For programming, for the community, and for long-term development this fuel is the motivating factor that feeds the flames. Stoking a fire means getting government and community behind program development, eliciting those small, but vital, insurgences from the community to create viable and sustainable models.

Where does the fire come from? The inertia comes from the community itself; this is no different from any other community process where the members create vital ideas and goals that simmer within grassroots groups and agencies. These flames have always been burning but we must consider how to pass on this torch to ensure our community

remains on the cusp of program development and implementation.

Fire itself is a living thing: it breathes and consumes. It begins with a single spark, a quiet smoldering. It requires specific resources to live, provides heat and light. Fire is a beacon or guide in the dark, a haven from the cold. Programming begins with the spark of an idea, requires careful harvesting of resources and illuminates people’s lives in a variety of ways. The similarities are endless. The only question remains: when will you start your own fire?

How many will feel its warmth?

## Board’s Corner

by Grant Young



When I was asked to write this issue's Board Corner piece, I relished the task. This request came at a time when I was personally trying to light some fires of my own, and – no, I am not a pyromaniac.

I made the bold (some might say “stupid”) move of quitting my job without having a new one to go to. I had been considering changing jobs for months. I hated the toxic environment where I worked; the thick tension was eating away at me, body and soul. I finally decided this was not healthy, so I pulled the plug. I had put a little money aside so I knew I could survive for a short while. It felt like a great burden had been lifted off of my shoulders. Now what?

It's easy to slip into some bad habits when you're no longer committed to showing up somewhere every morning: sleep in; watch Oprah. Never mind! Ellen is on at 2:00, Dr. Phil is on at 3:00 and Oprah is on at 4:00. I had my whole day scheduled!

Motivation is easy to talk about, difficult to practice. There are a million excuses to give yourself not to do something: it's too soon, it's too late, it's too hot, it's too cold, it's too far, it's never going to work, etc. I like the Nike slogan – “Just Do It” – because it cuts through any excuses. I have used it myself many times when I've doubted myself or felt excuses creeping in.

Back to the fires I've been lighting. I've been trying to reinvent myself and my life and find a new job. I had a job offered to me within a week of leaving the old job. I turned it down. I applied for many positions. You have to. Out of many applications, you get a few interviews, and even fewer offers. You have to keep searching for something at least close to what you want, apply for them all, go to the interviews and then choose from the offers. The offers will come as long as you keep going. “Just Do It!” You have to keep the fire burning under your own butt. No one else will do it.

You don't want to get out of bed in the morning, or get dressed, or go out – just do it. You doubt yourself – just do it. You don't want to make that phone call – just do it. All kinds of people will discourage you; you aren't qualified, you're too short, you're too tall, you're too old, you're too young, you have a disability, blah, blah, blah.

I just keep the fire burning and just keep doing it! One day I know it will pay off. Okay, so why did I give up and quit the old job? That's not “keeping the fire burning”, right? Well, yes, it is. The “fire” was telling me that I could do a whole lot better than what I was doing, that I *deserved* better. The fire gave me the motivation to get out and move on.

So, whatever your “fire” is moving you toward – just do it. Keep your fires burning.

## Flu Season

by Darlene Marcoux



The Flu season November – April is again upon us. Many ILRC staff and consumers have received their flu vaccinations, so we felt this was a good opportunity to give everyone some information about this topic.

Let's start with some basic information. ***What is influenza (flu)?***

According to the Public Health Agency of Canada, it is a respiratory infection caused by a virus. A CBC report says that over a normal flu season 1 in 10 adults will catch the flu. The flu vaccine is used to protect us and is changed every year to provide protection from the most common flu virus.

### ***How do I know if I have the flu?***

Some symptoms are:

- Headaches
- Chills
- Cough
- Fever
- Loss of Appetite
- Muscle aches
- Fatigue

The primary reason to get a flu shot is to protect yourself from health effects related to flu. However, by getting a flu shot, you will also help protect other Canadians and reduce the burden on the health care system.

