



The Courage to Fail, the Will to Succeed



Twenty Years of the LiveWorkPlay Experience 1995-2015



Keenan Wellar, MA
Forward by Al Condeluci, PhD

Publication of this book was made possible with a generous contribution from the Dow Honda, Star Motors, and Kanata Honda annual golf tournament for LiveWorkPlay.



The Courage to Fail, the Will to Succeed:

Twenty Years of the LiveWorkPlay Experience 1995-2015

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Printed in Canada
First Printing, 2015

See back cover for ISBN.

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Photographs in this book including those on the cover have all been previously published on Facebook (/liveworkplayfans) and/or on the LiveWorkPlay.ca website. See also "Important Notes" on page 68.

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Foreword by Al Condeluci

“What we do with our lives does not determine whether we are a success or not. What determines whether we are a success is how we touch the lives of others.”

This quote by Albert Schweitzer is one of my favorites. In two quick sentences, he captures the essence of a successful life – connection with other people! What swirls around this quote is that the material things that many people think are the signals of success are just that – things – and in the end, what constitutes a person’s legacy is found in their relationships.

And this is the hallmark of an organization like LiveWorkPlay and the passion of its founders, Julie Kingstone and Keenan Wellar. From its inception in 1995, to its current activities today, LiveWorkPlay, the staff team, volunteer board, members and partners know that what really matters in life is found in our alignment with other people. “Social capital” is the academic term that describes the incredibly good things that happen inside us and around us in the process of building relationships.

Sociologists have studied social capital and the results are irrefutable. The connections in our lives are the corpus of our healthfulness, happiness and even our longevity in this world. Through our relationships we learn, grow, develop, and succeed. We meet people who ultimately help us get jobs, homes, lifestyles and identities. These “social influences” shape our attitudes, behaviors, and assumptions about the world.

And it goes both ways. When we meet and engage with people we not only adjust, but the persons we are *with* also adjust. Sociologists call this “macro change” and it can be applied to almost all major social movements throughout history. The acceptance of diversity is clearly linked to the social influences found in relationships, and there is no question that social capital is at the core of societal advancement.

This returns us to the brilliance of the work that has been done by the people of LiveWorkPlay. The founding and development of the organization clearly demonstrates the power of social capital. As Julie and Keenan developed the framework for their agency, they knew that life is holistic, and that people cannot really exist in a vacuum or in the silos that typify human services. They knew instinctively that a good life is predicated on relationships. It cannot be parceled out like products. I believe this understanding is key to the organization’s success in building a passionate network of supporters.

I am proud to be a partner with LiveWorkPlay and to be associated with leaders like Julie and Keenan. They know that a connection with others takes us deeper into our own souls. Through others we get to know ourselves better. This deeper fulfillment is the fuel that helps us lead a better life as it enlivens our understanding of what it means to be human. LiveWorkPlay lives this every day, and therein makes its mark on its own community and those who choose to pay attention to its message and achievements.

Al Condeluci, PhD

CEO, Community Living and Support Services (CLASS) Pittsburgh, USA

July 10, 2015

Introduction by Keenan Wellar

I've always wanted to record the history of LiveWorkPlay, but the positive chaos that characterizes the organization's development over the past 20 years has always denied me the time. In the end, this account you are reading got completed not in spite of the chaos, but because of it.

As our 20th anniversary in 2015 drew near, there was no question that a celebration would contribute to the community-building that is at the heart of the loyalty and passion so many people have come to share for the organization.

The celebration plans started out with a relatively simple agenda, but at the late juncture of the staff retreat of April 29, somewhat predictably, a grander scheme began to develop. The early invitation response was indicating that we needed to worry about event capacity, and an extraordinary effort would be needed to ensure that all guests would experience a sense of appreciation and belonging.

With the positive news that the event would be recorded by Rogers Television we felt positive pressure to tighten up our event choreography and put on a great show that would meet the ever-increasing expectations for the evening.

As a result, the speaking notes for our MC Derick Fage, host of the popular "Daytime" show on Rogers Ottawa, eventually reached 30 pages. It included a role for a bagpiper, a town crier, a rabbi, keynote speaker Al Condeluci, a historic photo slide show with 300 images for pre and after-party viewing, a 95-slide presentation with images and video in support of the live agenda, two presentations to LiveWorkPlay by guests, six categories of LiveWorkPlay award presentations to individuals and organizations (including two elaborate surprises) plus staff recognition, live tweeting support, photography, and of course 350 guests and a four-course meal – all of which was to take place in about 3 hours.

I almost forgot: the day of the event I was on an all-day media tour with Al Condeluci that started at 9:00 am and ended about 4:00 pm. It included one live television interview and two live radio interviews [<http://bzbz.ca/al-media-tour>].

As the first guests started arriving for Engines of Success, Al was just finishing up an impromptu discussion about social capital with the staff team, and the Ottawa Citizen's "Around Town" reporter Caroline Phillips had just arrived. These are the moments where you need to take a deep breath and put on a smile. It is definitely worth it, as Caroline is a wonderful photographer [<http://bzbz.ca/citizen-phillips>].

I share all of this because it is thanks to the chaotic Engines of Success 2015 endeavour that I ended up with the wonderful side effect: a type of written and pictorial history that is now being shared in this publication. Is it what I had in mind all those years when I was contemplating a book? Not at all. But it got done in its own way, with a result that is probably what is right for LiveWorkPlay.

The other interesting backstory (yes, there's more) is that I would normally have shared a great deal more of the responsibility for this event with Julie Kingstone, but this is where it all goes "right off the chain" (as the cool kids were still saying in 2015). At the exact same time as we were building up to the event, Julie was coordinating our move from the old office on Michael Street to our new location at 2197 Riverside: double the size, and came with nothing but a raw floor plan. Julie was dealing with the phone, internet, flooring, and furniture people, not to mention a lot of direct physical work in moving boxes and bins.

That the two of us were able to focus with some consistency on these two major tasks at hand owed in no small measure to the rest of the staff team as well as more than 100 volunteers who carried on in service to our members, families, and partners with few disruptions. That this was a relatively smooth process despite being without an office for several days was no small miracle.

This is but one example of the team culture that has made the success of LiveWorkPlay possible. As you will see as we work our way through the celebration agenda, the kindness and generosity of individuals and partner organizations over these past two decades completely dispels darker views about the future of community.

It may be more about learning to ask in a different way, and that has certainly been a part of my own learning journey. I am not a salesperson on the hunt for donations. I am however passionately marketing a shared vision for a more welcoming and inclusive society that will result in a better world for all.

Keenan Wellar

Co-Founder and Co-Leader

PS: A note about the title of this book "The Courage to Fail, the Will to Succeed." This is intended to reflect the interdependence between the LiveWorkPlay organization and the people who have placed their trust in our abilities. We have indeed taken risks as an agency, often resulting in disappointment or failure. From these struggles we have learned, improved, and often succeeded. The same is true of the people we have had the privilege of supporting. We have needed the courage required to put our individual and collective professional reputations on the line. The people we support, and often their family members, have put their very lives in our hands. For every leap of faith required of them along the way, we are forever grateful.



**LiveWorkPlay Engines of Success 20th Anniversary Celebration
June 4, 2015, St. Anthony's Banquet Hall, Ottawa. 5:45 Doors Open.**

Projected on screen: 300 historical images [<http://bzbz.ca/history-photos>].

6:30 Opening Ceremony

Fraser Maher silences the crowd by playing the bagpipes and makes his way to the stage with Daniel Harris in the role of Town Crier [<http://bzbz.ca/open-pipes>].

Daniel: Hear ye, hear ye, hear ye. On this the 4th day of June in the year 2015, I hereby proclaim that the Engines of Success 20th anniversary celebration of LiveWorkPlay shall begin! Please clap your hands to the beat and take your seats as we bring our master of ceremonies Derick Fage to the stage!

Hello, I'm Derick Fage, host of Rogers Daytime and your MC for this celebration of 20 years of LiveWorkPlay and its supporters in the Ottawa area community and beyond. There is a full agenda this evening, so although I know we are all anxious to reconnect with old friends and meet new ones.

I want to point out to you that Rogers 22 is here tonight recording this historic event for future airing on the Podium television show, so I have to make a challenging request: that we try to keep the volume at our tables nice and low so we can keep the focus of the evening here on the stage and the proceedings.

As your Master of Ceremonies, I will appreciate that you laugh at my jokes, and of course loud applause for award recipients and others at the podium is welcomed as always. We will also be sure to build in some breaks so you can enjoy dinner conversation at your table. We also want you to tweet! If you are on Twitter please use hashtag #eos15 and our handle is @liveworkplay. It would be great if you can tweet photos of our award winners throughout the night.

1995-2000 “In The Beginning” [<http://bzbz.ca/1995-2000>]

Before I bring on our keynote speaker for the evening, we’re going to jump right in with a trip down memory lane. I’m going to take you back to a time before many of you in this room had even heard of LiveWorkPlay, or in some cases, you had yet to be born!

Some of you may know the story, and others may not, but let’s go back to the beginning and answer the question “How did LiveWorkPlay get started?” You all know the organization was started by Julie Kingstone and Keenan Wellar who serve today as co-leaders of LiveWorkPlay, but why exactly did this happen?

I’ll start with a brief video explanation that will help us understand what is commonly known as “The Keenan Confusion” [<http://bzbz.ca/EOSVIDEO2>]. And there you have it! We are glad you made that mistake Keenan.



Julie took a different path, working her way up from a Junior Staff at Christie Lake Camp with one of her first mentors, Dr. Dan Offord. Although not focused specifically on the lives of children and youth with intellectual disabilities “Doctor Dan” understood and championed the evidence-based belief in the importance of leveling the playing field for individuals who have disadvantages in the race of life. This meant reducing and eliminating barriers, rather than medicalizing children as problems to be corrected.

In the meantime, Keenan’s instincts about the importance of addressing the segregation of people from their own communities were reinforced by experiences with school boards, teacher education, and later as a project manager for a national Special Education initiative. These endeavors did not satisfy Keenan’s need to address the need for a more inclusive community, but the answer of how to do that eluded him.

Julie too was looking for answers and trying different paths on her life journey. She ran the gamut from youth mental health, to palliative care, and even a stint studying occupational therapy. It turns out this involves touching a lot of strangers, and the idea was quickly abandoned for other pursuits. There remained a place in her heart for type of fulfillment she experienced at Christie Lake.



Keenan (kneeling) with Kevin Brown (standing) and that's LiveWorkPlay member Glen Judge way back in December 1994!



Keenan and Julie with early board members Marie Stanfield and Mark Schwartz and first employee Jesse (Westman) Schwartz 1997.



At this point, Keenan and Julie shared very little in common, an exception being their mutual friend Kevin Brown and his future wife, who are here with us tonight I believe? They ended up working together on small contracts with families and the Children's Aid Society supporting youth with intellectual disabilities to get out in the world and experience the Ottawa community.

The pay was about \$10 an hour, split between 2 people, and not including expenses, and there were a few times when they actually lost money on the deal. But they enjoyed it and believed they were making a difference. Just not enough of a difference to feel satisfied.

In 1995 they applied for a small grant from the Ontario Trillium Foundation. Their goals were modest: a telephone line, a computer, and small budget to host gatherings for individuals and families.

When they never heard back from Trillium they were disappointed and a little offended they did not at least receive a rejection letter. Thankfully, they took it upon themselves to call Toronto and make inquiries. It turned out that the proposal was so strong, Trillium staff had set it aside so they could recommend re-applying for a lot more money.

And so that is what they did!

Open House 1997: Mayor Watson attended!



