

The LINK

September 2022



LINX Fundraisers!

- 🐾 **Hearts and Heroes** – Only 164 more days until our next event! If you are interested in donating or helping us out, please give us a call! This is the first time since 2020 we have been able to do this event! We will start planning in September!
- 🐾 **Purdys** – we sell these amazing products for Easter and Christmas. That means it is almost time for our new Christmas catalogues!
- 🐾 **Bottle Recycling** – when bottles and cans are donated to us, the funds go towards all clients at LINX, pays a wage to those clients who are doing the recycling, and gives YOU a charitable tax receipt for your donation!
- 🐾 **Paw Wall** – For all donations over \$100, you get to have your name on a paw in our entrance!
- 🐾 **Casinos** – we have the opportunity to have a casino fundraiser every three years. Our 2021 casino allowed us to earn just over \$15000. This was a great amount considering all the COVID-19 restrictions!



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Dates to remember:

September 5 – Office Closed

Purdys Chocolatier Seasonal Fundraising
October 24th to November 24th, 2022

Hearts and Heroes



Board Members

Ann Kurlovich – Chairperson

Nicole Murphy – Vice-Chairperson

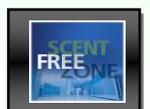
Cortnee Brunet – Treasurer

Shannon Henry – Secretary

Cory Albert – Client Rep

LINX Bottle Pick-Up

Give us a call, and we will pick up your bottles and give you a charitable tax receipt for your donation!



You can now safely donate to LINX online at www.linx.ngo

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Executive Director Report

I don't remember everything about being interviewed for my role as job coach with our folks many years ago. It was February of 1997, and nowadays I'm lucky to remember what day it is. But there is one thing that has always stood out to me from that interview so many years ago. I was asked "why do you want to work with people with developmental disabilities?" I remember my automatic response was "because I can be myself and not be judged." That is very much an oversimplified answer, but I was just out of university, and that was part of the draw to this work for me.

The idea of being judged by others is something most of our clients have faced their entire lives, and still often do. And yet, after 25 years of working here, my initial answer in my interview still stands true. Despite all the unacceptable and inaccurate judgement our clients often face, I still feel accepted by our clients... without judgement. Does this mean I am automatically off the hook for criticism from them? Absolutely not. If I wear my sandals to work in cold weather, I am informed of my poor choice. If I skipped having lunch yet again, I am reminded that I need to correct that behaviour.

I challenge everyone to be more like our clients. Appreciate people for what they have to offer, and don't judge or condemn them for your perception of what they may be lacking, or you don't agree with. If you are able to remove the stigma from disability, addiction, homelessness, or anything else we put judgement on, you might be in for a colossal surprise. When that judgement is no longer blocking your view, you will see some incredible people that have been in front of you all along. Do not miss the opportunity to be part of each other's lives.

LINX Staff Anniversaries

We are going to start celebrating our staff's anniversaries in the monthly newsletter! Thank you to our wonderful LINX staff who have been with us a long time, a short time, and everything in between. We are nothing without you!

January	February	March	April	May	June	July	August	September	October	November	December
Autumn 2022	Nicole 1997 Mel 2021	Robynne 2011 Hazel 2022 Ildefonso 2022	Tabatha 2022 Sally 2022	Lyza 2021 Miranda W 2021 Corrine 2022 Miranda Y 2022 Justin 2022	Mary 1999 Ronni 2006 Laurie 2012 Tina 2013 Junivar 2016 LeeAnn 2018 Alisha 2021 Tania 2022 Darlene 2022 Sylvie 2022 Melissa 2022 Telephone 2022	Ben 2008 Jenifer 2016 Lyle 2019 Mike 2019 Kula 2020 Lucia 2021 Karen 2022	David 2020	Katie 2018 Tasha 2021	Jessica 2021 Kayla 2021	Bernadette 2011 Joni 2018	Charity 2009 Alana 2020

Day Program Report

Every 6 months, I send out surveys to our employers about their partnership with LINX! This survey covers areas such as Job Coach Satisfaction (Attentiveness to clients, Communication, Punctuality, Professionalism and Seeking assistance when required), LINX Client Satisfaction (Accuracy of work, Punctuality, Work Ethic), and LINX Program (Communication, Recognition, Transparency and Overall Experience). These surveys let me know how our Employment Program is going, what are our strengths? What areas require improvement?