The most effective way to protect yourself from the flu is to be vaccinated each year, other steps you can take to prevent catching the flu:

- WASH, WASH your hands. (Tip: Sing Happy Birthday or the ABC song as you wash)

- Cover your mouth & nose (Use a tissue or cough or sneeze in your elbow)
- Don't share eating utensils or drinks
- Avoid kissing and hugging when you're ill
- Dress appropriately for the weather
- Sleep at least 7 hours each night
- Eat nutritious foods
- Drink plenty of liquids
- If you think you have the flu – stay home

Please read the article **Did You Know** for resources for additional information on ways to protect yourself.



## Did you know?

1. The ILRC has recently received WRHA Health Links fridge magnets containing useful health information. If you would like one, please drop into the Centre to pickup one.
2. Resources or more information on influenza is available at [www.wrha.mb.ca](http://www.wrha.mb.ca)- [www.cpha.ca](http://www.cpha.ca)
3. Selkirk Computer Lending Library lends computers to low income households, students, seniors and persons with a disability. For more information please go to their website [www.selkirklearningcentre.ca/ComputerLibrary.htm](http://www.selkirklearningcentre.ca/ComputerLibrary.htm) or contact ILRC for further information.

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## Why I am Motivated

by Danny Smith

I was born with cerebral palsy. What makes me so motivated? I guess I would have to thank my Dad as he would never release me to go out into the working world, no matter

how much I wanted to be like other people. I had an offer from the Junior Chamber of Commerce. They wanted me so bad as they thought I had a great mind. Dad killed that. Dad's favorite saying to me was "you can't do that". I proved him wrong on so many times with the jobs I could do at home. That made no difference. I entered the working world when I was 59 years of age and now I am 84. I owned my own business running a kiosk at Portage & Main for 10 years. My employee put me into the hole financially so bad while I was in the hospital that I had to quit. I then came to the ILRC to volunteer. That was back in 1986. I started with Maureen Kachmar and Marilyn Day on the Seniors Project and from there Lori Ross took me into the library where I put books into a database.

From then on ILRC has given me so many different jobs to do that it just boggles my mind. Things I believe I could never do. I am still learning and as the saying goes "you are never too old to learn". I guess having so much idle time most of my life when I wanted to be busy, has given me strong motivation today. I love my work and enjoy the people I am working with. I hate being idle. Could you say this is what motivates me?

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## Self Motivation: What Does It Take To Be A Successful Entrepreneur?

by Heidi Hellsten

So you're looking to start your own business. There are a few things to consider before you go on your self-employment adventure. The first thing to consider is where you are right now. Why are you thinking about self-employment? Has something happened to

get you thinking this way? Have you always wanted to start your own business? People start their own business for all kinds of reasons. See if some of the following reasons apply to all you budding entrepreneurs:

- Want to be your own boss
- You have a terrific idea
- Want to express your true self
- Career Change
- Personal circumstances have changed
- Want to work from home
- Want flexible hours
- Looking for a better balance between work and personal life
- You aren't able to work in previous occupation due to age, disability, qualifications, work experience or competitive job market.
- You want to earn a respectable income

It is beneficial to think about these things when considering self-employment and what you want to do in your professional life. It is interesting to note that there are certain personal qualities that are required for self-employment. So let's explore what it takes to be a successful entrepreneur.

You are a self-starter with lots of confidence in yourself. Doing your own thing seems like the only way. Also, you recognize that you are the boss and everything really rests on your shoulders. You work well with self-direction.

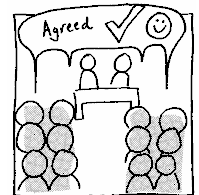
To be successful in the working world and self-employment it is important to have drive. The entrepreneur perseveres through all obstacles and difficulties that they may encounter. This especially applies to people with disabilities and self-employment. You may find that you have to work harder to prove yourself than an able-bodied person.

