

# The LINK

May 2016



## "Just so you know!" ...

**Even the best need to retire!** After many, many, MANY years working with most of our folks, our very own instructor extraordinaire Carolyn is retiring. Thank you for everything all these years. Though we wish we could keep you for even longer, we wish you the very best in your well deserved retirement!



## AGM Notice for June 20th, 2016

## Board Chair Report

Hello to all of you, and happy spring! I am guessing that you all are as glad as I am to see a new season. Each serves a very necessary purpose but somehow when one season goes and another comes, I am always ready for it to happen.

I would like to take this opportunity to welcome resumes for new board positions. We are always in need of dedicated people to serve on our board - people with a passion for the developmentally disabled members of our communities. If you know of someone (or perhaps, yourself!!) who would possibly be a good fit, please ask them to send a resume as soon as possible. The Board cannot operate effectively without adequate representation - we're counting on you!

I want to thank all our staff for their recent efforts to complete the CET process. It's always a fairly significant undertaking but so very necessary and brings a greater level of accountability both internally and externally. Thank you, all, again for your efforts to ensure that this was completed in a timely and professional manner.

Another huge thank you goes out to staff member Carolyn DeKlerk, who will be retiring soon after many years of dedication to LINX, the clients, and her colleagues. Carolyn, you have been an integral part of this organization for a long time and we truly appreciate your dedication! We wish you all the very best as you start a new phase of life. We will miss you immensely.

Finally, one last thank you to my fellow board members! All of you are in this position for a reason and I, for one, truly value each of your unique perspectives and gifts. Never doubt for a single minute the sincerity of my appreciation for your contributions to this Board, to our staff, to our clients, and indeed, to the communities which LINX Connect Centre serves.

As we approach May, we also have opportunity to thank and honour our mothers. "The influence of a mother in the lives of her children is beyond calculation" (James E Faust). I think that's very accurate, don't you?

~ Ed

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**Dates to remember:**

May 4-June 29 – Stageworks

May 8 – Mother's Day

May 23 – Victoria Day, office closed

May 23 – Timesheet/invoices due

Jun 20 – AGM

### Hearts and Heroes



February 11, 2017

**Board Members**

Ed Boender – Chairperson

Eileen Radawetz – Vice-Chair

Kim Dozois – Treasurer

Susan Boyle – Secretary

Maria Semrau – Director

Annis Mattiussi – Director

Ryan McKinney – Client Rep

**Recycling Donation Challenge**

(as of the end of April)



\$ 722.70



You can now safely donate to LINX online at [www.linx.ngo](http://www.linx.ngo)



# Executive Director Report

Some months it takes me a bit of time to think about what I want to share. This month was very easy. As you may have noticed in our “Just so you know”, our long time staff Caroyln DeKlerk is retiring after about 14 years. From an agency aspect, most of you will know her as an amazing instructor, incredibly hard worker (she’s often the first one here and one of the last to leave), a comfort to her clients and peers, extremely trusted by parents,... I truly could go on and on. However, those are things that pretty much everyone knows. So hopefully she will not mind that I’m sharing a bit more about the Carolyn I know.

I hired Carolyn 14ish years ago when I was the Day Program Manager at Leduc Works. As I had only been in that role for about a year, I remember Carolyn being the first “real professional” I ever hired. Lots of people have skills, but I recall being so excited that someone with Carolyn’s credentials would want to join our team. She never disappointed. I used to not necessarily look forward to doing staff reviews. It’s sometimes hard to be critical to the people I know work so hard. However I didn’t look forward to Carolyn’s for another reason. I couldn’t think of anything to be critical of! In the section for “areas for improvement”, the only thing I could ever say is to take care of herself because she was so fantastic.

As many of you know, Carolyn also impacts more than just the people she works directly with. She met my daughter Annaliese when she was about 2, so for many years she referred to Carolyn as “that really nice, pretty lady who works for you”. Over the years, she updated the description to add “classy” to it. Carolyn was also the first staff to come to the hospital to see my little 4lb son Xavier. Of course he thinks that now makes them buddies forever. How can we all not appreciate the significance she has had in our lives. We can truly never thank her enough.

I must end this with a Happy Mother’s Day to my amazing mom. If could be even a shadow of the woman she is I would be very lucky. Finally, and as always, I would like to thank everyone for all of their support, and wish you a happy, healthy and Mother’s Day month!

~ Nicole

# Day Program Report

April showers bring May flowers!!! May’s birthstone is Emerald Green. LINX would like to welcome **Taylor Apple** to the Job Coaching team. WELCOME Taylor!! WELCOME **Brady Watt**, in joining Robynne and Mary as LINX’s newest Classroom Instructor.