This month I wanted to share a few quotes from some of our inclusive employers at LINX directly from the surveys sent out in March 2022.

"Client is great! So glad LINX reached out to us! Overall has worked out very well!" - **The Pet Hospital**

"We are happy to work with LINX and appreciate the efforts going on with building community! Client is a great person and we enjoy working with her! Keep up the good work!" - **Staples**

"We love the client! She does a great job of going through the weekly task list!" - **Daystar Church**

"We are happy to have LINX as part of our volunteer team and look forward to continue our growing partnership with this organization." - **Planeview**

"I am so thankful for all of the LINX clients' help at Gateway Family Church! They are so pleasant to work with!"
- **Gateway Family Church**

"I think all of the Job Coaches are awesome! They keep client on task and work very well with her!" - **Boston Pizza**

The next survey will be coming out soon! When you partner as an inclusive employer with LINX, there is ongoing support to ensure success for the employees/volunteers! We value open communication and work hard to maintain positive relationships for all.

Residential Program Report

I had an amazing experience recently; I was interviewed about the Residential Program by the "We are LINX" class in the day program. They asked some great questions.

My favorite questions were:

What is a Support Home?

A regular family home that chooses to have someone live with them.

Do people get to choose where they live?

It is a group effort. I like to have a home and a client first try a weekend together. If the client or the home say no after the weekend we try a different home. If they both say yes, I like to have them try a week. Real life happens in a week, going to work, making lunches, evening activities and more. After the week I check in with everyone. If I get a no from either we start over. If they both say yes I introduce the family, guardian, or monitor of service.



Through Our Eyes

Following Through with Follow Up

In August, we had the opportunity to interview David, who is one of our Follow Up Job Coaches. David has been in different positions within LINX, he started as an office assistant 2 years ago in the old building, continued to be an office assistant in the new building, then became a Job Coach, temporary Instructor, and is now a Job Coach again in a Follow Up role!

What is Follow Up you may be asking yourself? How is it different from regular Job Coaching? What are their main responsibilities? Lucky for you David has provided us answers to these questions, unfortunately our other Follow Up Job Coach, Jessica, was very busy and unable to do an interview. Follow Up works with clients who can work most of their shifts independently and receive weekly visits for maintenance. They also support these individuals in their job searches!

“There are a lot of similarities and differences between Follow Up Job Coaching and Regular Job Coaching. The biggest difference is the time aspect; there are multiple clients in multiple locations that we must see in the morning and afternoon. It is the time difference of fitting in the supports that clients need; we normally only have 15 minutes per client, whereas with Regular Job Coaching they remain with clients throughout their entire scheduled shift. I would say the number one responsibility in Follow Up is to support our clients in their responsibilities at their job sites, provide insight, different perspectives, and encourage clients to build independence, and communication skills. Working together to decide what the client needs for support, helping to build relationships with clients and to promote to the community what we do at LINX.”

Thank you Follow Up, for taking the time to have an interview with us and for the support you provide to our peers in Follow Up.

That’s all for this month, please stay tuned for next month. If you think you or someone else you might know has some career or industry knowledge and stories to share with us, please reach out! We would love to hear from you!

Our “...of the month” club!

There are so many people who make our world a better place. So, we have decided they needed individual recognition. Please help us celebrate our Employer, Client, Day Staff, and Residential Staff of the Month. If you see someone in any of these categories that you would like to see recognized, please let us know!

Employer of the Month: Leduc Rapid Bingo

Leduc Rapid Bingo has been an inclusive LINX employer since June 2022! They have been willing to work with LINX to best support their employee to achieve success in their new role! Welcome to the team, Leduc Rapid Bingo!



Client of the Month: Suzanne Cooper

Suzanne Cooper: Suzanne has been working hard towards goals that she has set for herself! She has been completing extra tasks at her placements as her co-worker has been on holidays! Keep up the great work, Suzanne!