Because there is a high risk of failure, a successful entrepreneur needs to be able to

live with uncertainty. You need to be able to accept the fact that all your hard work and money may go down the drain. The entrepreneur needs to make decisions on a day-to-day basis that may require a degree of risk.

Entrepreneurs are generally visionaries. They can envision their business and what it would take to make it a success. They are able to learn from their mistakes and are able to shift gears and not let their pride stand in the way of admitting a mistake. Don't forget that making mistakes is a very valuable way to learn.

I hope that this has given all of our potential entrepreneurs food for thought before starting a business. Please call me at the centre if you have a business idea and you would like to discuss your idea and business plan.



## Dear Advocacy

by Amber McBurney

***For this issue of Dear Advocacy, Pat Davey contacted me and asked to share her story:***

My purpose in sharing my story is to inform persons with disabilities who are in the workforce, or who are looking at entering the workforce, that they need to be fully aware about the employer's accommodation policies and practices.

I was diagnosed with Multiple Sclerosis in 1989, and was open about my diagnosis when applying for employment. I was hired by an organization at a time when my symptoms were not yet significant, but my employer was aware of the progressive nature of MS.

By 2002 symptoms of MS were beginning to impact my productivity. I expressed my concern about this to my supervisor, who responded by saying accuracy was more important than speed. This suggested to me that I should not be worried, so I wasn't.

One year later, the organization I was employed for announced that they would be facing cut-backs at a national level, and I was soon shocked to find out that I was one of the first to go.

In the year prior to my lay-off, there had been no discussion about job accommodations. I did my best to cope with the workload and my changing abilities. I felt that I had been singled out and discriminated against because of my disability, with no opportunity to negotiate other prospects.

Because of my belief that I was wrongfully dismissed due to my disability, I filed a complaint with the Manitoba Human Rights Commission.

It was concluded that the organization had failed to engage in an appropriate accommodation process. I was able to put forward what I thought would be appropriate solutions, and suggested that the organization should change their accommodation policies to be proactive. Because of my recommendation, the organization established a full time Workplace Health Specialist.

Here are the lessons that I want to pass on:

1. Don't forget that you are the best expert about your body and your abilities and disabilities. Sharing your accommodation needs and possible solutions with your employer is important.

2. Ask questions about existing accommodation policies **before they are needed.**
3. Do not be afraid to exercise your human rights.

*Thanks Pat for sharing your experience and knowledge!*

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## Keeping ILRC'S Embers Burning

by: Lori Ross

I am pleased to announce that ILRC has had the pleasure of meeting with, not 1, but 2 Ministers in the last month.

The first visit was with The Honourable Gord Mackintosh, Minister of Family Services and Housing, Minister Responsible for Persons with Disabilities. Mr. Mackintosh dropped by for a tour of the office and wanted to sit down with us to discuss what some of our priorities and issues for the coming year are. We explained that there are numerous issues for people with disabilities; however, as an organization that promotes Independent Living some of the ILRC priorities are in the areas of our DART – Disability Awareness Resource Training and our PACE program – Personal Attendant Community Education. Both of these programs are consumer-controlled and with our many dedicated staff and volunteers, it is our goal and hope that these 2 programs will generate funds which will provide the Centre with some self sustaining income and an additional level of independence.

Our second guest was The Honourable Kerri Irvin-Ross, Minister of Healthy Living, Minister responsible for Seniors and Healthy Child Manitoba. As this was her first visit to ILRC, I

gave her a tour and explained what the Independent Living Philosophy was all about. We discussed the variety of events that ILRC has implemented over the last few years such as our extended lunch hour 3 days a week for staff who go to the gym or go for a walk for exercise. As an office, we invited consumers to a few morning and/or afternoon events where we went to play Wheelchair Baseball, sailing with Disabled Sail Manitoba and, during the winter, we went to the Gym and played wheelchair floor hockey. We also mentioned an idea that we are formulating to provide a camping experience for people with disabilities as well as mentioning the DINE program which was presented at the Healthy Living for People with Disabilities Conference that took place recently here in Winnipeg.