Armed with three years of start-up funding for what was at the time known as the Special Needs Network, the journey went public in 1997 with the opening of the first headquarters in an old classroom at Bronson Centre. There were about 11 people in attendance at those early meetings, but some of them, like Pat McBride and Elaine Murphy, never left!

With start-up funding winding down, they worked to diversify sources, with Community Foundation of Ottawa grants and Community Living Ontario “It Takes a Village” project funding for the launch of SMILE: Skills and More for Independent Living and Employment. They established the Network 303 evening and weekend social programs, along with the ACES and WOWEE summer programs. Yes, the first five years involved a lot of acronyms!

It also involved some wonderful staff members and volunteers. Celebrated former staff from this era include Jesse (Westman) Schwartz, Elaine Kerr, Ryan Charbonneau, and Jennifer Roberts. The list also includes current staff member Daniel Harris. Some of the early board members included Mark Schwartz, Holly Pearce, Christina Norris, Marie Stanfield, and Dave Kingstone.



The Bizzy Tizzy team, 1999!
Former staff Ryan Charbonneau with current members Jen Harris, Moira Fuenzalida, and Jenny Dobson. Behind Jen to the left is Rob More (1978-2013)



Some early year staff and volunteers on a Network 303 outing, probably sometime in 1998!



It seems like there is so much going on in 2015 but they were busy times back in the 90s too!



The willingness to take risks and try new things was exemplified in these early years through the establishment of the Bronson Community Thrift Centre, which became known as the Bizzy Tizzy second-hand store.

While today this might be heralded as an innovative social enterprise, in practical terms, it was soon realized that people randomly dropping of garbage bags of used items requires substantial resources, with little guarantee of a return.

Other innovative fundraisers of this time included participation in Great Glebe Garage Sales, and also saw the introduction of the monthly “Family Brunch” events, a legacy that continues to this day with the Family Feast events in September, December and March. The Harris family started the June Pool Party and Barbecue that has also continued and has never been cancelled in 17 years.

Some of the most difficult days of LiveWorkPlay came in 1999. Our Trillium grant was over, and thanks to issues with HRDC funding projects in Eastern Canada, HRDC funding was frozen for the entire country, including LiveWorkPlay. There were conversations about whether or not the organization could continue, and there was no money to pay salaries. The crisis ended, but as the first five years were coming to an end, big changes and lots of good news was just around the corner for 2000-2005.

We've had the occasional dark day at LiveWorkPlay but not at the annual Harris pool party!
The sun always shines, and the diving board has only been broken once. So far!



Now that we have gone back to the beginning and are just about to enter the new millennium, we'll pause here so I can introduce you to our keynote speaker [<http://bzbz.ca/al-speaking>].

This author, speaker, teacher, and mentor is a leading voice for inclusive communities in 2015, but it's a message he has been delivering for over 30 years! We all know that change is difficult, but social change takes a long time. With his relentless publishing, training, seminars, speaking engagements, and these days even a series of YouTube videos, Al Condeluci is being heard around the world, and our communities are the better for it. In fact, Al did not take a minute to rest today, he made use of his time in Ottawa for appearances on Rogers Daytime, CFRA, and CBC radio, and a discussion with the LiveWorkPlay staff team!

Al Condeluci is CEO of Community Living and Support Services (CLASS), a community based support system in Pittsburgh, Pennsylvania. He holds an MSW and PhD from the University of Pittsburgh, where he is on faculty in the School of Health and Rehabilitation Sciences and the School of Social Work. He has authored 7 books, including the brand new Macro Change Handbook. It's all about social capital, so please join me now in demonstrating our appreciation for his being with us here today: ladies and gentlemen, Al Condeluci!



What a memorable contribution to this celebration, thank you Al for helping make this a night to remember [View presentation <http://bzbz.ca/engines-slides>].

Tonight is all about recognition and partnerships, and next up we're going to accept some recognition from the City of Ottawa, the Province of Ontario, and Community Living Ontario.

If I could ask Councillor Scott Moffatt and Keith Dee from Community Living Ontario as well as LiveWorkPlay chair Cecelia Taylor to make their way to the stage that would be great.

Our local provincial government representatives are out of town today, but we are pleased to have Ottawa-Vanier MPP The Honourable Madeleine Meilleur join us by video [<http://bzbz.ca/province-city-clo>]. Thank you very much MPP Meilleur we really appreciate the effort to provide us with that video tonight.



Next up we have a certificate from the Mayor of Ottawa Jim Watson, with the City of Ottawa represented by Councillor Scott Moffatt.

Councillor Moffatt is a common visitor to our events and perhaps best known for contribution and participation in our golf tournaments.

And now Keith Dee, Director of Membership from Community Living Ontario/

On an official basis LiveWorkPlay became an affiliate member in 2008, and we've actually shared many moments with Keith, but in lieu of a photo of him we thought he'd enjoy this wonderful moment pictured on the screen from 2009, when LiveWorkPlay member Warren Murphy congratulated Bert and Albert on their success from moving out of the old institution in Orillia to a home of their own in the community.



Next on our agenda, I will take you back to the start of the new millennium. It's the year 2000 and the LiveWorkPlay New Year's Eve party in the penthouse of the old Crowne Plaza Hotel has carried on as usual and despite some blown fuses, the world has not come to an end. But big changes are right around the corner.

MONDAY, MAY 28, 2001 C2 THE OTTAWA CITIZEN

MARGO ROSTON
Around Town

**Special Needs Network
gets new name**

The weather was also beautiful Thursday evening when the Special Needs Network, an organization that serves young people with developmental difficulties, changed its name to LiveWorkPlay. Tourism chief **Jim Watson** was on hand at the Bronson Centre to do the official work and then support **Dave Smith** and The New RO's news anchor **Cyndi Edwards** as they auctioned off

ROD MACIVER, THE OTTAWA CITIZEN

CHRO's **Cyndi Edwards** and **David Kingstone**, chairman of the Board of LiveWorkPlay Inc. (formerly the Special Needs Network), line up for a ride in **Tony Gasbarro's** Hummer at a fundraising auction Thursday for LiveWorkPlay.

artworks and many pieces of sports memorabilia. Top bid of \$1,000 went for a **Malak Karsh** photograph, bringing the tally to \$24,000 at the agency's second auction, more than tripling last year's take. Ms. Edwards, described by co-founders **Keenan Wellar** and **Julie Kingstone** as "an energizer bunny," was a natural for the job of auction co-host. She's been a volunteer for several years, working with the close to 100 young people who are helped to find jobs and live on their own. Several of the clients performed during the event, others passed smoked salmon canapés, while a few slipped outside to get a look at filmmaker **Tony Gasbarro's** white Hummer, which was parked at the curb. Two lucky people bought half-hour rides at the auction.

The SMILE program is generating a lot of attention, including attracting interest from the Ministry of Community and Social Services, which invites a funding proposal. The proposal is successful, generating our first ever annualized budget, providing the organization the stability to continue its operations and at the same time continue its tradition of innovating and taking risks.



At this time we not only had the official unveiling of the name LiveWorkPlay, but also the bumblebee logo. A long story short, the logo came from the uniforms of staff at the Bizzy Tizzy, and the new name – which replaced the old Special Needs Network – came as a result of months of deliberations in the board room and ultimately a vote with 95% of the membership in favour. It was a great decision. Some 15 years later “That’s a great name!” is common feedback we receive often, and it has helped represent the organization and its mission very well.



Remember when we tried having the auction in the small banquet hall next to the one we are in right now? Hey, we learn from our mistakes!

The “Celebrating Productive Living” auction event was launched as a combination fundraising auction and community recognition event. This was later split into two events – Recipe for Success and Engines of Success – and for all you LiveWorkPlay history buffs, please note that next year we will go *back to the future* with a new Engines of Success that once again reunites both celebrations in one exciting evening. I plan to be back and I’ll invite Sandy Sharkey to join me!



Some of the most exciting undertakings of 2000-2005 included the *Against the Grain* woodworking and sign-making shop, with fearless leader Dale Kerr. Nobody lost any limbs or digits, and much was learned about how to better support our members to find and keep jobs in the community.

Dale and his wife and former staff member Elaine Kerr were to join us tonight and we were looking forward to recognizing them, but unfortunately Dale’s father passed away and they were unable to attend. They are looking forward to seeing everyone at a future event.



This era is perhaps most remembered for the On My Own Together projects at Carleton University in the summers of 2003 and 2004.

In the first year it was 10 members, and grew to 14 in the second, all of them living in the university residence and all the while being filmed by CBC television's "Moving On" for a two-part documentary.

What happened at Carleton did not stay at Carleton. Famous and well-circulated stories include Warren Murphy locking himself out of his room wearing nothing but a towel, Paul Hamilton falling asleep and spending the night in the TV lounge, and the end-of-project after-party in the Byward Market. You'll have to talk to Ryan McBride if you want to know more.

We'll end this section of our trip down memory lane with the year 2005, our tenth anniversary. The anniversary celebration, hosted in the trainyard exhibit of the Museum of Science and Technology, was the occasion for the first Engines of Success, an enduring legacy that we enjoy together here tonight.



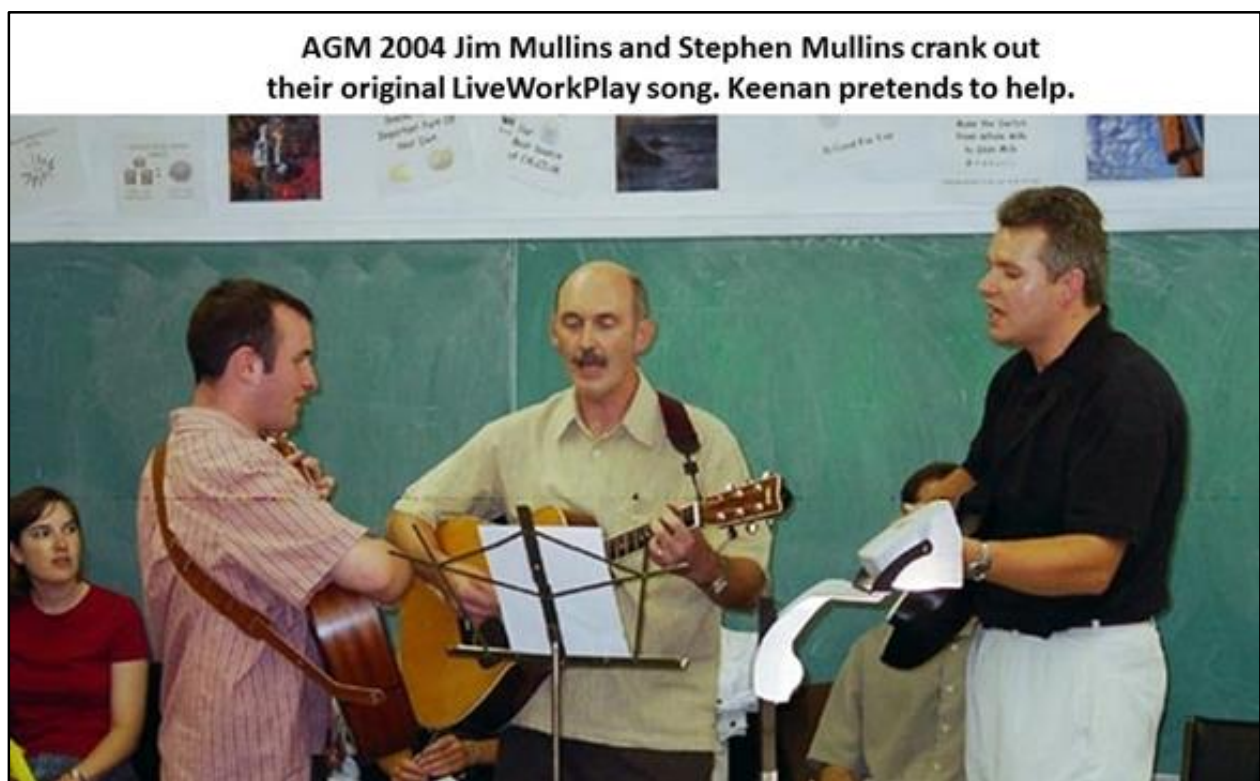
Another 2005 legacy was the establishment of LiveWorkPlay travel, which included a trip to Montreal and a camping adventure at Bonnechere Provincial Park. Memories include Moira Fuenzalida and Caroline Matte tipping out of a canoe in a swamp, and Paul Hamilton's pyrotechnics.



