

# KWhabilitation



## Staff Recognition at KW Hab

This November, we recognized a collective 950 years of experience at KW Habilitation and celebrated the dedication, hard work, and excellence of our team. Something we're really proud of is the number of long-term employees we have on our team!

We laughed, we reminisced, celebrated, and won prizes together! The event was a success, and we are so proud of everyone for all of their terrific work over the years.

If you'd like to watch the event, please [click here](#) (and scroll below for more photos!)

## WHAT'S INSIDE?

- Fundraising 2021
- Staff Appreciation
- National Disability Employment Awareness Month
- AND MORE!

## A NOTE FROM ANN

I think we've made the most of a challenging year. There are mountains of things I wish were different in 2021, (just like 2020) but once again, I'm in awe of the resilience of the people we support, our staff, and the families in our community. We never planned on spending so long six feet apart and I know we're all wishing for an end to the pandemic. That's my holiday wish too. If 2020 was the year of the "Pivot", 2021 was the year of just moving forward. Even with restrictions, we've managed an eventful year.

I need to share my sincere gratitude to every person who has supported KW Habilitation over the last year. We set a goal to raise \$50,000 in celebration of our 50th anniversary and I'm so excited to share that we hit it out of

the park! The money we raised in celebration of our anniversary will go directly toward our next affordable housing project! I recently had the chance to speak with a reporter from the Waterloo Region Record and if you'd like to read more about our next project, please click [here](#).

If I had to choose three more highlights from the past year, I'd have to mention co-creating our new Strategic Priorities (priorities and not a plan). We intentionally have shifted to priorities so we can stay nimble and responsive as the world continues to be unpredictable and the needs of the people we support remain top of mind. Our future pathways will be guided by the Strategic Priorities. Next, the investment we have made in having mental health supports for our staff and people supported. Covid has made us realize the critical importance of being mentally healthy. Finally, pulling off COVID-19 vaccination clinics (including boosters!) with only a few day's notice so that we can offer an additional layer of protection to the people we support and our team.

Our future is bright and will include our continued endeavors to bring more affordable housing to our community. The Our Farm program will continue to grow and expand, and "Out and About Waterloo Region" (a new service that we'll share more about in the New Year) will provide more opportunities for people to get connected and engage in our community.

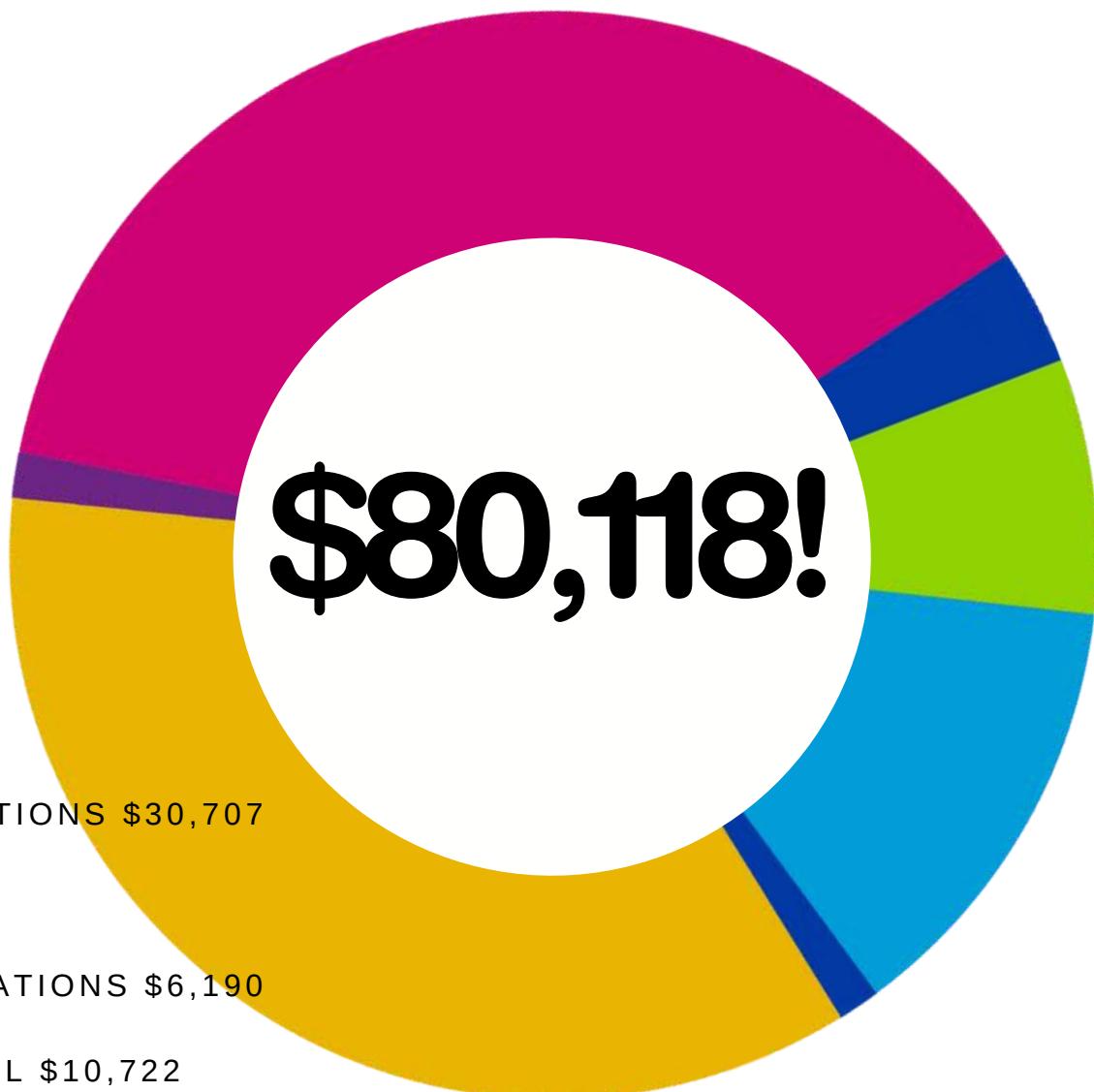
Wishing everyone a Very Merry Everything! Enjoy the Holiday Season.