These events not only provided exercise and team building, it clearly demonstrated the many possibilities and opportunities for people with various disabilities to participate in all recreational activities with a little ingenuity. The Minister was extremely interested in seeing our commitment to Healthy Living and asked us to contact her when our next wheelchair baseball event occurs so she could come and check it out. Who knows – maybe we might have a new recruit.

In conclusion these types of visits definitely rekindle the flames of encouragement when the Ministers come asking us what the issues are and sincerely want to hear it directly from the people who are living the issues.

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## United Way Campaign

by Heidi Hellsten

The ILRC held their annual United Way Campaign this month. We kicked off the campaign on November 9 with our pancake

breakfast. This is always a fun event with staff preparing the food and after everyone is full with pancakes and sausage, we play a few team building games. This is a great opportunity for all of us to let loose and have some fun in support of United Way Winnipeg.

On November 14 we also had a GST auction. This is an auction where ILRC staff donates goods, services or talents and other staff bid on them. John was our rousing auctioneer and staff really got into the festivities. We had a wide variety of items donated. Here is a list of the GST donations:

**Terry** – 2 dozen home made perogies for Christmas

**Jodie** – lunch with her at Moxie's restaurant

**Dawn** – Christmas decorations kit

**Marie-Lynn** – Human resources: "clean up" and tuning of a home computer, also use of her and her vehicle for chauffeuring for an afternoon for shopping, errands, etc. and painting of one room in your home.

**Lori Timmerman** – 2 dozen chocolate chip cookies and an evening of babysitting for a maximum of four kids

**Amber** – duct tape wallet created by Jamie Vann. The winner got to choose their colors and design. She also donated a 1 hour manicure session.

**Darlene** – donated one pan of the dessert "Sex in a Pan"

**John** – hand and nail beauty kit

**Doug** – 10 free batting lessons from a wheelchair, the video "A League of their Own", a box of Crackerjacks

**Melody** – will cook and serve a 5 to 8 course meal.

**Lori Ross** – popcorn bowl set

**Robert** – lavender beauty set

**Tammy Walker** - painting

This campaign was a great success. The auction, coupled with regular ILRC employee contribution, has elevated our support to a strong level. Way to go ILRC!

# A Place to Keep Warm for Everyone

by Melody Jones

Most people at some point in their lifetime can remember a time of being really cold and then arriving at some place safe to warm up. I can personally remember playing in my grandfather's back yard, bundled in a snowsuit and woolen things to play until my brown fingers and cheeks turned purple (which can take a long time); with my long eyelashes frosted and threatening to stick together.

Why would I wait so long outside, you may wonder? Well, the main reason was for Fun. It was great fun to be tossing snow balls, making snow angels, and building snow forts. Yet, more than this was coming into the house, peeling off my wet snowsuit and woolen things in order to be greeted by my grandmother and have her wrap me up in a large towel fresh out of the dryer and hug until I was warm enough to sit on the couch.


Unfortunately, such moments of warmth and safety can only be claimed by SOME people within the community of Winnipeg. Homelessness is a growing problem across the country that governments on all levels are attempting to eradicate. Locally, the Winnipeg Housing and Homelessness Initiative (WHHI) has funded 11 Housing projects targeted at various demographics with examples including women, lower income families and people with Mental Health disabilities. Honorable Family Services and Housing Minister Gord Mackintosh announced on November 22<sup>nd</sup>, 2007 that:

***“Two hundred and thirty-eight new housing units in the Spence and North Portage neighborhoods will be the first to be supported under***

***the newly-enacted Housing Development and Rehabilitation Fund that will direct Manitoba Housing and Renewal Corporation (MRHC) suburban development profits toward revitalizing the inner-city neighborhoods, The first \$1 million of net profit from development of the Royalwood subdivision in St. Vital will help to fund two new inner-city housing developments creating stronger neighborhoods.”*** (News release on behalf of Minister Gord Mackintosh, Nov 2007)

Housing projects of many kinds targeted for many demographics will be popping up all over the city in the next four years. However, builders will only be encouraged to meet the minimum for units designed with wheelchair accessibility, namely 1 out of 100 units, limiting the number of units available for people using wheelchairs to live or visit within the Winnipeg area.