Support for travel is perhaps one of the finest examples of LiveWorkPlay risk/reward leadership. Despite the expressed concerns of many, it was established early on that members would manage their own travel documents and their own money.

With an average of 3 trips a year over the ensuing 15 years, with about 40 people traveling each year, to date there has been not one lost passport. Without a doubt, LiveWorkPlay travellers are actually much more responsible than the average tourist!

LEGACY FAMILY RECOGNITION AWARDS [<http://bzbz.ca/family-awards>]



From the earliest days of LiveWorkPlay, the contributions of family members of supported individuals have been of critical importance.

This has included formal contributions through committees and as members of the board of directors, some examples being Geoff McGowan, Sue Proctor, and Jim Mullins.

Sue and Jim were part of the board team that overhauled our bylaws in 2004 and set LiveWorkPlay on the path to the modern governance structure that has served the organization so well over the past decade.

The list of family members and their contributions is long, and would easily consume an entire evening, so we have chosen to make this 20 year milestone by recognizing just a few families who have made unique contributions over a lengthy period of time.

These names will be familiar to most of you, so let's forget the element of surprise and just bring them up to the front:

[Town Crier]

Would Jim Mullins please assist me in presenting these awards, and would any and all representatives of the following families please join me here at the stage: Harris family, McBride family, Murphy family, and Keay-Hudak family.



The McBride and Murphy families are best described as founding families; they are not the only ones of course, just great examples. They attended the early events and took the risk of giving time, energy, and money to an organization with a future that was largely unknown.

Elaine Murphy and Pat McBride were prominent figures who along with their children Ian, Warren, and Ryan, attended everything from family brunches to visioning days, often asking hard questions, but always fiercely supportive and passionate about future success.



Jack Murphy is perhaps most remembered for the very successful LiveWorkPlay golf tournaments, a legacy that carries on today in a format that is a dream come true for Jack, because thanks to our partners at Dow Honda, Star Motors, Kanata Honda, and Business Networks International, we no longer need Jack to try and recruit 144 golfers and thousands of dollars of sponsorships.

Although often lurking at the back of the room with Jack, Mike McBride also found time from his busy schedule with the Fire Department to be present at events during the organization's growing period and beyond, and he worked hard to champion fundraising events like Recipe for Success and golf tournaments. Ryan McBride seldom misses an event and is always an enthusiastic ambassador. The McBride and Murphy network of invitees have always taken up a lot of seats and have also contributed a lot of big dollars.

David Keay and Constance Hudak have been major auction contributors over the years, as both sponsors and bidders, but are also on the constant lookout for opportunities to leverage dollars and influence, such as grants from the Realtors Care Foundation.



We must not neglect to mention their annual invitation to enjoy the use of their cottage, and with help from their son Peter to serve up both food and boat rides. And of course there is the legacy of shared sponsorship of the popular My Own Home recognition awards, and their steady presence at events, along with their son Peter, also a longstanding figure in the LiveWorkPlay community.



Last but not least, the Harris family, famous or infamous for the enduring legacy of the annual pool party and barbecue. From broken diving boards to videotaping of unwanted cannonball soakers, the pool party is surely one of the greatest LiveWorkPlay traditions.

Like the rest of the family members sharing the stage, the Harris clan of Betty, Ivan, their daughter Jennifer and their son Daniel have been omnipresent at the annual New Year's Eve parties, and often contribute photographic evidence of a good time had by all.

Ladies and gentlemen, please join me in congratulating our Engines of Success 20th Anniversary edition legacy family members!

LEGACY COMMUNITY PARTNERS [<http://bzbz.ca/community-awards>]

I want to welcome all of our community partners in the room. I am going to list off the names of the organizations where applicable, as the names of the individual representatives would take about 20 minutes! So noting that our employment partners are coming up later, here is our list of community partners present here tonight.

Janet's Studio, Meals on Wheels Ottawa, Business Network International Eastern Ontario/Western Quebec, Ottawa Valley Tours, Wendy and Rob Closs, Cloud Nine Day Spa, University of Ottawa, Mills Community Support, Community Living Ontario, Solution-s, United Way Ottawa, Rotary Club of West Ottawa, The Running Room, Dress for Success, Extendicare, St Vincent de Paul, TD Bank, Mark McCormick, Nepean Housing, Centretown Citizens Ottawa Corporation, Carlington Community Chaplaincy, OC Transpo Accessibility Specialist Kathy Riley, and Wellar Consulting.

Much like trying to select a shortlist of family members, we face this same challenge with all of our recognition categories, and our community partner awards are a prime example.

Funding partners such as the Ontario Trillium Foundation and the Community Foundation of Ottawa have been with us from the very beginning, supporting us to take risks and grow.

LiveWorkPlay member Rachel Wexler part of the Dress for Success team!



Other non-profit organizations like Volunteer Ottawa and Families Matter Co-op have helped us to explore capacity issues and work together to share information. Others, such as Dress for Success, have provided a welcoming and inclusive environment in support of volunteer opportunities for our members.



Opportunities for inclusive recreation and leisure have been supported by leagues like Ottawa Rec Sports, associations like the YMCA-YWCA, and companies like Ottawa Valley Tours. We have worked with accessibility advocates at the City of Ottawa in support of the Community Bus Pass and more inclusive policies at recreation facilities.

Tonight we will single out three community partners that have both a long and comprehensive history with LiveWorkPlay that has impacted on our organization and helped change the lives of our members and families.

[Town Crier]

Would Cecelia Taylor come forward to present these awards, and would representatives from United Way Ottawa, Meals on Wheels Ottawa, and St. Anthony's Banquet Hall please make your way to the front!



Celebrated at last year's event with an annual award, tonight's legacy award recognizes our longstanding relationship with United Way Ottawa that began with small grants in support of our ACES summer program and projects like On Our Own Together.

This relationship has evolved dramatically, with a shared focus centred in our belief and passion in welcoming and inclusive communities, and in particular with the employment of people with disabilities. This partnership has taken shape not only with funding, committees, and conferences, but also through public service campaigns that we have celebrated in the past. New this past year we joined the Community Cameras project. Photos taken on job sites have been posted to twitter and circulated by United Way and its partners. This has engaged new audiences including employers and business groups who have inquired about opportunities to be matched with great employees just like those featured on Community Cameras.



Often overlooked, we do not mean to take St. Anthony's Banquet Hall for granted, and that includes Norm Wiggins, with 25 years of service to this amazing hub of community. Joe Ierullo has put in 37 years, but he's hiding in the back with the barbecue pit. As the exclusive location for our events for the past six years, this has truly become our home. The Welcome Back Family Feast, Festive Family Feast, New Year's Eve Dinner and Dance, Foolish Family Feast, Recipe for Success, and Engines of Success events as well as conferences and information sessions have been celebrated here for a grand total of more than FIFTY occasions. The friendly staff, great prices, and most importantly, the delicious food, is sure to keep us coming back for many years!

That's Jennifer Harris about 1999 and Lucas in 2013 with 1500 hours of Meals on Wheels!



Last but not least, our first, oldest, and most enduring community partner, Meals on Wheels Ottawa. When LiveWorkPlay began exploring volunteer opportunities for its members back in the 1990s, we often ran into roadblocks, but Meals on Wheels said YES with friendly faces like former staff Rosa Venuta who is here tonight. For many years LiveWorkPlay staff were the drivers.

About 7 years ago when we asked Meals on Wheels Ottawa if we could work together to make a transition to match our members with drivers from the community. They said YES.

Delivering Meals on Wheels has impacted LiveWorkPlay members in the same way as it impacts other citizens. They enjoy the time spent with others, and they enjoy giving back to others and making a difference in their community.

Ladies and gentlemen please join me in congratulating our legacy Community Partner Award recipients!

2005-2010 “The Years Of Change” [<http://bzbz.ca/2005-2015>]

2005-2010 represent the years of transition for LiveWorkPlay. Coming on the heels of the On Our Own Together projects, the organization and its membership were starting to look outward. To having an apartment. To having a job. To having friends and going places to have fun in the community.



Fran Childs would lead an expansion of the volunteer program, the legacy of which we see in this room today. Allison Moores, Grace Hudson, Jen Bosworth, and Anthony Stratton join the staff team, and each contribute leadership that helps with the transition from operating a day program and other site-based activities and the beginnings of what we see today.

LiveWorkPlay also started to establish itself as a powerful force for advocacy. Activities in partnership with Community Living Ontario provided opportunities to champion and celebrate the closure of Ontario’s mass institutions.

Jennifer Harris speaking at the Inclusion International conference in 2008!



We became engaged in the United Nations Declaration on the Rights of Persons with Disabilities. Member representatives such as Caroline Matte, Jennifer Harris, and Cooper Gage began making presentations and appearing in the media.

Chris Jones and Carl Sanderson enjoyed their time together as roomies in the On Our Own Together Too project and later moved to homes of their own in the community!



In addition to LiveWorkPlay receiving \$700,000 in funding to help 10 individuals move into condominium apartments, with support from Community Foundation of Ottawa, Julie and Keenan hosted the On Our Own Together Too project at their former home in Orleans, where everything from burnt toast to accidental 911 telephone calls kept them jumping. It was fun but they welcomed the ending too.



LiveWorkPlay travel support continued to expand, and included a trip to Los Angeles and the first trip to a Club Med resort. Unsurprisingly, this was very popular, and a new tradition began!

Speaking of new traditions, in 2009 the Family Feast events first got their name and took on the successful format that continues to this day. With the closure of the day program, there was a question as to whether or not everyone would still want to get together. Look around the room tonight for the answer!



As a final memory of 2005-2010, we leave you with our popular Maybe One Day public service announcement, which aired frequently on A-Channel Television and generated local, national, and international interest and now has more than 5000 views on YouTube [<http://bzbz.ca/maybe-oneday>].



LEGACY HOUSING AWARDS [<http://bzbz.ca/housing-engines>]

The ultimate outgrowth of the On Our Own Together projects was the establishment of partnerships with exemplary non-profit housing providers. We are looking forward to working with the Multifaith Housing Initiative on their upcoming project in Barrhaven, and tonight we are celebrating two of our existing non-profit housing partners.

These community-based and tenant-driven organizations represent the future of quality housing communities: they cherish and welcome all forms of diversity, including people with intellectual disabilities.

[Town Crier]

Could I have Ryan Nevitt and Martin Couture to the front to assist me in presenting these awards? Would representatives from Centretown Citizens Ottawa Corporation and Nepean Housing please make their way to the stage!



CCOC and Nepean Housing are home to eleven LiveWorkPlay members! Carl Sanderson, Royce Rinne, Jalynn Plaus, Caroline Matte, Phil Landreville, Frances Laube, Martin Couture, Scott Mahar, Pat Doyle, Ryan Nevitt, and Linda Gray call these communities home, and we expect to see more of this pattern for the years to come. Please join me in congratulating CCOC and Nepean Housing on their tremendous support of quality affordable housing and healthy communities for all.

