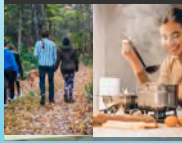




► IT'S TIME TO SHOW YOUR SUPPORT AND RENEW YOUR MEMBERSHIP... [2](#)



► MILTON TYREE JOINS US TO CHAT SUPPORTED EMPLOYMENT... [2](#)



► MAKING THE MOST IS BACK! SEE NEW POSSIBILITIES THIS SPRING.... [3](#)

Durham Family Resources

FAMILYfocus

SO THAT ALL PEOPLE ENJOY A FULL AND MEANINGFUL LIFE
WITHIN THE COMMUNITY.

Struggling with Recruiting Great Supporters? You're Not Alone!

We know the positive impact of good support in a person's life. We know that when families and supporters both have the same vision of the role and value of paid support in bringing about a fuller, contributing life in community, then anything is possible. We often have conversations and shared work with families on how to go about finding great supporters, and also on keeping great supporters.

As the community around us begins to resemble the open and connected place we know it to be, some families are facing multiple challenges in finding and hiring contract workers, while other families are facing barriers in keeping contracted supporters available long-term. Trends in finding and keeping good supporters are prone to change, and we are happy to be investing time and good thinking into this area which we know hits home for many families here in Durham Region and beyond!

Our work with families often involves walking alongside families as they figure out what support is needed, how to describe and advertise for a position, screening and interviewing candidates, providing orientation and ongoing guidance for a position, and keeping good people fulfilled in the work they are doing well. We have come together to brainstorm what we know, what we often suggest, and what we think might be helpful for families to think about when imagining new support.

As new opportunities begin to present themselves to all of us as restriction loosen, what do we need to consider to start on the right foot with a new support role or new support person? Join us on the evening of April 20th as we come together to discuss strategies, tips, and best practices in recruiting!

We've been brainstorming what has been working for families, and what hasn't - and are eager (as always) to bring families together to think this through together. Through this process we are finding new ways to tackle some problems within recruitment, finding new approaches to recruitment and hiring, and are continuing to develop how we can work together on new ideas, try new things, and collectively see if our outcomes are any different. If you have been thinking about recruitment, this will be a great evening to be a part of!



Recruitment Renewal

New Approaches to Finding a Good Fit

Wednesday, April 20, 2022
6:30pm via Zoom

Register Here for Your Zoom Link!

Become a Member to Support Durham Family Resources and our Work!

SAVE THE DATE!

**2022 AGM
MONDAY,
JUNE 27TH,
2022**

We encourage anyone interested in our work to consider becoming a member of our organization.

Becoming a member not only shows your support for the mission and values of Durham Family Resources, but also demonstrates to funders, policy makers, and the public that you think our work is important and beneficial to our community.

Becoming a member is free and easy to do! You can apply online in just a few minutes by filling out the online form below. If you'd prefer to print and fill out an application, [you can access a printable copy here!](#)

In order to vote at this year's Annual General Meeting, **we must receive your completed membership application by May 10th, 2022.**

+ YOUR MEMBERSHIP MATTERS!

Fill out a membership form here today!

CLICK HERE

Supported Employment and Its 40-year Evolution: Lessons Learned & Principles for Action

We are excited to be joined again by Milton Tyree from Kentucky, for another informative workshop all about employment! Milton comes with over 40 years' experience in helping people secure real jobs. In the past we have had great feedback and engagement from families who are invested in figuring this out for their son or daughter with a disability, so we are excited to continue these conversations.

This session will focus on lessons learned over the last 40 years in supported employment with a focus on practices that have proven to be helpful for people with disabilities securing fitting, challenging and satisfying employment, as well as approaches that have unintentionally created obstacles for people with disabilities and their employers. The online presentation will be followed by time for discussion and sharing of experiences.

We are also delighted to be welcoming Angela Thomas to the DFR family support team this month. Angela will be partnering with a small, dedicated group of families in the new role of Employment Specialist. Together they will be using a customized employment approach to craft personalized employment opportunities, one person at a time.



Milton Tyree
will join us to
chat supported
employment

Thursday, April 28 – 6:30–8:30pm

Register here for your Zoom link!



