

INSIDE:



We are hiring: Pg. 2



Board vacancy: Pg. 4



Odd Job Lawncare Pg. 6



DIY fresh greens: Pg. 9

Inclusion NWT

since 1962



WHO WOULD HAVE KNOWN?
Shredded paper makes perfect horse bedding! Our Business Services Team is well aware. Pictured: Kyle Stewart visits one of the ponies at North Country Stables, after dropping off four bags of shredded paper.



PAGE 7



AYDEN, JESSE, ERIC AND MARSHALL learn about emotions in the book, *The Colour Monster*, read by Youth Facilitator Kacie Hall as part of the 2021 Summer Buddies program. For a summary of this season's summer fun, **please see page 5.**

We provide lifelong support for individuals with disabilities and their families in the NWT, since 1962.

inclusion nwt newsletter

08/26/2021



Inclusion NWT • (867) 920-2644 • info@InclusionNWT • www.InclusionNWT.ca

YOUR HELP NEEDED!

An appeal for assistance finding staff to fill vacancies at Inclusion NWT, by Lynn Elkin (Executive Director)

ONE OF THE CHALLENGES at the top of many NWT employers' agendas right now, Inclusion NWT included, is staffing.

For our organization, this struggle is even more acute because of the crucial services we provide, which demand just the right candidates.

We have high expectations for our staff. They are working with those who need a helping hand and we expect to deliver the kind of service that we would want if we were on the receiving end. Our staff are often working solo, so we have a rigorous process of interviewing and screening so we know we are getting people who are committed, caring and here for the right reasons.

THE APPLICATION PROCESS

We advertise for new staff almost constantly. When an application is received, it is reviewed and an initial check done to determine if we move to the interview stage.

The first part of the interview is a conversation and series of questions to probe experience, aptitude and problem-solving approaches.

Those who are successful with this stage are then invited to a practical second part of the interview, where we have individuals come and work a paid shift with us in the area they are applying for. This gives them a chance to see the actual work environment and us a chance to observe their interactions with clients. Sometimes, people are invited to do another paid practical session.

The two parts of the interview allow us to give a fair chance to both those who do well in the conversation part of the interview as well as those who are amazing with clients, but less comfortable with the more formal part.

Our work is fun, rewarding and challenging and needs the attention and care of every staff. If someone can't show respect for other individuals, if they can't get off their phone, if they can't engage with those we serve, then this isn't the right work for them.

Despite what some people think when they come to interview, our work is not "easy" and not a way to make quick money without much effort.

We are always looking for people who would be a good fit, particularly for our casual and part-time positions. Many of our best folks come from referrals through people who are familiar with what we do, so feel free to send great people our way.

Staff costs represent more than 80% of our total budget and are the heart and soul of what we offer to individuals and their families.

Although more than half our staff have been with us for more than four years, we have regular turnover as people go back to school or move to a higher-paying job.

Among the provinces and territories, the NWT had the highest employment rate in July 2021 at 72%, an increase from 69% in June 2021.

In July 2021, 86% of employed NWT residents worked full-time, while 14% worked in part-time positions. Most of our vacant positions are part-time and casual.

The number of unemployed persons in the NWT declined from 2,300 to 1,100 over the past year, causing the unemployment rate to drop from 9.7% to 4.3%.



THE YOUNG ADULTS GROUP competed in team and individual events as part of the Inclusion Games earlier this month. Pictured: Chris Strus, from left; Remiel Ortilano, Summer Student; Sydney Peer; Loic Burns; Caitlin Vandermeer; Austin O'Neill, Summer Student; Kelton Broome; and Billy Refugia, Skills Facilitator. Youth Groups are on hiatus due to the Covid-19 outbreak.

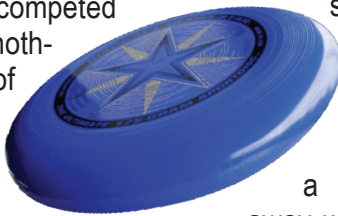
Faster! Higher! Stronger!