## WE BEAT OUR FUNDRAISING GOAL FOR 2021!!!!

All year, we've been working towards our goal of raising \$50,000 in celebration of our 50th anniversary and we're so excited to share that we beat that goal by more than \$30K!! Our fundraising initiatives for this year have raised \$80,118 (as of December 16, 2021). It wasn't until we counted up our general donations that we realized how far we actually exceeded our goal which means that our next affordable housing project is that much closer to getting started.

We'll update our final fundraising numbers in the New Year as we embark on a new Capital Campaign with the goal of raising \$200,000 to bring our affordable housing project to life.



GENERAL DONATIONS \$30,707

50/50 \$2,815

MEMORIAL DONATIONS \$6,190

TEQUILA SCHOOL \$10,722

DQ DAYS \$1,050

GOLF TOURNAMENT \$27,469

PI(E) DAY \$1,165

# Thank you!

Each year, friends and staff of KW Hab donate money to purchase gifts for approximately 30 adults supported by KW Habilitation who do not have a family to celebrate the holidays with. A huge thank you goes out to everyone who came together and donated to our Give a Gift initiative!



# 100 WOMEN WHO CARE WATERLOO REGION

*Adventure Awaits!*



In November, KW Habilitation had the chance to pitch the 100+ Women Who Care Waterloo Region for funds to help support our growing Our Farm program. We are so pleased to announce that we were the successful group from their November meeting.

Our Farm is an unfunded program at KW Habilitation that helps connect people to the land, food, and each other through sustainable agriculture. We've been growing vegetables since 2011 when a group of community volunteers approached our team at KW Habilitation about turning our 8-acre property of farmland located at one of our inclusive living homes into a productive organic farm.

**In 2021, we had over 450 food pickups and we produced over \$14,000 worth of food for the people we support and community partners!**

Our pitch to the 100+ Women Who Care Waterloo Region group included an ask for funds to help us increase our growing capacity. With the \$18,250 we've received from the group, we will be investing in a small walk-behind tractor to prepare our growing beds, additional water harvesting equipment, and increased storage to contain and extend the life of our fresh produce. We are so grateful for the chance to (successfully) pitch for these funds!

# INCLUSIVE HIRING PRACTICES PAY OFF!

How does Onward Manufacturing Company Limited keep up with increased demand for its gas barbeques and grills? Partly by leaning on a proven method for finding quality employees. For almost 16 years Onward has partnered with KW Career Compass, which has allowed the company to tap into a pool of reliable, dependable, and motivated employees.

On September 26th, Minister Raymond Cho and the Communication Team from the Ministry of Seniors And Accessibility conducted an informal conversation with staff at Onward Manufacturing to learn about their business, the success they have had hiring inclusively and some of the challenges that they have overcome during the COVID-19 pandemic.

For Onward, reaching out to the disability community in their talent acquisition process may have started as an “out-of-the-box” approach, but it has become a “business-as-usual” solution with a proven track record. By building a relationship with KW Career Compass (the employment support division of KW Habilitation), Onward is not only accessing talent, but also the critical supports that ensure a successful employment match.