My Own Home Awards

Sticking with housing for the moment, another great LiveWorkPlay tradition is the awarding of the annual My Own Home bursary, a \$200 grant from Wellar Consulting and David Keay Keller Williams Realty. The award assists LiveWorkPlay members who have moved for the first time to a home of their own. There are no strings attached, it's just \$200 to spend as you wish.

It won't cost them too much this year, but we do have two new My Own Home recipients. However, it should be noted that since the establishment of the My Own Home bursary just 8 years ago, an incredible 41 individuals supported by LiveWorkPlay have now moved to homes of their own in the community and received the My Own Home bursary!

[Town Crier]

Could I please have David Keay and Barry Wellar to present these awards? Would Patrick Doyle and Scott Mahar please come to the stage to receive your cheque!



LEGACY EMPLOYER AWARDS [<http://bzbz.ca/employer-engines>]

Of course even with the benefit of affordable rent for those who are able to access it, LiveWorkPlay members want an income and they want to contribute to the workforce like other citizens. And that brings us to employer recognition.

Plans are only good intentions unless they immediately degenerate into hard work.

- Peter Drucker

I will begin with acknowledging all of the employers represented in the room: Your Reno Guys, The Parliament Cleaning Group, Dow Honda, TD Bank, Engineers Canada, Ottawa Sports and Entertainment Group, Costco, Whole Foods, Tim Hortons, Star Motors, and Raymond Leblanc.

The list of LiveWorkPlay employment partners is a long one, more than double those who were able to attend tonight, and normally each year we celebrate them all at this event. But for this 20th anniversary edition we are going to be celebrating three examples in three categories: large, medium and small business.

Despite many differences in size and the nature of their business, these employers all have certain things in common:

With very little persuasion, they made a decision to get involved with LiveWorkPlay to make employment happen.

They did not have an expectation of perfection, but they had an expectation that we would all work together for a great outcome that would benefit their workplace and benefit the employee.

They are all partners with LiveWorkPlay beyond their role of employing one or more of our members. They champion our mission in the community and give time and resources to the cause.

[Town Crier]

Could I have Jen Bosworth, Robin Zimcik, Royce Rinne, and Jeremy Robin to the front to assist me in presenting this award, and would representatives from the following businesses please join me at the stage: TD Bank, Dow Honda, and The Parliament Cleaning Group!



With Vaughn McKinney and The Parliament Cleaning Group it all begin with attendance at a Rotary presentation. Taking the initiative to make a call that said “I think I’d like to try this” Vaughn and his team welcomed Jeremy as a valued employee.

In addition, together Vaughn and Jeremy have championed the employment of people with disabilities through United Way Ottawa campaigns, and earlier this year hosted an employment discussion with the Minister of Community and Social Services Helena Jaczyk.



Andrew Bearss at Dow Honda responded to a cold call. A number of employment experiments were attempted including paid summer employment placements, which continue to this day. A permanent part-time position was created for inventory analyst Royce Rinne.

Dow Honda commissioned a video starring Royce and his colleagues that ultimately led to a feature in the 2015 Ontario Budget. Other auto dealerships including Kanata Honda, Star Motors, St-Laurent Volvo, and Carling Motors have also joined in hiring LiveWorkPlay members. If that's not enough, there is also a golf tournament with all proceeds to LiveWorkPlay!

The day in 1998 when MBNA Bank of Canada representatives walked through the doors of the old Special Needs Network office at Bronson Centre was filled with as much confusion as it was excitement.

What did these nice people from a banking corporation want with a local charity that was barely off the ground?

Following many years of an evolving partnership that included sponsorship, volunteerism, and support for our summer programs, a commitment was made to hire people with intellectual disabilities supported by LiveWorkPlay.

This Week At MBNA Canada

July 22, 2002

LWP Copy Centre Is Up and Running

The LiveWorkPlay ACES program has returned to the Ottawa office this year with its most ambitious project yet: an in-house copy centre to serve the people of MBNA.

LiveWorkPlay (LWP), a grassroots charitable organization working in partnership with care providers and the community, empowers young people with developmental disabilities to actively participate in and be contributing members of Canadian society. Through the Active Community Experiences in Summer (ACES) program, LWP provides a mix of activities, including volunteer and work experience, cultural programming, and hands-on fun for young people ages 13 to 21.

Nineteen LWP clients will be working in the new copy centre, which is located in the 8th floor Law suite, through August 14. They'll be gaining invaluable experience while providing much-needed services, such as binding and tab production, to the company. The results of the project will be analyzed in September to determine its cost-effectiveness.

"The copy centre is performing services that MBNA often needs," said Wendy Mitchell, a LWP client who prepared for their futures. "The copy centre is open Monday through Thursday from 10 a.m. to 2 p.m. and on Fridays by request. For information or to submit a request for service, call Mitchell at (613) 747-4050. All

Listed below are just a few of the services provided by the new LiveWorkPlay copy centre:

- ◆ Black and white copying
- ◆ Color copying
- ◆ Two-sided copying
- ◆ Tab production
- ◆ Stapling
- ◆ Folding

Robin Zimick is one of several LiveWorkPlay clients who returned to the Ottawa office this summer to staff the new copy centre.







Recipe for Success

Culinary Adventure & Charity Auction

Thank you for joining TD in supporting LiveWorkPlay to help the Ottawa community welcome people with intellectual disabilities to live, work, and play as valued citizens!



The relationship has continued through a merger with Bank of America and now TD Bank. So too has the legacy of sponsorship and volunteerism. TD Bank continues to support major LiveWorkPlay events, and TD Bank employees continue to contribute as board members, one-on-one matches, and Friday night meet-up volunteers.

Most important of all, TD Bank is a clear leader as an employer that values diversity and lives it through their actions.

Ladies and gentlemen, please join me in congratulating all of our legacy employment partners!

2010-2015 “The Years Of Making It Happen” [<http://bzbz.ca/2010-2015-engines>]



2010-2015 were the years of making it happen. The volunteer team having already tripled to 90 continued to grow with Fran Childs, and then Alex Darling took the helm as our People Connector. LiveWorkPlay is approached from near and far from organizations that want to learn about our ability to support the development of natural relationships.



Current team members George Kranitis and later Caitlin Fortier joined in the role of Community Connector, and with mentorship from Grace Hudson they have helped countless members engage in their communities with clubs, courses, classes, and the organization of famous and infamous house parties. They learn to juggle a dizzying schedule of appointments with daily criss-crossing of the city.



In the search for a concrete expression of the benefits of helping our members develop new relationships, we discovered Al Condoluci. Through formal and informal engagement with LiveWorkPlay his passionate championing of social capital and practical recommendations supported changes in how we welcome and support our members, and how we present ourselves to the community.



We also became engaged with the person-centred thinking movement, and with partners like Mills Community Support we started along the journey of how to help the people we support make their way in the community as valued citizens.



This all came together with new vision, mission, and values adopted in 2011, and later a theory of change. This clarity of vision for a community where everyone belongs is sure to serve LiveWorkPlay well into the future, and guides us daily.



Keenan and Julie received individual recognition with various awards including a Community Builder and Top 40 Under 40 and in 2013 the entire organization was celebrated with a United Way Ottawa Community Builder of the Year award.



Partnership with Families Matter Co-op provided an opportunity to take on many new members and support them in homes of their own and community participation.

We had an explosion of third-party golf tournaments, starting with a partnership with Rotary Club of West Ottawa, followed by Business Networks International and the Dow Honda, Star Motors, Kanata Honda tournaments.

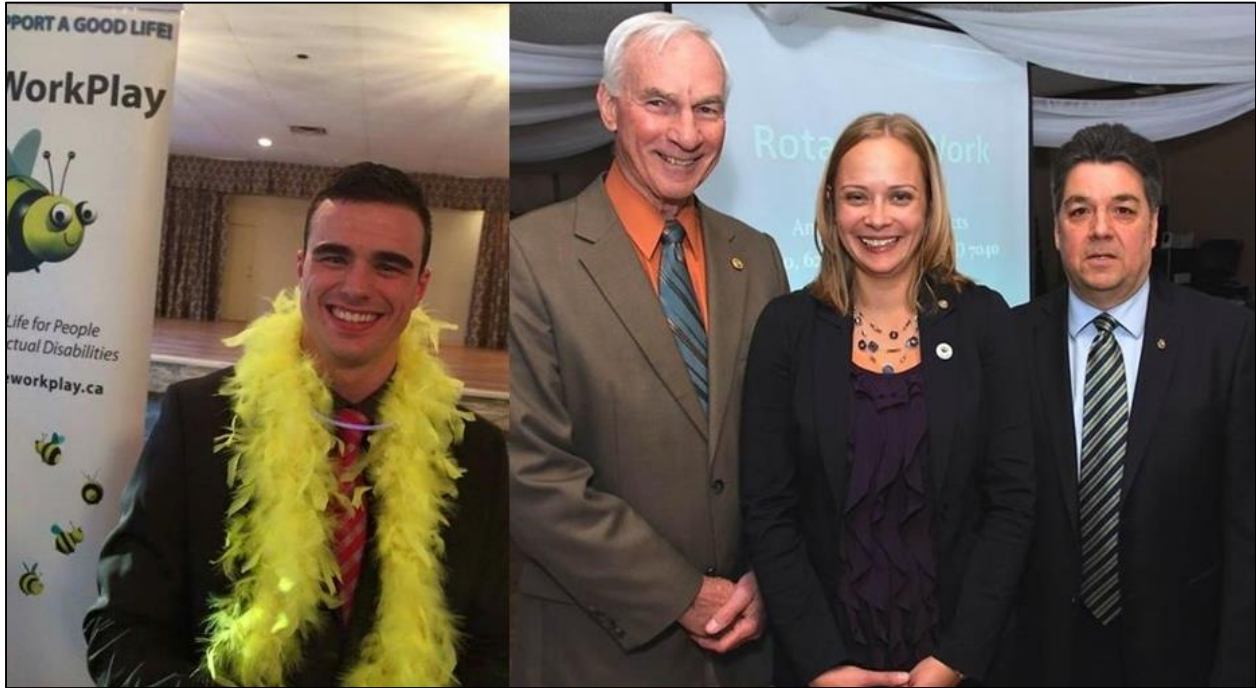
Many special events stand out. LiveWorkPlay started to command big audiences on the international stage, headlining state conferences in Wisconsin and Washington, and multiple presentations to the Association of People Supporting Employmentfirst (APSE) in California and the YAI Network in New York City.