Inclusion Games features medals friendship and fun!

by Taylor Shephard
(Youth Coordinator)

THE YOUNG ADULT crew participated in the Inclusion Games on Aug. 6!

Two teams competed against one another for the title of champion over four events, followed by games of kickball and Ultimate Frisbee.



In the individual events, uncanny aerialist Kelton Broome came up with some unorthodox paper airplane designs at the paper airplane contest.

The relay race was no match for Sydney "The Speedster" Peer and her quick feet.

Sports stars Loic "Steel Toe"

Burns and Caitlin "The Crusher" Vandermeer came out in force during the team kickball match.

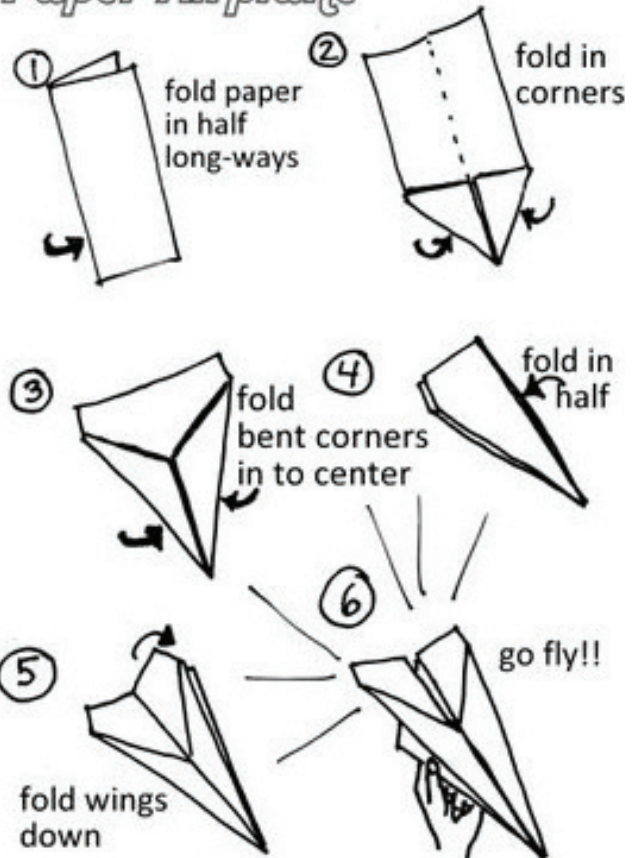
But all this friendly competition didn't stop veteran sporting legend Chris Strus from throwing some fakes during the team Ultimate Frisbee match.

At the end of the day, everyone was a winner and walked away with a medal for their hard work and dedication.

**YOUTH GROUPS
are now on hiatus
until further notice
due to the current
Covid-19 outbreak.**

YOUTH@InclusionNWT.ca

Paper Airplane creativewithkids.com



*Fold * Decorate * Fly*



VOLUNTEERS TONY FLORIO, Inclusion NWT Board Fundraising Chair, left, and **Ben Russo**, Board President, staff the grill at our 2018 BBQ. Inclusion NWT is looking to fill a vacancy on the volunteer board in October.

Get on board!

Inclusion NWT board seeks new member

by Inclusion NWT staff

ARE YOU or someone you know the person we are looking for?

The Inclusion NWT Board invites individuals to put their name forward to the board nominating committee.

The board tries to be representative of people with different experience and backgrounds. A letter of interest or a resume would be appreciated.

BOARD@InclusionNWT.ca



CLIENTS AND STAFF attend the Inclusion NWT BBQ in 2017.

BOARD NOTES



ANNIE STRUS, left, and **Sasha Clouston** volunteer at the 2018 Old Town Ramble & Ride Festival.

OLD TOWN RAMBLE & RIDE LEMONADE STAND RAISES FUNDS FOR INCLUSION NWT

THE GALLERY of the Midnight Sun made a donation to Inclusion NWT following the 15th annual Old Town Ramble & Ride earlier this month.

The business raised the funds as part of a lemonade stand hosted during the August long weekend.

WE ARE HIRING!