This month at LINX is a bittersweet time for us all here at LINX. A dedicated and integral part of LINX is leaving us. **Carolyn DeKlerk** has decided to take on a new role called RETIREMENT. Carolyn has been a part of the LINX team for about 14 years. LINX has witnessed her giving countless hours of her time to enhance the image and productivity at LINX and formerly Leduc Works. She has played a huge part in the making of LINX a happy, safe and productive place. She is admired and loved by the clients and staff. We want to wish you all the best and relaxation as you transition into this new chapter of your life. THANK YOU for your dedication, your ideas, your patience, your smiles, your positive attitude and most of all the care you have invested to all!!!! Her last day will Friday May 6<sup>th</sup>.

## April Lunch Snacks are:

- 🐾 May 6- Spaghetti with meat sauce
- 🐾 May 13- Beef Stroganoff
- 🐾 May 20- Chicken Spinach Alfredo Lasagna
- 🐾 May 27- Pepperoni Pizza casserole

~ Heather

# Residential Program Report

## Hard Stuff

When I was a job coach and instructor I thought if I was the manager..... I would do this or change this. It is not as easy as everyone thinks it is. I have to follow labour standards. I need to think about client needs and the staff needs. I still have to follow the mission and vision of LINX and I have an Executive Director to answer to. I have funding requirements to follow. At times there is an entire family situation to take into consideration and much more.

I have to do some really “hard stuff.” I have to say no to people even if I do not want to. I have to say yes to people even if they have yelled at me and treated me inappropriately. Nothing is black and white. I have to write people up that I have worked closely with for years. I cannot have the same relationship with work friends that I used to. I have to be aware of the words that come out of my mouth and many more things that are “Hard Stuff.”

The good stuff makes the hard stuff worth it in the end. Watching a staff blossom, stepping into that apartment full of boxes and hope as a client meets their independence goals, and knowing that I have done a good job with what I had to work with.

Remember when you walk into any of the managers offices that before you walked in we may have had to do 10 things that are considered “Hard Stuff.”

~ Ronni



# Through our eyes...

## Looking back with Mr. Loucks

Written by: Anthony, Bradley, Carly, Chris, David, Don

Mr. Norman Loucks has two adult children that attend LINX and have since its start in 2008. We asked him how the transition from the former Agency 'Leduc Works' to LINX went. "I wasn't a part of the movement to LINX because my children are now independent and with the help of outreach and staff at LINX the transition was looked after with them. I was confident that the kids would be looked after so I wasn't really concerned."

When his children were very young they both had serious speech impediments and they weren't meeting the development markers for their age so we knew that they would need help. They were in special education in Ontario where they were born and then the family moved to Saskatchewan where they lived for two years and when the kids were twelve and thirteen they made a move to Edmonton for three or four years and then finally ended up in Leduc.

Norman's daughter was in the local mall in Leduc and met some staff from the former Agency and was given some information and took it home. It was decided that she would start at that agency; soon after his son was enrolled there too with some convincing from Norman's wife.

Where are Norman's children at now? "At the present time thanks to the help of LINX and their program my daughter lives independently with a peer roommate and my son lives with a Support Home Provider." We asked Norman if his children were doing all he had hoped they would be able to do and were meeting his expectations for their lives. "Yes they are doing what I expected them to be able to do and doing well" Mr. Loucks children are now in their late 40's and are active in the community at LINX and Leduc.

How does Norman feel about LINX as an agency? He thinks that it is a great place for people who live with cognitive disabilities and they have helped his children in many ways.

If he was asked what LINX can do for people with developmental challenges, He would tell them, "I would definitely tell them that LINX is a good idea for people with developmental disabilities. They really care for the people that they work with there."

**Parents! Clients! Employers! Staff! Neighbours! If you would like to be a part of or refer someone for "Through our Eyes", please contact Nicole at 780-980-9423 ext 222 or [linxexec@linxconnect.ca](mailto:linxexec@linxconnect.ca).**



# Newsletter Class...

## Save the Bees

Written by: Anthony, Carly, Chris T, David, Don

1 in 3 bites of food we eat is made possible by bees and other pollinators, who spread the pollen that crops need to grow. That includes many of our favourite foods like apples, almonds, coffee, and of course, honey. There are more than 20,000 species of bees in the world and there are over 800 species of native bees in Canada. The bee population is declining and there are several issues causing this:

- 🐝 **Pesticides:** Pen State is studying bee pollen and what they have found is that every batch of pollen has at least six detectable pesticides, fungicides, herbicides and the ingredients that are in the pollen are parts of those chemicals that are far more toxic than the original formula.
- 🐝 **A flowerless landscape:** Farmers used to plant clover and alfalfa to help nourish the soil and manage pests they now use synthetic pesticides and fertilizers.
- 🐝 **Monoculture:** planting acres and acres of one kind of crop which causes a food desert for bees and other pollinators
- 🐝 **Disease and Parasites**

All these things together have resulted in a decline of the honey bee population.