DURHAM ASSOCIATION FOR
FAMILY RESOURCES AND SUPPORT
• One Person at a Time • Together With Families •

Making the Most

Family Learning Series

Making the most of your time,
energy and money to achieve a
good life for your family member

~~~~~

**RETURNING IN PERSON**  
May and June 2022



Families throughout the Region of Durham are invited to participate in an innovative and interactive six-week workshop that will support in re-imagining opportunities and real options for their family member. The heart of the series is to move beyond traditional uses for funding to plan for a life that reflects interests, hopes and dreams.

The series is led by mentoring parents that engage in useful conversations and share their experiences in planning and creating opportunities. These conversations highlight simple choices that families can make to discover ordinary, yet significant ways for family members to be involved in their neighbourhood and community.

This series runs for six sessions  
and participants are asked to  
commit to all six sessions

May 9, May 16, (no meeting on May 23)  
May 30, June 6, June 13, June 20

Monday evenings from 6.30 – 9.00pm  
In person at The Gathering Place,  
20-850 King Street West, Oshawa

[Click here to  
register your  
interest](#)

Spaces will be limited to allow for a safe distance between attendees.  
All participants and group facilitators will be asked to undergo rapid  
antigen testing and wear a face mask each time we come together.



# Imagining Home Bringing Together Like-Minded Families Around Home and Housing

Come join the conversation! Long time and new families alike, everyone has something to gain and something to offer. Each month at Imagining Home, we engage with anything “housing, home and community” and enjoy critical discussion, sharing stories, learning and often having a good laugh among respectful and supportive people! Families bring a wealth of experience and knowledge and are ready to share and support others along their journey. All are welcome to attend and participate in Imagining Home when we meet on the second Wednesday of each month. If you are new to the group and would like to attend Imagining Home for the first time, we’d ask that you first contact Erin at (905) 436-2500 ext. 2511 or [eoreilly@dafrs.com](mailto:eoreilly@dafrs.com) to arrange an introductory call.

Our next Imagining Home meeting is on Wednesday, April 13<sup>th</sup> at 6:30pm via Zoom meeting. Please contact Erin to RSVP or for more information about connecting to the Zoom call. Looking forward to our time together!

**IMAGINING HOME MEETING • WEDNESDAY, APRIL 13, 2022 • 6:30PM**

**ONLINE, VIA ZOOM!**

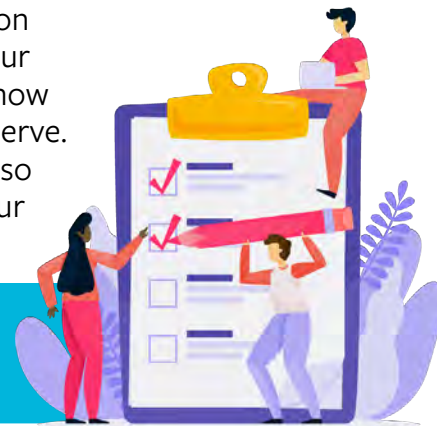
**CONTACT ERIN FOR DETAILS ([EOREILLY@DAFRS.COM](mailto:eoreilly@dafrs.com))**



## Reflecting on our Work & Planning Ahead After our Formative Evaluation

Over this last year, many people have experienced much introspection and have re-evaluated their goals and priorities as such. As an organization, we have also been taking time to reflect on our past and look to our future through a process called a Formative Evaluation. Over the past several months, we welcomed Peg Jenner to lead us through this process.

The Formative Evaluation that Peg has completed is a good check-in and reflection to see if our current actions, decisions, and work in general, are in fact in line with our Family Support principles and strategic directions. It also focuses our attention on how our recent work has actually landed and impacted the families we are intending to serve. Although small in scope, this evaluation will help affirm some of our efforts, while also identifying areas which need more attention, allowing us to make better plans for our future.



**Monday, April 25, 2022 – 6:30pm**  
**Sign up for your Zoom link here!**

## Rapid Test Kits Available at DFR

The Canadian Red Cross is assisting Health Canada with the distribution of rapid antigen tests. Durham Family Resources has been approved to distribute these emergency point-of-care test kits. The test kit provides you with 5 rapid tests and the instructions for use. Rapid test kits can be picked up at 850 King St. West, Unit #20, Oshawa on Mondays and Thursdays from 11:00 a.m. to 1:00 p.m., with the exception of holidays, where the office will be closed. Please access the office through the second set of doors closest to Bell. We will have to record some data for reporting to the Red Cross upon pick up.

Please remember that you need to wear your mask when entering the building.





# Young families are Springing into Possibilities



The last two years have been challenging in a great number of ways, and for many families of school-aged children and youth, 2022 may still hold some uncertainty.

Join us this May - June for an online, interactive, 3-part mini-series, where we will come together to uncover and re-imagine what is still possible in our neighborhoods. Hear stories from other parents on how they have supported their loved ones with continued exploration, connection, and growth.