RESPITE WORKERS

(casual)

- 6-10 hrs per week
- Mostly evenings and weekends

SUPPORTED LIVING WORKERS

(Permanent part-time & casual)

- Mostly evenings and weekends
- P/T Sat & Sun

FAMILY & YOUTH FACILITATOR

(Full-time)

SKILLS/JOB SUPPORT FACILITATOR

(Full-time or part-time)

Please send resume and cover letter to:
ed@InclusionNWT.ca

We apologize if we experience delays providing respite staff for your family's needs as we seek to fill vacancies.

Children and teens explore!

Having a blast with Boomwhackers and bugs

by Inclusion NWT Summer Buddies staff

FROM OUTDOOR ADVENTURES to creative, Covid-cautious indoor games; this season's Summer Buddies program facilitated 15 children and teens.

The Range Lake North School Sustainability program invited both our Junior Buddies (aged 6-10) and our Summer Buddies (aged 11-18) to visit their chicken coop. We even helped collect eggs and held the chickens and turkeys in our arms! What an exciting experience!

We also thoroughly explored Somba K'e Civic Plaza. We played with bubbles, examined the flowers and underwater creatures, collected rocks for painting and searched for different kinds of bugs.

Our teen group has enjoyed various activities, such as nature walks, board games, painting, making jokes, nail painting and playing imaginative games.

We created and played a Summer Buddies version of the popular video game *Real Life Among Us*. This involved creating mini games for our crew-mates to complete fun tasks, while our "Imposter" had to find ways to be sneaky to win each game. We had emergency meetings to discuss who we thought was suspicious! It was a fun time!

One of our Junior Buddy group favourites is playing at the

park. Our Juniors love to invent games, play on swings and in puddles, and run around.

What the heck is a Boomwhacker?

Another fun activity is music! We explored the piano, drums, xylophone and boom-whackers! Boom-whackers are hollow sticks that create different musical notes when you hit them together – a big hit for our Juniors (literally)!

A staff highlight from Coordinator Josie Nagel was watching the Junior Buddies completely sing and act out Disney's *Frozen*, in perfect synchronicity!

Organized by Inclusion NWT, the Summer Buddies program seeks to offer youth in Yellowknife with a disability a place to have fun, get outside and make long-lasting friendships.





THE ODD JOB SQUAD mowed this lawn just in time before the rain fell on Aug. 9. Lawn care and dump runs made up the majority of Odd Job Squad customer calls in July and both tasks continue to be popular in August. Pictured: Jas Powder, from left; Austin O'Neill (Skills Facilitator); Julie White; and Chelsea Makaro.

photo submitted by Janet Diveky

THE ODD JOB SQUAD job stats for July

THE ODD JOB SQUAD seeks to assist under-employed individuals who self-identify with a disability to derive a small income from one-time or short-term work while they search for permanent employment.

**TEXT THE HOTLINE:
(867) 445-6967**

Book 24 hours+ in advance

**DUMP
RUNS**

LAWN CARE
(raking, hauling
gravel, mowing,
trimming etc.)

**SMALL
FURNITURE
MOVES/
DELIVERIES**

MISC.
(wood-stacking,
assembling furni-
ture, cleaning etc.)

**SPECIAL
PROJECTS**

**ONLINE
GROCERY
ORDER
PICK-UPS**



Shredding is bedding!

CLARA TUTCHO greets the residents at North Country Stables during a shredding delivery this past June.

Business Services Team delivers comfort to North Country Stables

by Inclusion NWT staff

THE WEEKLY COURIER RUN to North Country Stables is a favourite task for many members of our Business Services Team.

"It's so fun," said Adam LePrieur. "I like it!"

The Team delivers bags of paper shredding, shredded by their Inclusion NWT colleagues at the Abe Miller Building, to be used as bedding for the horses, ponies and goats at the stables.

When it comes to horse bedding, shredded paper keeps horses clean by collecting less dust than other alternatives. It is simple to store, lightweight, absorbent and very warm in winter. It even helps any horses with allergies (yes, some horses can suffer from equine hay-fever!)