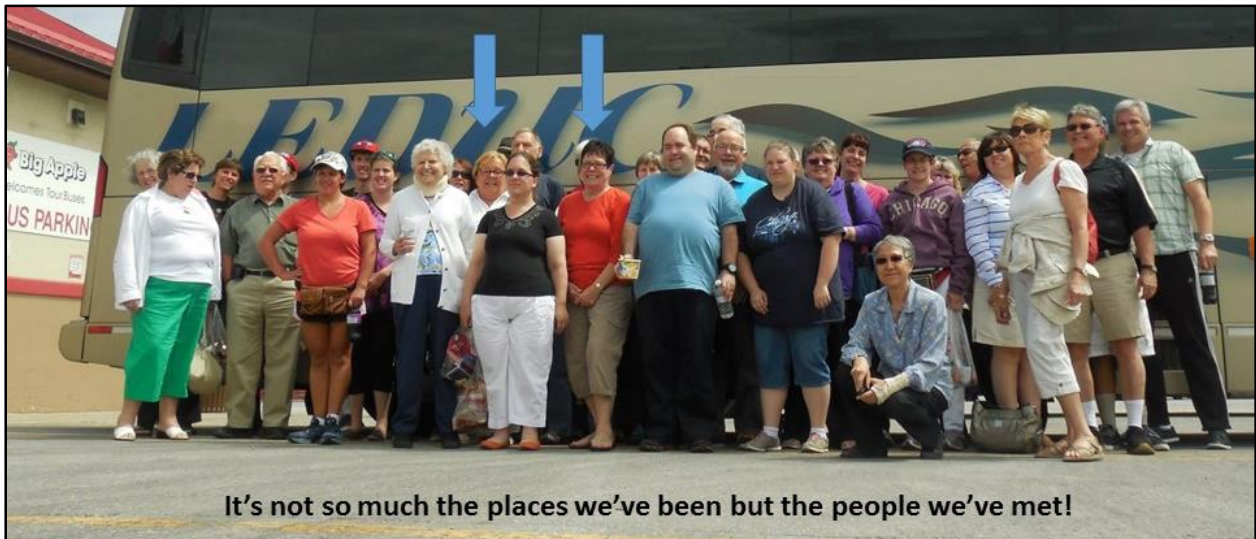
On this side of the border, Community Living Atikokan and Community Living Thunder Bay consulted with LiveWorkPlay about evolving their day supports and residential supports, and are now working together on a province-wide inclusion project. Participation in the annual Learning Community for Person-Centred Practices gathering provides an important opportunity to connect with others.



Speaking of employment, 2010-2015 will be remembered for jobs, jobs, jobs. The Works Gourmet Burger Bistro was one of our first employer partners to champion inclusive hiring practices to others, and that tradition has been carried on by many employers since. LiveWorkPlay employment support has achieved what some naysayers said would be impossible: to be welcomed by businesses of all shapes and sizes in every imaginable employment sector.



The Employment Task Force established in 2013 has helped develop 40 jobs...and counting! Some excellent employment supports staff have come and gone, and just like that, Paul Leduc finds himself in a leadership position with Jacob Pollack and Tim Ropchan on the team, plus Kelsey McDaniel and David Tushingam helping out with summer employment this year.



Travel support evolved with the times. Instead of travelling around the world talking to ourselves, we joined bus tours with 50 other travellers and journeyed to Nashville, Boston, Niagara Falls, Quebec City, and other locations near and far. Club Med Turquoise became our winter home away from home.

As it happens, two wonderful young ladies – see the photo of the bus tour on the screen – that met us on the bus on a trip to Chicago are here tonight, Grace Newman, and Candace Cain. Please stand and give us a wave!

To bring us right up to date, this past week LiveWorkPlay established new headquarters to accommodate the current staff team of 15, and there's room to grow. Chances are, we're going to need it! Julie, a lot of things seem to have improved, including the quality of the flooring!



LEGACY VOLUNTEER & MENTOR AWARDS [<http://bzbz.ca/volunteer-awards>]

It's time to recognize volunteers and mentors. I'll start by naming those who are here with us tonight. Please stand and remain standing!

Peter Bélanger, Alicia Bush, Kate Charron, Suhail Choudhary, Anne-Marie Côté, Margaret Couper, Freya Crawley, MJ Duford, Shauna Kay Frances, Kim Francoeur, Michael Friedman, Yen-Yen Gee, Mia Gosselin, Emma Grace, Laura Gunn, Joel Hayward, David Hernandez, Vanessa Hortie-Rogers, Jeyanee Jegatheeswaran, Zvonko Krupilnicki, Cassie Lefebvre, Valerie Maier, Zofi Malik, Richard McCoy, Madelaine Ressel, Lisa Pent, Joëlle Perrier, Rachel Rhoades, Christian Richardson, Emily Rothwell, Lynne Rouleau, Andrea Saldanha, Alfio Ferrara, Shirley Soehn, Kayleigh Wong, Kira Zanyk Davey, Michelle O’Doherty, Matt Shipley, Dan Carleton, Jim Carter, Clement Chan, Stacey Difflin-Lafleur, Al Mackey, Cathy Velasquez, Cecelia Taylor, Andrew Bearss, Vaughn McKinney.

These unique contributors have helped shape the organization, whether it is through direct interaction with our members, counsel to our leadership team, or behind the scenes contributions. Thank you and please be seated.

We have examples tonight that represent all of these forms of leadership, support, and giving back to community.



It's hard to convince our volunteers that it's OK to be recognized.
We've had the most success when His Excellency or Her Excellency attend!
So without benefit of their assistance we are very happy with the big turnout tonight!



[Town Crier]

Would Cecelia Taylor and Wendy Mitchell please join me to help in presenting these awards? I now invite Al Condeluci, Mike Coxon, Kayleigh Wong, Andrea Saldanha, Pennie Styan, and Mitchell Leitman to the stage to be recognized. Just a minute ladies and gentlemen, we have a communication coming in from Florida. It is former volunteers Cyndi Edwards and Colin Trethewey from Tampa Bay via video uplink. Let's listen in to what they have to say! Thank you Colin and Cyndi!



Kayleigh Wong and Andrea Saldanha are two standout modern era LiveWorkPlay volunteers. They started with the organization after the days of the SMILE program had come and gone, and volunteer recruitment was focused on building relationships and supporting authentic social and recreational engagement in community venues. In their own words – not knowing they would be used here tonight – this is how they describe their experience.

From Kayleigh: Being part of Moira’s wedding is definitely a special memory. In the beginning I thought of myself as a volunteer, but now I just think of it as having met new people with whom I have had great experiences in my community and in some cases developed a friendship. Favourite activities include eating copious amounts of food at Rib Fest before heading down to the Byward Market for drinks and laughter. I have so many great memories.

From Andrea: I can’t believe it’s almost 7 years I have been volunteering. I have enjoyed the opportunity to help mentor new volunteers. One of my favourite memories is when along with another volunteer, Andrew Waye, we invited LiveWorkPlay members to join us in training for Ottawa Race Weekend. We were surprised with a big response, and after getting together for a big pasta supper the night before, our team all completed either the 5k or 10k with friends and family cheering us on. It feels great to know that many people became runners because of this first experience and they have continued with racing and also joined the Running Room and other running clubs.



Long, long, long ago the volunteer team was small but mighty, and featured some big personalities. Yes, we are talking about Pennie Styan. As one of the dedicated members of the Friday night program volunteer team Pennie's howls of laughter helped make some of the occasionally boring activities a lot more fun. Pennie also hosted staff and volunteer gatherings in her home, and was always looking to do more to help the organization. She joined the Board of Directors and was a part of the legendary team of board members at Visioning Day events, struggling to get both Ian and Warren Murphy sitting down at the same time. She has stayed in touch and is a genuine LiveWorkPlay living legend.



For Mitchell Leitman it all started with a simple donation of legal services to contribute to the LiveWorkPlay auction. Little did he know that this would be the beginning of an endless journey of pro bono legal services! From trademarks to purchase and sale agreements, he's done it all. Mitch also served on the Board of Directors, with his steady presence helping support the organization to take the risk to pursue getting *into* the landlord business, and then throughout the last two years, he's been busy helping us *get out of* the landlord business. He has also recruited countless colleagues to provide legal services in areas outside of his own areas of expertise. Thank you Mitch for that you have done and continue to do!

In our mentor category this evening, we give thanks to Al Condeluci from CLASS in Pittsburgh and Mike Coxon from Mills Community Support based in Almonte.



As CEO at Mills Community Support Mike Coxon simply reached out to LiveWorkPlay to say “You are doing neat things, we are also doing some neat things - and hoping to do more, so let’s get together and see if we can’t amplify our results!” This has not always been a common experience with peer organizations in our sector, but we have had positive relationships with many others represented tonight, including Noreene Adam who supported LiveWorkPlay with resources from Community Living Upper Ottawa Valley.


Mike and his peers at Mills Community Support have a fundamental characteristic that we share at LiveWorkPlay: the belief that we can always get better at helping the people we support and engaging other citizens and organizations in building a more inclusive community.

Mike has developed exchanges between staff teams as well as board members, organized community of practice gatherings, and directly consulted on our evolving governance framework. He is a trusted figure that always answers his email. It is truly a comfort just knowing he is available.

Thank you again Mike for all that you and your colleagues have done and all that we will do together in the future!



Dr. Al Condeluci
"A Community Where Each Belongs"
Saturday, November 20, 2010
Ottawa - St. Anthony Banquet Hall



Al Condeluci: A CLASS Act

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By NICK FROST

14:30 | 15:07

For many people, college is their first taste of independent living.

For more than 40 years, Al Condeluci, CEO and executive director of CLASS, the organization once known as United Cerebral Palsy (UCP), has made it his mission, to see that people with disabilities enjoy the freedom of living on their own.

This year he's being honored by the UCP as a community hero for all of his work.



You heard from Al Condeluci earlier, so it is easy to understand why his words and actions have had an impact on our work at LiveWorkPlay. But tonight we wish to recognize him not only for his significant direct contributions to our organization, but also for his relentless and passionate championing of social capital, interdependence, and building community capacity.

Perhaps there were times over these many decades when it must have felt as though nobody was listening. Well Al, judging by the crowds of people that turn up to hear you speak and eagerly await your publications, understanding the importance of social capital and how it impacts on everyone's mental and physical wellbeing is clearly a mainstream interest. Thank you for your role in making that happen to the benefit of all citizens, and for making us a part of your circle.

Ladies and gentlemen, join me in congratulating all of our mentor and volunteer award winners!

Cecelia Taylor, if you could please remain here with us for a moment. I think this would be a good time for a Rabbi. Is there a Rabbi in the house?

[Town Crier]

Paging Rabbi Bulka. Paging Rabbi Bulka! Rabbi Bulka to the stage please!



[<http://bzbz.ca/cba-engines>]

Sorry for the interruption. Good evening, everyone. I'm Rabbi Bulka, member of United Way Ottawa's volunteer recognition team.

United Way is all about building community – a goal that would not be possible without the contribution of individuals who want to make a real difference in the lives of others through their volunteerism and their dedication to facilitating change. While they may not wear capes or masks, these individuals are in fact heroes. They demonstrate the ability to *give, speak up and take action* on the things that matter most to them, often with little to no recognition.

Today we are here to unmask an everyday hero in our midst. Let me tell you a little about her, and see if you can guess who it is:

Volunteered with LiveWorkPlay over the past ten years, member of the Board of Directors and as Chair for the past 5 years.

She has hosted many events and helped coordinate recognition of volunteers and community partners, giving profile to volunteerism and the inclusion of people with intellectual disabilities.

She has also done work centered in the literacy field in association with Algonquin College as well as various non-profit organizations.

Worked with the Ottawa Partnership on Aging and Disabilities well as youth mental health projects with Youth Net and Sage Youth.

Ladies and gentlemen, you have guessed correctly, please join me in recognizing Cecelia Taylor with a United Way Ottawa Community Builder award!



The many smiles of Cecelia Taylor a community building hero!

Cecelia, it is my very great pleasure to present you with a United Way Community Builder Award. The plaque reads: “Thank you for helping to build a stronger, healthier and safer community for all of us.”

United Way has a permanent display at City Hall, called the Community Builder Wall of Inspiration. Your name will be added to this display alongside familiar names like Keenan Wellar, Wendy Mitchell and LiveWorkPlay itself, a 2013 recipient of a Community Builder of the Year award, so that everyone will know the wonderful contribution you have made to this community for years to come. Congratulations, and thank you for being an everyday hero.