You will walk away from this series with the ideas, strategies, and the know-how you need to begin planning for a summer full of discovery, and inspiration for future possibilities.

## Three Evenings of Learning:

- 1 Wednesday, May 11, 2022
- 2 Wednesday, May 25, 2022
- 3 Wednesday, June 8, 2022

6:45 – 8:45 p.m. via Zoom

For more information contact  
Kim at 416-757-2780 or  
[ksp@extendafamily.ca](mailto:ksp@extendafamily.ca)

## Register Here for your Zoom link!

Run in partnership with



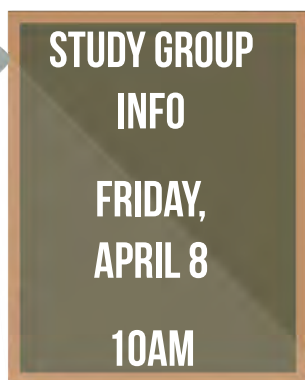
DURHAM ASSOCIATION FOR  
**FAMILY RESOURCES AND SUPPORT**  
• One Person at a Time • Together With Families •




# Aging in Place the Focus of April's Biomedical Approaches Study Group

Aging is a natural part of life that we all experience. At our Biomedical Approaches Study Group this month, we are going to talk about aging in place well. Many of us have done lots of planning and thinking to keep our loved ones well in their home, what have we learned which applies to us all?

Everyone is welcome to attend and participate in the Bio-Medical Approaches Study Group when we meet on the second Friday morning of each month. Regulars, those who drop in when they can, occasional drop in for various topics, and curious on-lookers all join for morning discussion, learning, sharing and a good laugh that accompanies fellow learners who respect each other!



We usually engage with anything “Bio – Medical” and so families talk about all of the approaches, alternatives, strategies that we have found, are being pushed into, have discovered online and more! We have a wide circle of families who are ready to share their vast experience and together we sometimes are able to help each member make better sense of the options and choices that surround them.

The group meets monthly and is open and welcoming to new and past participants! We usually meet by Zoom invite on the second Friday of each month at 10am for about an hour to an hour and a half. Reach out to Janet  if you'd like to get a Zoom link to the next meeting!

## Important Community Conversation About Aging in Place

### A Virtual Community Conversation on How We And Our Loved Ones Can Stay In Our Own Homes And Communities As We Get Older *An Agenda For Action*



Date: Thursday, April 7, 2022

Time: 6:30 - 8:30 PM

Including time for questions and discussion

#### Featuring:

Ray Applebaum, Chief Executive Officer, Peel Senior Link

Doug Cartan, Co-Founder, Seniors For Social Action Ontario

Moderated by: Peter Clutterbuck, Seniors for Social Action Ontario

To register, E-mail: [seniorsactionontario@gmail.com](mailto:seniorsactionontario@gmail.com)

and you will be sent the Zoom link

Please register by Saturday, April 2, 2022. Space is limited for this free event.

Early this month there is an important community conversation about Aging in Place and supporting us all and each other as we age. We are not hosting this event, but we are supporting it. This is a future that involves all of us.

Currently this affects our elderly population right now – either in long-term care facilities that are not homes, or at home and worrying that they will not have enough supports to stay. Of course, we are deeply familiar with many creative support options and ways of imagining better because we do this daily for and with families who think about, imagine, and plan for and with a family member with a disability. But of course, we also know and need to apply this ‘one-person-at-a-time in real community’ thinking to our whole community. There is not one of us who will not be affected by the thinking that will prevail over the next ten years.

And with a large, new long term care facility emerging on our doorsteps, we need to ask ourselves “is that what I

want to await me at the end of a hardworking life?”

This is a conversation our entire community needs to be a part of – not only is it relevant and timely, but also each one of us through our various DFR and family connections have an inside track to the viability, depth, strengths and rewards of doing this another way. We have much to offer!

# Public Health Mandates are Changing - See What Protocols are in Place at our Head Office and within our Team

It still feels as though we are in a state of change - with fluctuations in reported case numbers, mask requirements dropping in many places, capacity restrictions changing, etc. We wanted to share our current and continuing protocols which we will continue to abide by to keep ourselves and others around us safe into the Spring and Summer.



## Masks Required in Our Office

Our office at 850 King St. W in Oshawa is currently open. Anyone coming into our office, staff or visitor, is being asked to remain masked while in public areas inside the building. We also try to maintain safe distances from each other while in shared spaces. Staff are working both remotely and in office, ensuring there are only a small number of people in the office at all times. Our team is currently using rapid tests twice a week or more often.