Is this a hopeless situation for bees? What can be done to save the Bees? Every single one of us can help the bees by planting bee friendly plants in our yards and balconies. Don't use pesticides on these bee friendly plants and look online for information on what plants are best in our area. Here are some suggestions to help the bee population.

- 🐝 Plant lots of different kinds of flowers.
- 🐝 Use plants with single flowers.
- 🐝 Extend the blossoming season.
- 🐝 Make trees part of the equation!
- 🐝 Encourage wet spots.
- 🐝 Plant flowers that are most popular with the pollinating set.

Sources: Marla Spivak: Why bees are disappearing [https://www.ted.com/talks/marla\\_spivak\\_why\\_bees\\_are\\_disappearing?language=en#t-526707](https://www.ted.com/talks/marla_spivak_why_bees_are_disappearing?language=en#t-526707) Why we need bees <http://www.seeds.ca/pollination> <https://edmontonhort.com/design/planting-for-bees/>

## MANDT Moment

**Dignity**  
+  
**Respect**  
+  
**Honesty**  
=  
**Trust**

There's a reason some people think they can do anything... they listened to their mothers! Happy Mother's Day to all the moms and like-moms who gave us the confidence to soar!

# 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 Citizen of the Month, Residential Staff of the month, Staff of the Month, and Employer of the month. If you see someone in any of these categories that you would like to see recognized, please let us know!

## Citizen of the Month

**Shalyn Hekkink!** Shalyn has had an exciting past few months after a couple of years perfecting her job prep skills. She has now branched out within her job. Shalyn received an excellent review with positive feedback. Her positive attitude and great communication skills are also ways that she has excelled. Way to go!!! Fantastic work Shalyn!!!

## Day Staff of the Month

**Carolyn DeKlerk!** Our many thanks go out to you for your dedication and support that you have shown everyone here at LINX. The clients adore you as you have not only been a part of their daily life here but also in the community. This includes but not limited to the weekly friendship meetings or the support provided to clients and their families. You are always willing to lend a hand to whomever may need it including new staff and old. Thank you for sharing what you know with others to help in the successes as you have shown us all over the years!!!

## Employer of the Month

**Sawmill Resturant!** They have recently employed 2 of our clients. We are excited that they will be joining and working with your team. We look forward to hearing all about their personal growth. Thank you Sawmill for giving them this opportunity!!!

## Residential Staff of the month

**Sally Nickerson!** Sally was chosen this month as she was willing to let CET come to her home for a home visit with 15 minutes notice. I appreciated this so much. Her home always feels welcoming and warm. She works within the team to provide home supports to a wonderful lady. She is always willing to learn something new or give something a try. Thank you for all you do Sally!!!

# LINX Employers

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|-------------------|------------------|-------------------|-------------------------|-------------------|
| 🐾 Agapeland       | 🐾 Extencicare    | 🐾 McDonalds       | 🐾 Playing For Keeps     | 🐾 St. Paul's      |
| 🐾 Basintek        | 🐾 Flaman         | 🐾 Nisku           | 🐾 Toys and More         | 🐾 Anglican Church |
| 🐾 Boston Pizza    | 🐾 Gateway Family | 🐾 McDonalds       | 🐾 Ricky's All Day Grill | 🐾 Staples         |
| 🐾 Canadian Tire   | 🐾 Church         | 🐾 Sparrow         | 🐾 Salem Manor           | 🐾 Subway Leduc    |
| 🐾 City of Leduc   | 🐾 Kosmos         | 🐾 Nisku Inn       | 🐾 Salvation Army        | 🐾 Common          |
| 🐾 Co-op           | 🐾 Leduc Rep      | 🐾 No Frills       | 🐾 Sawmill               | 🐾 Tim Hortons     |
| 🐾 Coffee News     | 🐾 Leduc Public   | 🐾 Petro Canada    | 🐾 Second Glance         | 🐾 Wal-Mart        |
| 🐾 Dollarama       | 🐾 Library        | 🐾 Nisku           | 🐾 Silver Shears         | 🐾 Waldorf         |
| 🐾 Executive       | 🐾 McDonalds      | 🐾 Planeview Place | 🐾 Sobey's Beaumont      | 🐾 Zulu            |
| 🐾 Alexandra Hotel | 🐾 Leduc          |                   | 🐾 Sport Chek            |                   |

**Billy Bob Thorton, Obsessive Compulsive Disorder (OCD)** – He is an Academy Award-winning American screenwriter, actor, as well as occasional director, playwright and singer. He came to fame in the mid 1990s, after writing, directing, and starring in the film Sling Blade. Billy Bob Thornton explains his particular penchant for repetitive compulsive actions. 'I have a little bit of OCD,' he says. 'The simple ones I can explain to you. The more complex ones, I don't even know how to tell anybody.' ~ [www.disabled-world.com](http://www.disabled-world.com)



# LINUX Employers!

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