Thank you Rabbi Bulka and United Way Ottawa for that wonderful surprise! We’re going to have Julie and Keenan to the stage for some closing remarks and end with the presentation of the Ambassador Award and Rob More Good Life Award. Before we hear from Julie and Keenan here is the Amazing People feature by CTV Ottawa on April 9th and 10th of this year [<http://bzbz.ca/founders-tribute>].



[Town Crier]

Ladies and gentlemen, please join me in welcoming Keenan Wellar and Julie Kingstone to the stage!

STAFF RECOGNITION [<http://bzbz.ca/staff-tribute>]

Before we move to our concluding remarks and the final awards for the evening, it's time for a brief recognition of our staff team. Would all current staff members please head up here and join us at the front!

David Tushingam has returned as a summer staff supporting employment. Very new to the team are Kelsey McDaniel, Jacob Pollack and Tim Ropchan. Kelsey is assisting with summer employment and came with a reference from a fantastic partner, teacher Jamie Hughson at Woodroffe High School. Jacob got involved with LiveWorkPlay as a volunteer, and found such value in the experience that he joined the Employment Supports team. Tim was working with the Ottawa Sports and Entertainment Group where he met Fred Dixon and members of the LiveWorkPlay staff, who encouraged him to apply for the Employment Supports team. They have brought fresh enthusiasm to an already enthusiastic group!



Next up we have the 2-5 years of service category.

Alex Darling is heading towards three exciting years as our People Connector. She's on her way to Sudbury right now to take part in a wedding, but we thank her very much for the great work she has done in advancing our recruitment and support for volunteers, Friday night meetups, and one-to-one matching.

Caitlin Fortier and George Kranitis are the younger generation of Community Connectors. Caitlin is heading into year three and George is just on the cusp of year four. They hold an incredible breadth and depth of knowledge about each of our members and their families, and are skilled and talented at finding the right fit for those they support, no matter how strange the path or how long the journey.

Paul Leduc has – through no choice of his own – been vaulted into a leadership position on the Employment Supports team after coming to us about two years ago. He came to work for the summer and was not allowed to leave. He is a terrific mentor to incoming staff and always calm in a crisis.



Next up, the 5-10 year category.

Anthony Stratton came out of the Loyalist College S.S.W. program with the wild idea he might like to be involved with supporting people to have a good life in the community. More than 6 years later he is a devoted and dedicated member of the Living Supports team. Although professional boundaries exist, the reality is, Anthony is seen by many of the people he supports and by their parents and siblings as an extended member of *their* family.

Grace Hudson, Jen Bosworth, and Allison Moores are known collectively as the Senior Staff. In addition to a position of respect, it brings with it the pleasure of dealing with complaints, as well as any loose ends left behind when Keenan and I are away from the office.

Allison, Jen, and Grace are a sounding board, a sort of collective Obi Wan Kenobi of the LiveWorkPlay ship. They help steer us from dark side and make sure that the force is with us.

Each are leaders in their respective fields. Every welcoming of a new member by Allison is a beautiful combination of art and science. Every new job lead developed by Jen is built on a passion for the opportunity to change a life. Grace will go where no staff member has gone before, because life is not a program, and she has the stories to prove it.



There is just one name missing and that is in the more than 10 years of service category. Do not be fooled by his youthful appearance, or this fancy getup. Other than Julie and Keenan, Daniel is the longest-serving LiveWorkPlay staff member! Including all of his roles such as volunteer, summer staff, and permanent staff, it amounts to about 15 years of service.

Like Anthony, his schedule as a Living Supports provider does not allow him much time in the office, but that does not mean his presence is without gravitas.

If Grace, Jen, and Allison are Obi Wan Kenobi, then perhaps Daniel is our Yoda. We say this not only because he often speaks in parables, but because if something doesn't feel right to Daniel, chances are, there's something that needs fixing. Daniel does not need to assert his value to the organization, he gets respect the old-fashioned way: he's earned it!

Please, everyone join us in a toast:

“Dear team. Yesterday is history. Tomorrow is a mystery. As for the present, being here with you today is the best gift of all! To the staff!”



[<http://bzbz.ca/family-recognition>]

Speaking of gifts and presents, let's talk about some real treasures: all the family members and other key supporters in the lives of our members. If you can stand please do so and stay standing when you hear your name. Alternatively, please raise a hand, or ask the person next to you to raise a hand on your behalf.

Sherri Willet, Joan Armstrong, David Balcome, Sharon and Francois Barrier, Holmer Berthiaume and Judy Hough, Betty Burke and Peter Gilmour, Denis Brunelle, Charlie and Donna Cox, Jennifer, John, Brianne and Sharon Cunningham, Marilyn, Bruce, and Court Curry, Lynn and Rod Eisener, Peter and Joanne Hale, Sharon and Bernie Hamilton, Betty Harris, John Jarecsni, David Keay, Betty McDonald, Lorraine Magalhaes, Fraser and Grace Maher. Wait, there's more!

Pat and Mike McBride, Elaine and Jack Murphy, James Menard, Jim and Dawn Mullins, Madonna and Bruce Nevitt, Sheena Pahwa, Gisele and Joe Doyle, MJ and Verne Peters, Simone, Raymonde, Eleanor and Ray Pinsonneault, Carol Plaus, Helen and Steffen Ries, Ralph Rinne, Cathy and Dan Rodgers, Heather and Greg Sanderson, Charlotte Savage, Dan Semaniuk, Ann Tanguay, Alex and Charles Wexler, Mary Ann Wilcox, and last but not least Peggy Winstan.

If you are a parent or key supporter of one of our members and you did not hear your name, we apologize, please stand or raise a hand as well.

Everyone in the room take a look at everyone standing or holding up a hand. We know them as mothers, fathers, sisters and brothers, and other intimate roles in the lives of people we support.

I have had the pleasure of getting to know most of you quite well over the last 20 years. We are proud to know and to be a part of your trusted circle. Here are some of the characteristics in common:

You are Inspiring, Activists, Role Models, Dedicated, Passionate, Vulnerable, Trusting, Fighters, Collaborators, Persuaders, Advocates, Champions, Courageous, Tireless, Contributors, Setters Of High Expectations, Teachers, Purveyors Of Wisdom, Flexible, Receptive, Dynamic, Compassionate, Positive, HUMORUOUS, Loyal, Appreciative, Kind, Genuine, Candid, Dreamers, Helpers, Doers, Resilient, Unique, Leaders, Relentless, Creative, Fixers, Committed...and Loving.

You make substantive and frequently unrecognized contributions. Your bravery in battling many barriers is largely unknown to the world. We know you are the true unsung heroes of the LiveWorkPlay community.

Without you LiveWorkPlay would not have survived. Because of you we have thrived! You are all truly amazing and appreciated.

As we all know in this room our community is a much better place with you and your sons, daughters, brothers and sisters, and loved ones in it! On behalf of everyone here we are honoured and grateful to be able to collaborate with you in good times and in bad to make this world a better place.

Please raise a glass with me in a toast:

“You are the heart and soul of our community! To the families!”

That brings us to our final acknowledgements of the night: our members.

We want to recognize all members in the room tonight and there is a reason we save this recognition for the end. It's because at the heart of everything we've done, how YOU feel about LiveWorkPlay matters the most. We've broken this up into three generations, so we'll start with the most recent generation and work backwards. When you hear your name if you wouldn't mind standing up until all the names are called, or if that's not convenient for you, please raise a hand or have your neighbour raise a hand on your behalf.



LiveWorkPlay



Members



Members of The Latest Generation:

Joshua Balanaser, Graham Armstrong, Janet Balcome, Kyle Berthiaume, Nolan Peters, Jesse Huggett, Heather Jenkins, Frances Laube, Martin Couture, Sebastian Hale, Linda Gray, Analisa Kiskis, Daniel Pinsonneault, Ryan Nevitt, Tara Pahwa, Patrick Doyle, Paul Knoll, Royce Rinne, Jeremy Robin, Chelsea Stanley, Fred Dixon, Alex Winstan, Phil Landreville, Steven McPhee.

This complex cast of characters has taught me many things, and there is no one word that comes to mind to describe them.

So in lieu of any one theme, I will provide just as a few quick examples of what I have learned from them. Dance moves: Martin Couture. How to brighten a room with a smile: Linda Gray. Projecting confidence: Daniel Pinsonneault. The value of a good coffee talk: Paul Knoll.

Members of The Next Generation:

Kara Barrier, Dana Brunelle, Brodie Cox, Melissa Cunningham, Jordan Curry, Justin Godin, Robert Jarecsni, Chris Jones, Peter Keay, Scott Mahar, Brent Manuel, Brian Manuel, Emily Menard, Stephen Mullins, Jalyynn Plaus, Carl Sanderson, Matt Suttie, Ali Wilcox.

This is a very spirited group of characters, and as with all three of the cohorts being recognizing tonight, each one is a great story with many stories to tell. But I was able to find a one-word theme for The Next Generation, and that one word is...determination! In particular many representatives of this group have been pioneers in pursuing their employment dreams, as exemplified by examples such as Matt Suttie earning his way to a job at Imperial Coffee.

Members of The Original Generation:

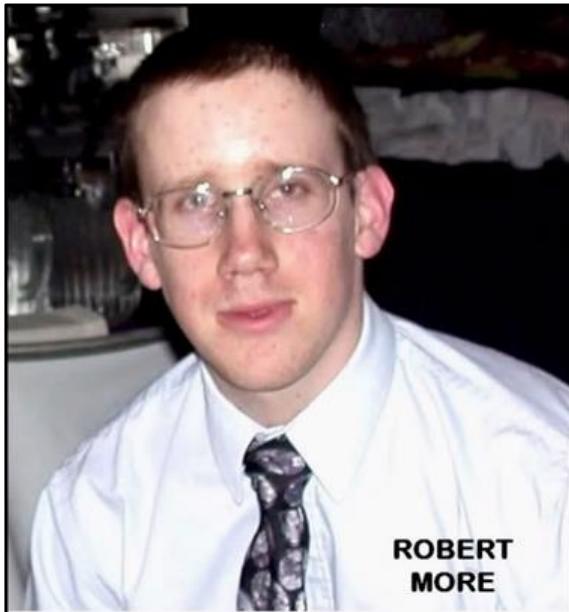
John Cholmondeley, Caroline Matter, Cooper Gage, Paul Hamilton, Jenny Dobson, Amanda Manuel, Ryan McBride, Ian Murphy, Warren Murphy, Lucas Rodgers, Tim Siebrasse, Rachel Wexler, Robin Zimcik, Jennifer Harris.

What can we say about this group? Keenan and I get a lot of credit as founders of the organization, but you are *the foundation* on which it was built. We took risks with our careers, but YOU took risks with your lives! Thank you for your trust and we'll continue to do our best to earn it.

Please join me us in a toast to all our members:

"If at times it goes unnoticed, the truth is in our hearts: we'd be nothing without you. To the members!"

Keenan and I will now conclude the evening with the presentation of our two LiveWorkPlay member awards – the Ambassador Award and the Rob More Good Life Award.



July 25, 1978 - September 18, 2013

Rob More is Gone

We can shed tears that Rob is gone
Or we can smile because he has lived
We can close our eyes and pray that he will come back
Or we can open our eyes and see all that he has left us
Our hearts can be empty because we can't see him
Or we can be full of love the love that we shared
We can turn our backs on tomorrow and live yesterday
Or we can be happy for tomorrow because of yesterday
We can remember Rob and only that he is gone
Or we can cherish his memory and let it live on
We can cry and close our minds, or be empty and turn our backs.

Or we can do what Rob would want:

Smile.
Open our eyes.
Love.
And go on.