Inclusion is about allowing everyone to feel safe and welcomed. Let's motivate the funders to understand that accessible/visitable housing is for all; let's show them there is a market for wheelchair accessible homes. Tell your city officials, MLA and MP your stories of searching for a home no matter the disability. Tell them the stories of your friends in their searches for safe affordable housing. The dialog has started, so let's stay motivated and keep it going. This winter encourage the policy makers to expand the numbers of housing units to give choice to many areas for many types of families.



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## Keeping My Fires Going

by Margita Tobolkova

I have been quite sickly since mid-August. It included depression and bouts of flu. I was wallowing in bed all the time. It came to the point I didn't even enjoy my favorite TV programs, my house looked like a tornado came through it, never mind that I couldn't close my garden for the winter. My muscles are completely out of tune, so I am moving around like a turtle. I turned my computer on after a long time, just to find over 60 email messages. Some of them asked "why aren't you responding?" The worse things got, the more depressed I became. So, what do I do?

I am starting to get around. I make sure I eat well, even if it means force feeding myself.

But I am making progress. I finally caught up with my email, and I wrote some articles for publication. So, things are looking up. I have to start some exercises to get back my muscle strength. I am glad I have a cat. She gave me some incentive to get out of bed, get some food for her and feed her. While she gives me a lot of joy, she is also a nuisance quite often. Her most favorite place is my stomach and whenever I am resting, it takes no time before she jumps on me and would not be moved. Believe me, when a cat stays on your stomach it is quite uncomfortable, often quite nauseating. What a relief it is when she jumps off to drink some water, get something to eat or go to her sand box. Sometimes she sits on the window sill and watches the world go by.

I take care of my plants, and I am moving about to get the house in order. Next week I begin my outdoor assignments. I hope I will be strong enough to move around easily. Obviously, I have lost a lot of productive time, but we each get unwell sometimes in life.

I was determined to get out of the rut and now I am in the winning situation. My inspiration was my determination. I trust by Christmas time I will be ready to party. I hope you fared better through autumn, but if you have some setbacks, just tell yourself "This will end, I will make it end!" And, let's all together look forward to Merry Christmas.

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## My Niece, Seneca

by Trish Laidlaw

I would like to tell you about the special relationship I have with my niece Seneca.

Seneca was born premature, and when I first saw her she was hooked up to a heart monitor. When I first held her hand and talked to her, her heart rate went up, as if she

knew I was there. We were bonding, and this was the beginning of our special relationship.

When Seneca finally came out of the hospital, I started to babysit her a lot as her mom was at work. I took her to her doctor's appointments. Because she was so small and fragile I could not do too much with her but make sure she was warm and comfortable.

As time went by and we spent more time together, the closer we got. It got to the point where she favored me over her own mom. I was like her second mom.

I would watch Seneca during the day Monday to Friday. During this time we would visit the downtown area. Seneca blessed the lives of many people downtown, especially during our daily visits to the staff at the Independent Living Resource Centre, as well as the library. We also made frequent visits to the nursing home to visit my mom and the other residents. They would say Seneca's visits brightened their days.

The older Seneca got, the harder it became for me to take care of her. She is a very active 2 year old. She now goes to daycare and has the opportunity to play with children her own age and really enjoys it.

I am happy to have spent such quality time with Seneca, and we certainly share a strong bond. I know I miss our time together, and all her downtown friends miss her too. If and when she has a day off from daycare, I will take her to visit everyone she has met.