In some cases, small meetings with your facilitator or other staff member may be pre-arranged. If so, we will ask all attendees to self-screen before leaving home. Upon arrival we will ask all attendees to take a quick rapid test as well. We will also ask anyone gathering together to be masked and distanced, and will have no refreshments at meetings at this time.

## The Family Movement in Ireland Steps into Durham Region

At the end of the month, we are happy to be hosting an international visitor for some shared learning. Willie Walsh will join us from Ireland's Inclusive Living Network. The Inclusive Living Network is a unique Network of individuals, families and agencies who are passionate and committed to promoting, enabling and demonstrating self-determined and inclusive lives for people who are labelled as having a disability.



Willie Walsh, Inclusive Living Network

The group's manifesto is:

*Life is better when we live in inclusive and diverse communities.*

*Strong personal relationships, connections and networks give us a sense of belonging and safety.*

*Our lives are better when we focus on each other's strengths, abilities, interests and gifts.*

*We live better lives when we have the power and control to make our own decisions.*

*Our lives are better when we can access and direct supports to match the vision of our lives.*

*We believe significant change in thinking, policies and practices is necessary to support our human rights, quality and a better life for all.*

Willie will be having a few opportunities to engage with families and staff of Durham Family Resources while he is here, including chatting with our Team, attending a few meetings, and hearing from families. We are looking forward to having lots of experiences and stories to share with Willie, while being able to learn from him as well. We are organizing an evening session on **Wednesday, April 27th (7-8:30 pm)** for families to join in a couple of hours to hear from Willie and then engage in conversation with him and other families on the arising themes. So, mark your calendars for this evening, but don't be surprised if you come across him in other ways as well!

**Wednesday, April 27, 2022 - 7:00pm**  
**Register for Your Zoom Link Here!**

# Have You Attended Making the Most Family Series? Come Together to Discuss and Continue Learning!

The Making the Most Study Group is a fantastic opportunity for those who have completed the series to continue their learning and take some next steps in developing valued roles and relationships with a loved one.

This month graduates are invited to attend 2 online events in the 4<sup>th</sup> week of April so we will not hold our regular study group as well. On Monday, April 25<sup>th</sup>, we will have an evening dedicated to the recent Formative Evaluation that was carried out on our Family Support work, followed by an opportunity for families to ask questions and provide feedback on the findings.

Then on Thursday, April 28<sup>th</sup> we will be welcoming Milton Tyree to lead a session all about the importance of good employment. Join us to discuss and discover helpful strategies to assist people with disabilities to find and hold real jobs that match their skills and interests, while benefiting the employer as well. You'll find the registration links for both events earlier in the newsletter!

The next MTM Study Group will be on Monday, May 30<sup>th</sup> from 6:30-7:30pm via Zoom. Members are sent a link to join shortly before. For more information contact Laura - [lpowell@dafrs.com](mailto:lpowell@dafrs.com)



## MAKING THE MOST STUDY GROUP

MAY 30, 2022  
6:30PM TO 7:30PM

{ [respiteservices.com](http://respiteservices.com) }

**CHAP**  
COMMUNITY HELPERS  
FOR ACTIVE PARTICIPATION

[RespiteServices.com](http://RespiteServices.com) continues connecting families to supporters! Contact Sandy for details!

Respiteservices.com is continuing to operate remotely to connect families and support workers. We know people continue to need good support during this time and are working diligently to continue to provide this service to residents of Durham Region.

To be matched with support workers, you must be registered with [respiteservices.com/durham](http://respiteservices.com/durham). Contact Sandy at (905)436-3404 or [sciarlariello@dafrs.com](mailto:sciarlariello@dafrs.com). New supporters are continuing to be added. Contact Sandy for more information!

## Important Dates At-A-Glance!

### **Bio Medical Study Group**

April 8@10am

### **Imaging Home**

April 13@6:30pm

### **Formative Evaluation**

April 25@7:00pm

### **Willie Walsh**

April 27@7:00pm

### **Employment Workshop**

April 28@6:30pm

### **2022 Annual General Meeting**

Monday, June 27, 2022

For more information on our organization or any of our events, please visit our website at [www.dafrs.com](http://www.dafrs.com)

For more information, please visit our website, [www.dafrs.com](http://www.dafrs.com), and see the "Upcoming Events" tab.

Durham Association For Family Resources and Support  
850 King St. W, Unit 20, Oshawa, Ontario L1J 8N5  
(905)436-2500 [www.dafrs.com](http://www.dafrs.com)