~ Adapted from a poem by David Harkin
Reading from LiveWorkPlay ceremony December 6, 2013

[Town Crier]

Would Derick Fage and representatives of the More family please come to the stage to assist with this presentation.

The Ambassador Award is presented annually to a LiveWorkPlay member who has championed LiveWorkPlay and its mission to the public. We have had many tremendous ambassadors over the years, many of whom have been celebrated at our recognition events for their appearances in the media, for appearing in videos, or presenting at conferences and hearings.

Jeremy Robin, Ryan Nevitt, Daniel Pinsonneault, Kyle Berthiaume, Caroline Matte, Jennifer Harris, Emily Menard, Melissa Cunningham, Royce Rinne, and Matt Suttie are just some of the names that easily come to mind. Tonight's winner has been a passionate champion for LiveWorkPlay for the past 15 years.

The Rob More Good Life Award honours the memory of Rob More who died tragically in the Ottawa bus-train crash of September 18, 2013. The award recognizes an individual that has overcome obstacles in pursuit of a full life of their choosing in the community.

It's not about perfection. It's about the journey and the resilience of the human spirit, as we celebrated with last year's winner Phil Landreville.

There are endless examples of LiveWorkPlay members that would make great representatives of this prestigious award. Tonight's winner is a symbol of the spirit of this award on behalf of all members.

[Town Crier]

Ladies and gentlemen, please join me in welcoming this year's recipients of the Ambassador Award and Rob More Good Life award. Please come to the stage Cooper Gage and Caroline Matte!



We'll start with Cooper Gage, our Legacy Ambassador Award Winner. From newspapers to radio to television to speeches to special events, Cooper has done it all. He's helped sell wooden reindeer. He's helped promote voter participation. He's championed affordable housing.

I have asked him not to start interviews with "LiveWorkPlay is the best!!!" but he isn't always able to contain himself, and that's a part of his charm. But it's not only about LiveWorkPlay, Cooper will help with any cause that supports his values and is a fit with his passions, and recently this has resulted in joining Mark Sutcliffe in running events that raised funds for United Way Ottawa.

Along with Ian and Warren Murphy, Cooper also volunteered to help organize this event we are all enjoying here tonight. Thank you, and congratulations Cooper.



The Rob More Good Life award is about celebrating the human spirit and the pursuit of a good life in the community. In the more than 15 years we have known Caroline, she has had a life with more than the typical amount of excitement. Open the dictionary and look up the word RESILIENCE and you may well find a photo of Caroline. She keeps bouncing back and carrying on with a smile.

She has also helped others by sharing her struggles, for example, speaking in the Parliament of Canada Press Gallery to talk about her experience of living in an institutional residence. With Jennifer Cunningham she started a journey towards having a home of her own, and eventually moved into her CCOC apartment at Beaver Barracks. Jennifer remains a huge support. These flowers are for you!

We were all saddened when Caroline the artist disappeared during her stay in the institution. After she left as her spirit started to get restored, she began to draw. She posts her beautiful creations to Facebook and it brightens everyone's day. She also sells her art, and if you think her life journey is over, guess again!

Caroline is working towards returning to paid employment. We don't know exactly what the future holds, but whatever it is Caroline we know two things for sure: it won't be boring, and you'll always find a reason to smile.

Ladies and gentlemen, please join us in congratulating Cooper and Caroline, our Legacy Ambassador and Rob More Good Life Award Recipients!

Whether this is your 15th year or your 1st year, on behalf of Julie, myself, the staff team, the board of directors, thank you for your support and please join me in one last round of applause for Derick Fage!!!

Enjoy these photos and some conversation, we are on to the next 20 years!

Good night!



Afterword

As I mentioned in the introduction, I have stayed true to the original Engines of Success 2015 agenda, which includes various imperfections. There is no “right way” to honour 20 years of memories or the people and organizations who have made it all possible. But there is great satisfaction in knowing that the effort was made, and I hope you will agree, we’ve mostly delivered on that goal.

Please note that the celebration on June 4, 2015 was focused mainly on those who were in attendance. There are dozens of names of people and organizations that are not mentioned in the proceedings. That was a decision made to honour serious time limits and also to take into account the nature of the live event. We wanted to make sure, to the best of our ability, that of the 350 people who attended, each and every one of them felt appreciated and recognized for their contribution to the success of LiveWorkPlay and our mission.

Julie and I had also intended to tell a few more stories during the live proceedings but there really wasn’t time, and the stories were taken out of the speaking notes prior to the event. There is one story in particular that I was looking forward to sharing. I now have that opportunity.

When Paul Hamilton came to LiveWorkPlay (then known as Special Needs Network) back in

1998, he was a bit of a mysterious character. He tended to move around the periphery of group interactions. Clearly he was paying attention, but it wasn’t easy to get to know him.

Back in those days we had a very programmatic approach to things, and it was always a struggle to simply come up with “things to do” which is not easy when you are moving about as a large group. When we heard of an opportunity for art classes at a local gallery, we jumped at it. Sign us up!

One of the instructors was perhaps a little uncomfortable with our members, and certainly a bit too directive, given the opportunity was supposed to be all about tapping into everyone’s creative side.



Here's Paul (right) in 1999 at a Meals on Wheels banquet with Mayor Jim Watson, fellow volunteer Jenny Dobson, and former staff Jesse Westman.

As an example, early on in the tour she asked the group “What season does this painting make you think of?” The first response was “Summer!” to which the instructor replied “No. Spring!” This would be a sign of things to come, with Paul as the eye of the storm.

After a tour of various sculptures, the group was tasked with moulding a bust out of clay. Now, I don’t know about you, but I have difficulty replicating the head and face of a human being with any tool, let alone a lump of clay. But most people dove in and struggled away, producing various round blobs on top of a square-like base. When I say “most people” I include staff and program volunteers.

Paul took a different approach. Ignoring the instructions, he proceeded to make a quite attractive clay model of a cat, stretched out just the way cats do. He happened to be sitting across from me, and he was so focused I didn’t say a thing to him. It had crossed my mind to ask a question like “What are we supposed to be doing?” but I reminded myself that it probably wasn’t an accident that he was making a cat. Plus it looked a lot better than the blob I came up with!

It’s not that I was at the time any sort of a leader in person-centred thinking, but I did have a sense that people with intellectual disabilities often have highly regimented lives and exaggerated expectations that they NOT colour outside the lines. I learned that as a former teaching assistant in a Special Education class, as well as from my original life-changing experience with the part-time job that is referenced in the Amazing People video shown at Engines of Success 2015.

In those days I was constantly mulling this over in my head and in continuous conversation with Julie as we struggled to think about how to support people to have more choice and opportunity in their lives. It was starting to distill in our minds that the entire field (known as “Developmental Services” in Ontario) might need a complete overhaul, a type of reboot where we’d start over and base everything we do around fundamental respect for the individual as competent drivers of their own destiny.

The system’s role would be to offer guidance and support, not to put them in the back seat of their own life journey. This has not happened yet at a broad systemic level (there is progress) but I do take pride in saying that we have tried very hard within our own organization. This is not the LiveWorkPlay of 1998!

Getting back to Paul, I was lost in admiring his cat, as well as his dismissal of “the rules” (as I struggled with my own bust assignment, which was starting to look like a soccer ball on a log) when along came the “No. Spring!” instructor.

Looking down at Paul's sculpture, she did not comment on the cat. Instead, without asking Paul any questions let alone permission, she announced "Let's see what we can do here!" and proceeded to reshape the cat into a human head and shoulders. My jaw dropped but Paul said nothing. But having spent some time with him I did notice something important: a slight upturn with the corners of his mouth, often an indication that intentional "mischief" is coming.

He sat motionless as the instructor finished her project. She stepped back and proclaimed with pride and excitement "There you go Paul, what do you think?"

Then Paul spoke. One word. "Nice."

Then he took action. Forming a fist, he used the base of that fist to quickly pound the head and shoulders into a perfect replica of a pancake.

Then Paul spoke again. One word. "Thanks."

The instructor held her hand on her chin for a moment, then clapped her hands and said "OK, who else needs help?"

I have considered this moment many times over the past twenty years, because there's more to it than a comedy routine. It's important.



At one time considered to be "shy" that's a Paul that a lot of people meeting him later in life would not recognize. There is nothing wrong with being an introvert, and the world needs to respect what introverts bring to the table. But there's no denying that it's been a privilege seeing Paul reveal a bit more of what he's about on the inside. It's a party in there!

Most people with intellectual disabilities aren't able to assert themselves the way Paul was able to do in this example. They just suffer quietly as their own hopes and dreams are crushed under an endless onslaught of rules and expectations imposed on them by individuals, organizations, and systems, all of which exert a level of authority totally unfamiliar to other citizens. This is, I believe, rarely done to people with awareness or harmful intent. Rather, it is simply the outcome of going along with a historical assumption of lack of competence, and a sense of obligation that this label of incompetence calls for others to step in and take over.

What we have learned at LiveWorkPlay is not unique to our organization by any means, but in many respects, even in 2015 it is still a fringe proposition that people with intellectual disabilities (regardless of their "severity of disability") should be presumed as competent and supported to make their own decisions.

Interestingly, the word "safety" is often used accidentally or deliberately in opposition to the presumption of competence, and that can be very challenging. "Risk" arguments are very powerful. No matter what a person with an intellectual disability might want out of life, an argument can probably be made that this will "Put them at risk" which is often code for a "No" and/or "Never" response.

Learning how to respond to such thinking without falling into a rights-based argument that can easily alienate others has been a long learning process, and so I encourage you to listen to the Al Condeluci keynote speech from Engines of Success 2015, as it holds many of the answers.

Quality of life, including safety, is mostly a product of relationships, not of a series of restrictions imposed on people's lives in an attempt to remove exposure to risk. Increased social capital results in increased quality of life, including safety.

It takes work to overcome our natural tendency to focus on risk instead of opportunity. But a life without opportunity is no life at all, so let's all commit to supporting the dignity of risk. Let's respect the individual by remembering that "acceptable risk" in the pursuit of life opportunities often requires colouring outside the lines. Our responsibility is not to create the destination, but rather it is to help the individual to be the driver in their own life journey.

Onward to the next twenty years! Let's see where it leads.

Keenan Wellar
July 10, 2014

Important Notes

You may have noticed website addresses throughout the book. Most of them are links to live footage from Engines of Success 2015. If you want the full experience, you can check out the playlist at LiveWorkPlay.tv (our YouTube channel) at <http://bzbz.ca/ENGINES-2015>. You can watch the entire event, or easily jump around to segments that have descriptive titles to guide you.

You may also have noticed the use of the term “members” throughout the book. This indicates any individual with an intellectual disability who is receiving support from the organization. The status is not merely symbolic, but also literal. By virtue of by-laws first adopted in 2004, this is the only class of individuals who are automatically granted legal membership (such as the right to vote and elect the board of directors) in the LiveWorkPlay non-profit corporation.

Do you like historical photos? You can check out the 20 years of memories shared as a slide show before and after the event. They are a riot! The album can be found at <http://bzbz.ca/history-photos>.

Our live Engines of Success video segments are great, but so are the photos! You can see a collection of pics from a variety of photographers taken June 4, 2015 by visiting <http://bzbz.ca/live-engines-photos>.

We enjoy our social media at LiveWorkPlay, and live events are all about Twitter! See how the evening played out via Storify <http://bzbz.ca/engines-twitter>.

Our foreword was written by Al Condeluci, so why not mention him here at the very end? You can watch and listen to his media tour in Ottawa from the day of our 20th Anniversary (TV and radio) at <http://bzbz.ca/al-media-tour>.