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## Winter Activities for Everyone

by Lori Timmerman

It's easy to fall into a rut during winter. The cold weather contributes to the lack of motivation to do leisure activities in the winter. Another problem is lack of knowledge of activities. Many people don't feel there's much to do in winter. There are many fun winter activities to participate in for everyone in Winnipeg. Any winter activity can be an adapted activity.

The Winnipeg Leisure guide offers classes in a wide variety of topics including gardening/flowers, cooking/food/baking, aquatics, painting/drawing, pottery, dance/song, educational (lectures, healthy living etc.), relaxing(tai chi, yoga), volunteering, cards/board games, skating, dancing, fitness, woodworking, knitting/sewing (fabric arts), creative crafts/fine arts, around the home, beauty/body care, mechanics, photography, music, money, languages, writing, communication (public speaking), personal wellness, movies, other activities. If you have a disability the leisure guide offers support if you register for a class, such as an ASL interpreter and leisure attendant support free of charge. The leisure attendant support can physically aid the participant in activities or help to adapt skills to suit the participant's needs. There are also classes specifically for people with disabilities such as 'pottery for the visually impaired' and other classes such as for people with physical limitations, developmental disabilities etc. The Leisure Guide can be picked up at all indoor pools, recreation/leisure centers, arenas and libraries. It can also be picked up at over 200 retail locations, or you can view it online at <http://www.winnipeg.ca/cms/leisure/guide.stm>.

There are also many great outdoor activities you can do, such as cross country skiing. There are many great cross country ski trails in Winnipeg. Other outdoor activities include snowshoeing, skating, hockey and tobogganing. Winnipeg has many toboggan slides and hills with indoor facilities to warm

up in. The leisure guide also has information on tobogganing, outdoor skating locations and cross country ski trails. Along with being able to skate indoors, there is also public skating available at several indoor arena sites through the city. There are many public swimming pools in Winnipeg if you enjoy swimming, and many of them also have lifts and someone available for support. The Leisure Calendar that Danny puts together has many great ideas for activities and events. The leisure Calendar can be picked up at the ILRC and you can also request to be put on the mailing list. A new calendar is available every month.

Enjoying leisure activities is essential to staying happy and healthy. For more information about modifying an activity or information on any activities feel free to call the center. Just remember to stay safe in the winter and dress warm.

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## Uniting Nations through Disability Awareness

by Joanne Legault

In honor of the United Nations International Day for Persons with Disabilities the ILRC was honored to be asked to conduct disability awareness training to military personnel at Canadian Armed Forces Base Gagetown New Brunswick. Four members of ILRC staff made up the DART (Disability Awareness Resource Training) Team: Marie Lynn Hamilton, Doug Lockhart, Heidi Hellsten, and Joanne Legault.

The day was opened with a welcoming statement by the

Base Commander who echoed the value of inclusion in the workplace as the theme for the day and led us into our introduction. Our training consisted of topics that included: disability etiquette, myths and stereotypes, workplace inclusion, empathic modeling and a choice from a variety of topics such as disaster management, adapted technology, transportation, recreation, mental illness, invisible disabilities and others.

In conjunction with this event, the ILRC was hosting its open house in Winnipeg where we were viewed via web cast from Manitoba. It was quite exciting having the EAI (Equal Access to Independence) program working in conjunction with our DART program giving the opportunity of maximizing participation which was close to 200 people in Winnipeg and New Brunswick combined.

The result of the training can be observed in these comments, direct quotes taken from participants:

***“It is interesting to see how people are judged and how things can be improved to help us around the workplace”***

***“We all have different levels of ability and some are more obvious than others. Our society is evolving with respect to being inclusive but we still have a way to go.”***

***“Informative on all aspects”***

***“Everyone should have this training, especially supervisors and planners.”***



***“Great presentation, well done, very personal, well explained. I have a better perception of people with disabilities.”***

This is just one example of the impact that DART has had and will continue to have on the inclusion of people with disabilities. Like all other programs at the ILRC, DART was developed and delivered by, with, and for people with disabilities. This was demonstrated with cross disability perspectives represented by all members of this team.