- 🐾 What is your favorite animal?
Owls, horses, cats, and dog.
They are all my favorite.
- 🐾 If your life was a movie, what would it most relate to?
BTS (Bangtan Boys), they have movies!
- 🐾 What is one lesson you feel you have learned from LINX?
Art Class!
- 🐾 How long have you been a client at LINX?
A long time!
- 🐾 What type of music do you listen to? Disney, country, and hip-hop.
- 🐾 If you spent an entire day at a theme park, what would you do?
Play Games and Rides!
- 🐾 If you had one superpower, what would it be and why?
I would want to be able to lift anything and make those things vibrate.



Day Program Staff of the Month: Justin Jones

Justin Jones: Justin started at LINX in May 2022 as a casual for both the day program & residential program. He has since accepted a full-time role in the Day Program! Justin comes to us with experience in the field and has been a source of knowledge in recent trainings! Thank you for everything you do at LINX, Justin!

- 🐾 What is a typical workday like for you? *I begin the morning by greeting my individuals and assisting them on their job tasks for the day.*
- 🐾 What is your greatest achievement? *Immigrating to Canada and becoming a father of two.*
- 🐾 If you had one superpower, what would it be and why? *I would like to have the power of telekinesis because I think it would be pretty awesome to have one of the powers of a Jedi.*
- 🐾 What advice would you give someone who is considering this type of job (or field)? *Remembering that inclusion is for everyone, also have the ability to learn and have an open mind.*
- 🐾 How long have you been working at LINX? *Since end of May 2022*
- 🐾 What is your favorite beverage? *Pepsi*
- 🐾 What type of music do you listen to? *Rock and Roll*
- 🐾 Who was your idol growing up? *Neil deGrasse Tyson – American astrophysicist*



Residential Program Staff of the Month: Telephone Nimpaye

Telephone Nimpaye, Telephone also known as Queen has recently started with LINX. She has been pinch hitting wherever we had a need. She has signed up to be a new Support Home, accepted Respite shifts in her home, jumped in as a job coach, and an Outreach worker since she started. I appreciate you and your spouse joining the team.

- 🐾 What is a typical workday like for you? *I need to plan ahead of time for everything, not every day is the same.*
- 🐾 What is your greatest achievement? *My family*
- 🐾 If you had one superpower, what would it be and why? *My superpower would be to be more loving and to be able to make a difference for others.*
- 🐾 What advice would you give someone who is considering this type of job (or field)? *No one knows what tomorrow may bring. If one of my children were disabled, I would want them to have a good life. We need to consider how we would want our children or ourselves to be cared for if it were needed. We need to take care of our clients in the way we would want ourselves or our children to be cared for.*
- 🐾 How long have you been working at LINX? *Since end of June 2022*
- 🐾 What is your favorite beverage? *Cold water*
- 🐾 What type of music do you listen to? *Worship type of songs, it's a kind of healing for me.*
- 🐾 Who was your idol growing up? *My mom! She was very loving and caring, as well as so many other things.*



LINX Employers

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- 🐾 Boys and Girls Club of Leduc
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- 🐾 Century Mile Casino
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- 🐾 Connectivity Dance Studio
- 🐾 Co op Grocery
- 🐾 Days Inn and Suites
- 🐾 Daystar Church
- 🐾 Dollarama
- 🐾 Executive Royal Hotel
- 🐾 Flaman
- 🐾 From the Sole
- 🐾 Gateway Family Church
- 🐾 Jireh Centre
- 🐾 Leduc Arts Foundry
- 🐾 Leduc Estates School
- 🐾 Leduc Fellowship Church
- 🐾 Leduc Public Library
- 🐾 Leduc Rapid Bingo
- 🐾 Leduc Representative
- 🐾 Lifestyle Options
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- 🐾 McDonalds Leduc
- 🐾 No Frills
- 🐾 Planeview Place
- 🐾 Renewed
- 🐾 Resilience
- 🐾 RiseUp Society
- 🐾 Safeway
- 🐾 Salvation Army
- 🐾 Sobeyes Beaumont
- 🐾 Sticks and Stones
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