Shredding for bedding is also an environmentally-friendly option, because the paper conveniently clumps well and may be composted easily.

"The deliveries are exciting for clients *and* staff," said King Marlou dela Cruz, Skills Facilitator.

Refundable recycling piling up? Donate!



FELIX GIBBONS of McCOR Management drops off a mountain of refundables to our Business Services Team.

by Inclusion NWT staff

CLIENTS with the Inclusion NWT Business Services Team are experts at collecting and processing refundable recyclables.



The Team collects recyclable beverage containers from households, offices and businesses for free. Some individuals and organizations also drop off refundables at the Abe Miller Building.

Our biggest such job: a mountain of close to 40 full bags donated by McCOR Management.



Money raised through refundable recycling collection is used to cover funding shortfalls and to maintain the Free Seniors Lawncare Program.

Yellowknife employers:

WE'VE OVERCOME OUR BARRIERS. LET US HELP YOU WITH YOURS.

We invite you to sit down with us over a cup of coffee to discuss where employABILITY might work with your business.

Perhaps you have high turnover, struggle to find dedicated staff or are under-resourced to provide training for new hires who may have a disability.

We can help.

As a no-cost resource for employers and potential employees, we encourage you to contact us.

- We will work together to help solve your workforce challenges.
- Similar to any hiring process, we only place a candidate who matches the skills you require.



employABILITY

a service of

**Inclusion
NWT**

since 1962

employability@InclusionNWT.ca
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www.InclusionNWT.ca

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Yellowknife, NT
X1A 2N7

*We look forward to
meeting with you!*

AT HOME



HOMEMADE DISHES are always on the menu at Inclusion NWT Supported Living residences.

Home-cooking every day

SUPPORTED LIVING clients enjoy preparing their own meals alongside Inclusion NWT staff. If you have quick, healthy recipes to share, send them to us for our clients to try!

Eva Charlo celebrated her birthday with her roommates with homemade chocolate cake!



Richard Kolson enjoys baking banana bread alongside staff.



Bertha Taylor helps prepare fried chicken with salad and mixed veggies.



Joey Oogaaq and Sam Pameogorak prepare healthy meals together.



From garden to table

Terry Kuliktana grows his own veggies

by Inclusion NWT staff

TERRY KULIKTANA has a green thumb. He uses it and his other nine fingers to grow his garden by touch.

"It's quite an amazing relationship he has with his garden," said Trust Masha-ro, Supported Living Team Lead.

"Terry can feel the weeds are different from the crop. If you tell him we have lettuce here he will feel for weeds and uproot them. If it's dry he will water the soil. It's all about feeling for him. It is quite an amazing relationship."

Along with lettuce, Terry planted cucumbers, green beans and a single sunflower, which is bright and beautiful.

"You see Terry's love when it comes to his garden. You see how happy he is. He'll be sharing with you that his plants are beautiful and are growing," said Trust.

Terry tends his garden plot four times per week, often alongside his friend, Clara Tutcho. He expects to share his harvest with Clara in coming days.



Welcome to The Squad!



Jayden Morrison drafted by Skills Training & Community Inclusion

JAYDEN MORRISON entered the workforce with Inclusion NWT after graduating from Sir John High School earlier this summer.

He joined the Skills Training & Community Inclusion Team on June 28 and he is already proving to be a big asset on the job.

Jayden has done all kinds of lawn-care work for a wide variety of customers throughout the community and has picked up recycling from businesses with his team mates in The Odd Job Squad truck.

Inclusion NWT staff describe Jayden as a hard worker who can focus on a task all morning long, if asked – with water breaks.

Mowing lawns is his specialty. Staff describe his technique as precise and thorough.

Jayden said he enjoys working hard and is motivated to earn "lots of money."

He has already earned enough to purchase a new video game controller for his Xbox (his favourite games include Fortnite, which he sometimes plays online with friends).

His primary passion is basketball and it's not difficult to guess that his favourite team is the Toronto Raptors – even after they traded his favourite player, Kyle Lowry, to the Miami Heat.

At home Jayden cares for his school of pet goldfish, about 10 of them!