On this day of celebration, we certainly left feeling like we had united a nation even if it were a specific community over the single cause of disability awareness. Feeling empowered ourselves by what we had accomplished we left them with this remark.

“For people with disabilities the possibilities are endless...IT BEGINS WITH YOU!”

And we leave you with the same point to ponder.

If you are interested in becoming a DART Trainer please call Joanne at ILRC.

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## **PERSONAL ATTENDANT COMMUNITY EDUCATION P.A.C.E.**

by Danny Smith

For those of you who have a disability and have never heard about P.A.C.E (Personal Attendant Community Education), I would like to tell you about it.

We hold a five week class here at the ILRC to students who want to become attendants. For the first two weeks students are in class from 9:00 am to 4:00 pm. Students learn all functions of the body from head to toe, including all parts of a respirator. For the last three weeks students are out in the community working with individuals with disabilities to get hands-on training of which I am an instructor myself. You see, they are very well trained in every way.

What do these students do? The students will come into your home and do any personal or homemaking you require; for example: housecleaning, personal care needs, shopping with you, playing cards (which they are very well trained to do), or other attendant duties. If you feel a little nervous in letting these students into your home, you can keep your regular attendant on ‘stand-by’, but let the students do the jobs that you want done.

This is our 17<sup>th</sup> class that we have held. We desperately need instructors and I can highly recommend these students. You don’t even have to leave your home. These students are available form 6:00 am until midnight.

If you are interested and I hope you will be, please contact Dawn at 947-0194 ext 319

*The Board, staff and  
volunteers at the Independent  
Living Resource Centre wish  
you Happy and Prosperous New  
Year.*



**Bus stops announcements**

"The automated system that will be implemented over the next couple of years will include next stop displays (an electronic screen suspended from the ceiling on which the upcoming stop is displayed) and next stop enunciators (that will announce each upcoming stop). Starting January 1, 2008, bus operators will call out stops as an interim measure."

**Advertising is now available through Options newsletter. Our newsletter's circulation is 1200. For more information on cost and availability please call Robert at (204)947-0194.**

# Options – Winter 2007

## MEMBERSHIP APPLICATION FORM

Your membership helps us in programs, production and mailing costs of this newsletter. Being a member has its benefits in that you can vote at our next annual meeting, you receive our quarterly newsletter, and most of all you support the Centre and what we do. If you have not renewed your membership, please do so. The cost is **\$5.00**.

**Please inform us about the following:**

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Phone: \_\_\_\_\_

- |                          |                     |
|--------------------------|---------------------|
| 1. Audio tape _____      | 5. Braille _____    |
| 2. Large print _____     | 6. Disk _____       |
| 3. Email text only _____ | 7. Print copy _____ |

Address: \_\_\_\_\_

Postal Code: \_\_\_\_\_

### ILRC STAFF

**Executive Director:** John Young  
**Senior Program Coordinator:** Doug Lockhart  
**Controller/Accountant:** Thom Lamont  
**Operations Manager:** Lori Ross  
**Senior Community Living Coordinator:** Jodie Jephcote  
**Core Programming Coordinator:** Joanne Legault  
**Assistant to the Executive Director:** Robert Mitchell  
**Payroll (Interim):** Pat Moore  
**Reception:** Penny Siemens/Joe Hearn  
**Information & Referral:** Darlene Marcoux  
**Individual Self-Advocacy:** Amber McBurney

**Volunteer Consultants:** Darlene Marcoux, Heidi Hellsten  
**Community Living:** Melody Jones  
**Community Living Staffing:** Terry McIntosh  
**Equal Access to Independence Project:** Marie-Lynn Hamilton,  
**Leisure Education:** Lori Timmerman  
**Personal Attendant Community Education:** Dawn Hill  
**Urban Entrepreneurs with Disabilities Project:** Robert Mitchell, Heidi Hellsten,  
**Community Development:** Heidi Hellsten  
**Kids on the Block:** Michelle Palansky