The company’s first hire through KW Career Compass was James, and they have successfully hired six more people who have a disability since then. Five employees are still working at the company, and two have left on their own to pursue a different career path. According to Mona Varga, Onward’s Warehouse Manager, “James sets an amazing example for other employees because of his productivity and work ethic. James meets and exceeds our expectations.”



DECEMBER 2021

# KW CAREER COMPASS



50 YEARS AT KW HAB...

## WHACK N' QUACK DUCK RACING TO AN ANNUAL FUNDRAISING ALL-STAR

*Story researched and written by Robelle Meereboer*

They were yellow and round; painted beaks and almost beady-like eyes stared back at you innocently. From an outsider's standpoint, a rubber duck held little meaning other than the playful floatation devices used during a child's bath time. For KW Habilitation, little rubber duckies became an important beginning to one of their largest annual fundraisers to-date – the Golf Tournament.

Locally known as the Whack N' Quack this event was inspired by Cindy and Phil White as their way of giving back for the support given to Phil's brother. Originally hosted by the Kitchener Rotary Club, the KW Kinsmen club was eventually approached to help with the event. KW Habilitation's participation came in the way of volunteers during the big races in which hundreds of rubber duckies made their way down Victoria Park's River.

For two to three years thousands of rubber duckies would journey down the Victoria Park River stamped with a number assigned to each participant for the chance to win a significant prize. By 2008, the event was run strictly by volunteers through KW Habilitation where all proceeds went to supporting programs for people with developmental disabilities. Gone were the rubber duckies, in its place, was The Annual Golf Classic, continued in memory of Cindy White who passed away in 2010 for her and her family's uncanny support of KW Habilitation and the community.

All proceeds were essential to helping KW Habilitation continue standing up for its mission where everyone belongs and participates. Funding supported the development of affordable housing, the building of their new location at 99 Ottawa Street, and the growing list of programs, events, and supports put in place for people with developmental disabilities.

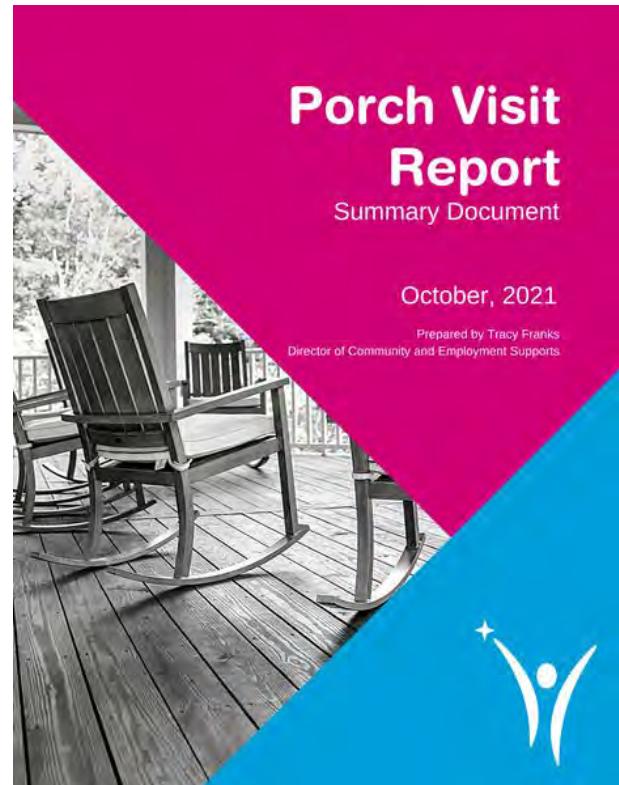
The event continues to bring in sponsors and strengthen ties with new buildings and construction in the area where relationships have continued for close to a decade.

DECEMBER 2021



## PORCH VISIT REPORT

In October, we released our **Porch Visit Report**, a summary document that shared data from the 59 individuals we engaged with over the summer of 2021. These "Porch Visits" were with people who accessed our community supports services. The consultations were held in hopes that we could collectively identify the format of community activities our people preferred. Most identified their support requirements for participating in community activities fell within the categories, "small group", "mostly independent with some verbal prompts" and "being engaged for social reasons" as opposed to requiring assistance or supervision. To read more about the things we heard through the summer, please read our [Porch Visit Report](#).