The text of Al’s keynote speech was not replicated here in the book, but you can watch it on YouTube at <http://bzbz.ca/al-speaking> and you can see his slide deck as an image gallery by following this link <http://bzbz.ca/engines-slides> which also includes all of the images shown as a backdrop while our incredible MC Derick Fage rocked the house.

If LiveWorkPlay has received one consistent criticism over the years, it is that we do not make enough direct appeals for donations. We’ve probably fallen short on that with this publication too. We are a registered charitable organization and we’d certainly appreciate your support: <http://bzbz.ca/DonateLiveWorkPlay>.



OUR VISION

A community where everyone belongs.

OUR MISSION

Helping the community welcome people with intellectual disabilities to live, work, and play as valued citizens.

OUR VALUES

- CORE:** People with intellectual disabilities are valuable contributors to the diversity of our community and to the human family.
- LIVE:** With respect to homes, health care, education, personal dignity, and personal privacy, people with intellectual disabilities have the right to the removal of barriers preventing them from experiencing the community on an equal basis with other citizens.
- WORK:** With respect to paid work at minimum wage or better, short-term unpaid work, and volunteer positions, people with intellectual disabilities have the right to the removal of barriers preventing them from experiencing the community on an equal basis with other citizens.
- PLAY:** With respect to cultural and spiritual life, sports and recreation, political life, and the full range of human relationships, people with intellectual disabilities have the right to the removal of barriers preventing them from experiencing the community on an equal basis with other citizens.

Adopted by unanimous vote of the membership at the LiveWorkPlay Annual General Meeting of September 23, 2011.

LiveWorkPlay 101: Culture and Language

OUR NAME

If there is only ONE takeaway from your visit to this page, please let it be this one: LiveWorkPlay

Not: Live Work Play or live work play or LIVE WORK PLAY

Not: liveworkplay or LIVEWORKPLAY

Not: Live, Work, Play

Not: Live, Work and Play

Not: Live, Work, and Play

Not: “Live Work Play”

Not: “LiveWorkPlay”

Not: LWP

Not: ell-double-you-pee

LiveWorkPlay

Please type it, say it, and share it exactly like that. No spaces. No commas. No “and.” Not all uppercase. Not all lowercase. The L is capitalized. The W is capitalized. The P is capitalized. LiveWorkPlay. This is important for a variety of reasons, but without going into great detail, *our name is our name*. LiveWorkPlay is what it says on our federal incorporation, it’s on our charitable registration, and it’s a trademark too!

If you are reading this page, it’s probably because you are involved with LiveWorkPlay in some way, and you probably make an effort to “spread the word” about the organization to other individuals and groups. We don’t want those efforts to go to waste. You only get one chance to make a first impression.

Saying or writing “LWP” is definitely unhelpful so please avoid it. Our sector is full of complicated acronyms and we don’t need to pile on top of that by changing our name into something it’s not. And people have a hard time remembering a set of letters instead of a name. Everyone is always saying how our organization has such a great name, so we don’t want to squish it down into something cold and lacking meaning.

WHO WE HELP

People with intellectual disabilities.

LiveWorkPlay supports individuals who have an intellectual disability, or if talking about a group of individuals, LiveWorkPlay supports people with intellectual disabilities. Being picky about how you use it in a sentence isn’t as important as using the correct term. Not people with “special needs” or “developmentally challenged” and certainly not “mentally retarded.” Please use the one official term in either of these forms: intellectual disability or intellectual disabilities. Please note that it is incorrect to say “intellectually disabled person.” That means, quite literally, that the person has no intellect. They are a person who has an intellectual disability. Make sense? This is important. “People first” language is not about being “politically correct” it’s about being accurate about that status of a person as a human being.

Looking for a more formal definition of intellectual disability? This is the 2015 version:

An intellectual disability (also known as a developmental disability or intellectual developmental disorder, and formerly known as mental retardation) is a life-long condition, usually present at birth or originating in the early years of childhood, which interferes with one's ability to learn at the same pace or to the same extent as others.

Individuals with a diagnosis of intellectual disability will have difficulty with adaptive functioning in one or more of these domains: conceptual, social, practical (see Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition). IQ scores of two standard deviations (or more) below the general population (equivalent to a score of 70 or less) are associated with the diagnosis, but IQ score alone is not utilized for assessment of needs and abilities, or for determining support requirements.

There are more than 200 known causes of intellectual disability. The nature and extent vary greatly between individuals, and may or may not be accompanied by physical disabilities.

People often want to know about causation, and it's important to note that about half the time, there is no specific causation. The diagnosis fits and there is no genetic or other specific cause that can be identified. The two most common genetic conditions are Down syndrome and Fragile X syndrome. The most common medical causes are infections and brain damage which may occur before or after birth.

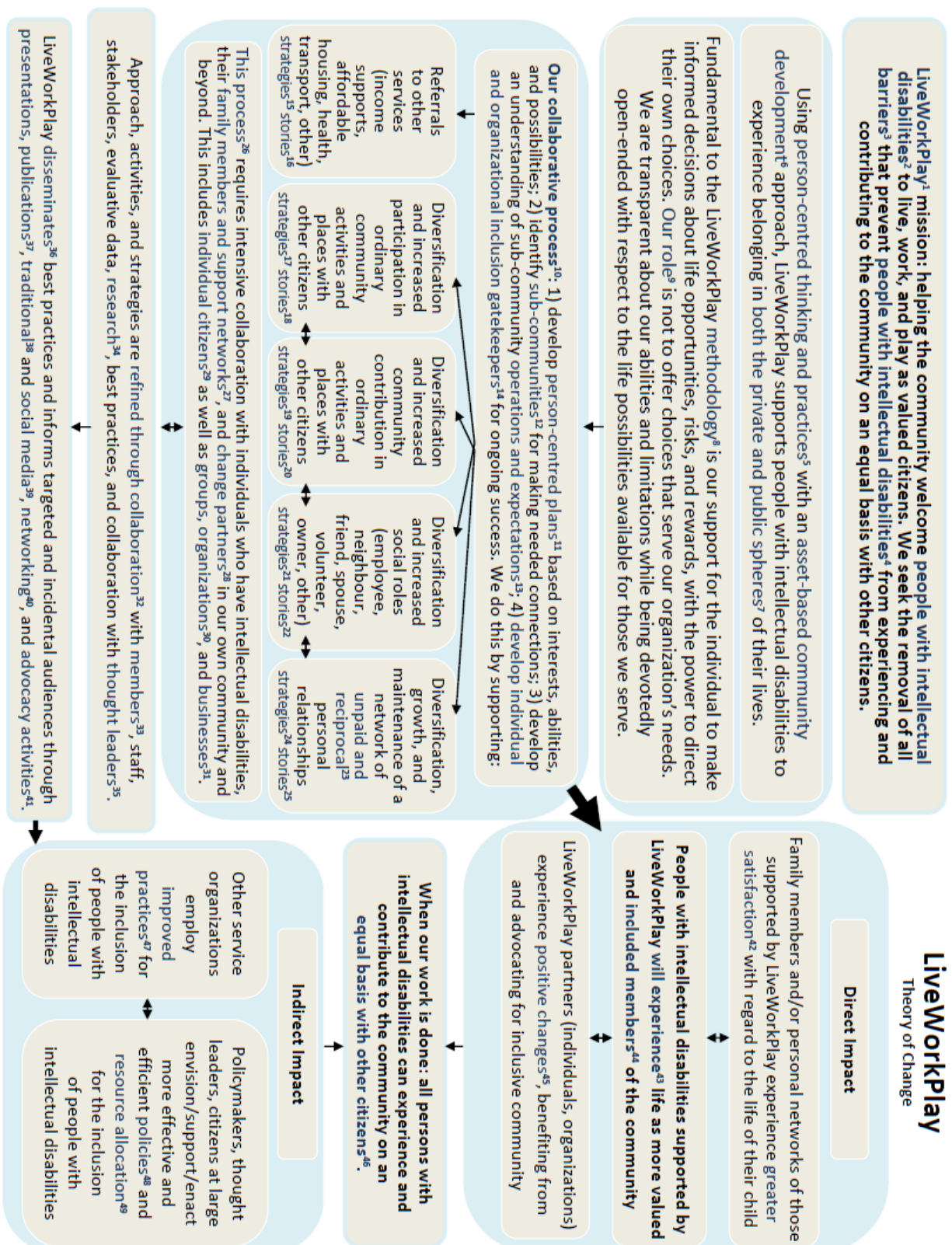
What about autism, Pervasive Developmental Disorders, and Asperger syndrome?

There is some controversy about this. At LiveWorkPlay we include people who have a label of autism as part of the target population we serve and include autism under the umbrella term "intellectual disability." However, it is a fact that many individuals with a label of autism have IQ scores above 70 and/or that it is issues of communication that are preventing an accurate (higher) score. Many professionals say that the conditions of "autism" and "intellectual disability" are not one in the same, but rather are common *co-occurring disorders*.

LiveWorkPlay does not take a position on the issue of whether or not the terms autism and intellectual disability should be used independently. If a person with a label of autism is seeking government-funded support from LiveWorkPlay, then if Developmental Services Ontario qualifies them as a potential candidate for our services, then we move forward and see if it's a fit. If they are looking for support through a fee-for-service arrangement then what qualifies them is whether or not we think we can be helpful in meeting their needs.

Historically we have provided supports to several individuals who have not met the precise definition of "intellectual disability" and this will continue. We will not be expanding to serve other populations (there are many reasons for this, including our registered purposes associated with our charitable status) but serving those who may not fit the definition 100% but could obviously benefit from our supports is within the scope of our mandate. This includes Asperger syndrome.

Theory of Change: a specific and measurable description of a social change initiative that forms the basis for ongoing determination of strategic direction, decision-making, and evaluation. Done well, it will help guide you to deliver the change in the world you want to see, and will also demonstrate both your successes and lessons learned along the way. [http://bzbz.ca/toc-doc]





About the author:

Keenan Wellar and his wife Julie Kingstone co-founded the LiveWorkPlay organization in 1995 and have served as Executive Staff co-leaders since 1997. Keenan has undergraduate degrees in History and Teacher Education from the University of Ottawa, and a Masters of Applied Linguistics (Discourse Studies) from Carleton University. He also holds a Professional Certificate in Public Sector and Non-Profit Marketing from the Sprott School of Business (Carleton) and a Certified Governance Trainer (CGT) designation from BoardSource™.

As Director of Communications for LiveWorkPlay, Keenan has made over 100 public appearances in print, radio, and television media. He manages an ongoing robust social media marketing campaign featuring primarily Facebook, Twitter, and YouTube channels as well as blogging and other content via the LiveWorkPlay.ca website.

Honoured with an individual United Way Ottawa Community Builder Award in 2010, he also accepted the Social Media Organization of the Year award from Community Living Ontario in 2014, and shared in the Community Builder of the Year award for Belonging to Community, honouring the entire LiveWorkPlay organization in 2013.

“At the Community Living Ontario annual conference in 2014, Al Condeluci told me that I should write a book. So that’s what I did.” – Keenan Wellar, July 14, 2015

LiveWorkPlay.ca

LiveWorkPlay is a federally incorporated non-profit organization and Canada Revenue Agency registered charity #896222775RR0001. Our mission at LiveWorkPlay is to help the community welcome people with intellectual disabilities to live, work, and play as valued citizens. Focusing on social capital and the value of reciprocal relationships, LiveWorkPlay uses a person-centred and assets-based approach in supporting people with intellectual disabilities in a variety of life pursuits including homes, jobs, social life, recreational activities, citizenship, and relationships. For more information, read this book, and visit LiveWorkPlay.ca.