## WE'RE HIRING

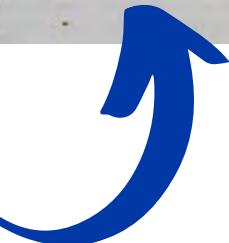
Do you know someone looking for work and think they'd be a good fit at KW Hab? We're actively hiring new employees and we'd appreciate your **help getting the word out.**

What we offer:

- Benefits
- Holidays
- Training, onboarding, orientation
- Opportunities for education and training
- Competitive salary/wage
- Schedules that work for you
- Friendly work environment
- Opportunities for growth within the agency
- A personal connection to the people we support
- The \$3 government-announced wage enhancement is still in effect.
- AND MORE!



CLICK  
FOR  
MORE  
INFO



DECEMBER 2021



## CHRISTMAS ZOOM EVENT!

December 22, 2 pm - 4 pm

Join Rachel and Laurie  
for some  
Holly Jolly Christmas  
Cheer!



SAVE THE DATE FOR...

## Spaghetti Dinner

Wednesday, February 9th 2022  
(drive-thru format)



SAVE THE DATE FOR...



## TEQUILA SCHOOL

in support of  KWhabilitation

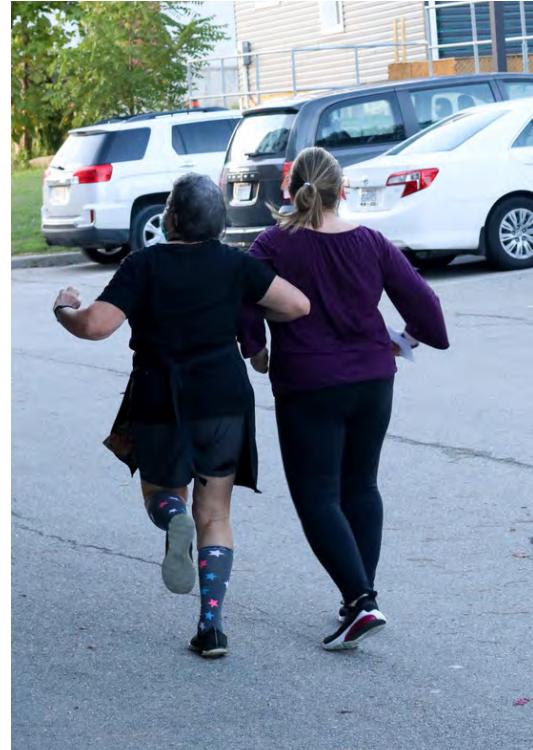
Feb 25, 2022  
7 pm

DECEMBER 2021



# KW Habilitation Harvest Dinner

On Behalf of the Committee for Excellence, thank you for attending the 2021 Harvest Dinner. Our drive-thru format was a hit and the band, the Menno Valley Singers was a welcomed addition!



DECEMBER 2021

## SPICE UP YOUR HOLIDAY AND DO SOME GOOD! .

We partnered with Taco Farm to blend together our collective ingredients and create a limited-edition hot sauce in support of the Our Farm program! “Charred Jalapeno Raspberry Hot Sauce” tastes delicious and does good at the same time! **\$6 from each bottle sold will be donated to the Our Farm program at KW Habilitation.**

The hot sauce blends Our Farm jalapeno's, onions, and raspberries with Taco Farm spices, lime juice, vinegar, sugar, and oil to make a smokey, sweet, and spicy sauce perfect for dipping or adding to your favourite chicken, ham, or veggie recipes.

To get your bottle, head to Taco Farm at 8 Erb St W, Waterloo, ON N2L 1S7



**OUR FARM AT KW HABILITATION HELPS CONNECT PEOPLE TO THE LAND, FOOD, AND EACH OTHER THROUGH SUSTAINABLE AGRICULTURE.**

## EARLY LEARNING CHRISTMAS SPONSORSHIP PROGRAM

Once again, our Early Learning Program at KW Habilitation has been fortunate to participate in Shari Foster's Christmas Sponsorship Program.

For several years, Shari has connected families from her network with some of the families connected to our Early Learning Program. Each sponsoring family purchases holiday gifts.

Drop-off days at KW Habilitation are always exciting and festive when we see the sheer number of beautifully wrapped gifts that roll through our doors. We're so grateful for this partnership and we know the children and families who benefit from these generous gifts are always so thankful.

To read a story we shared in our June 2021 newsletter about this program, [click here](#).



DECEMBER 2021

## DECEMBER 50/50 DRAW!

From December 1 - 15, we held a 50/50 draw online! The funds we raised for this draw went toward our 50th anniversary goal. It was great fun watching the total pot rise every single day and we're looking forward to more 50/50 draws in 2022! (Keep an eye out on our social media platforms and in your inbox for more information!)

We were pleased to present our winner, Jane Tuer with a cheque for \$2815 on December 17th!



DECEMBER 2021

*Happy Holidays from all of us at KW Habilitation!*

