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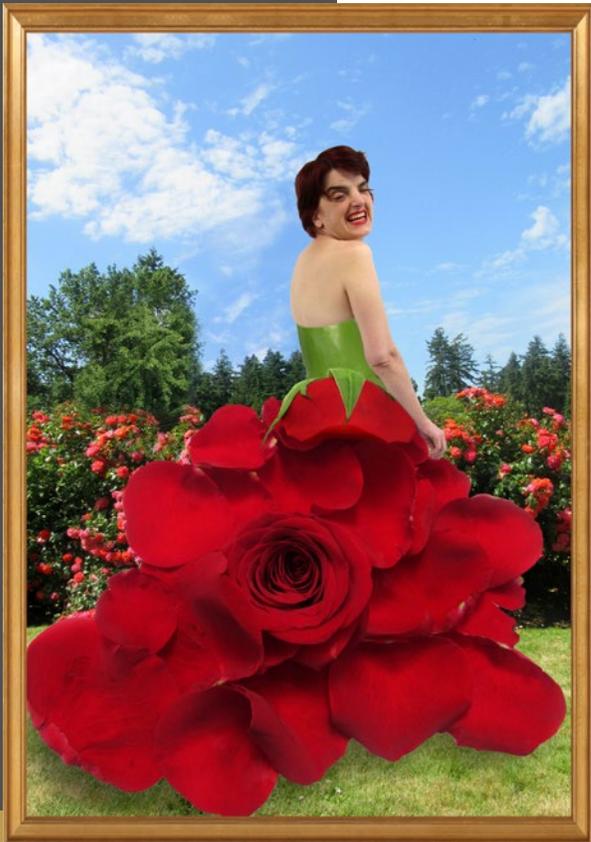
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Imagine!

Behind the Scenes at Alternative Creations Studio

Contributed by Monica Alves, Communications & Event Planning Intern

Rosie loves to paint flowers. Her favourite type to paint? Roses! In fact, in one of her most memorable pieces, Rosie incorporates real rose petals into her design. She began by drawing the silhouette of a body onto her canvas, and then took to the outdoors, on the hunt for the best, biggest and brightest rose petals she could find. Once Rosie was satisfied with her collection, she brought her petals back into the studio, eager to create her masterpiece. She proceeded to glue down the vibrant red petals right onto the silhouette, forming an elegant fairytale-esque gown. To complete the piece, Rosie added a photo of her face to the body, transforming her into a classy fashionista fit for the runway!

As an artist with disabilities, Rosie found a place of encouragement and appreciation at **Alternative Creations Studio**, a group of 18 creative artists living with diverse abilities. She never fails to bring her gorgeous smile and lovely energy to the room every day she enters it. She makes a point of saying hi to everyone she sees, and is a wonderful addition to the studio.

To get an exclusive behind the scenes look at the

inclusive art hive that is Alternatives, let's meet a few of the amazing team members that run the show...

Caroline Dagg, Team Manager of Alternatives, believes in the power of art as **"a medium for us to connect with others. We feel art is a catalyst for change. It can spark conversations, friendships, and relationships, and is a way for everyone to be included."**

To celebrate this year's Eastside Culture Crawl, Alternative Creations Gallery was a featured venue in the salon-style exhibition titled LIT, alongside the Arts Factory, Cultch, and Firehall Arts Centre. This event included work from 60 artists who are participants in the 2017 Culture Crawl. The inspiring theme of light gave artists the chance to show their personal interpretations of what it means to have light and how it is incorporated into their work. Works in this broad-reaching exhibition included painting, drawing, photography, printmaking, sculpture, video and other media.

It was a true honour for Alternatives to be featured in the opening reception of the Culture Crawl. Co-creation of artworks and co-production of exhibits like LIT and the Eastside Culture Crawl, are important opportunities for Alternatives to grow and develop as an inclusive art studio. Originally operated as a community inclusion service, Alternatives offered a variety of recreation and leisure activities.

Cindy Mateush, the Studio Coordinator, explains how **"in 2009, we decided to build a studio and with that came the building of cooperation, community, and respect."**

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Do you have a story for our quarterly newsletter or website?

Email: communications@posAbilities.ca or call (604) 299-4001 ext. 235.

Written and Edited by Justine Chubb





Behind the Scenes at Alternative Creations Studio

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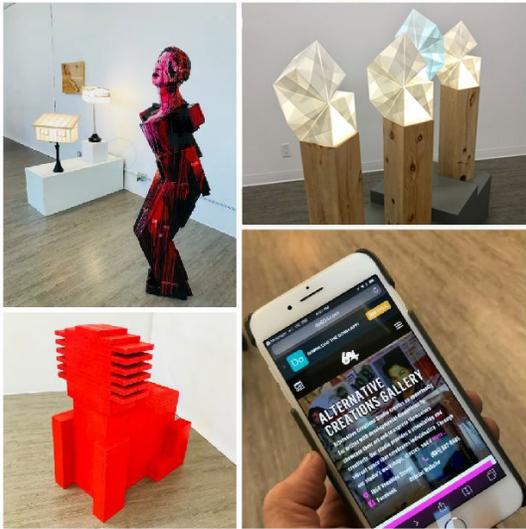
Through the process of establishing Alternative Creations Studio and the Gallery, the team has discovered a range of ways to engage with the community. They also participated in the Eastside Culture Crawl, a four-day visual arts, design and crafts festival featuring 500+ artists in their studios across 80 buildings in Vancouver. Art Facilitator, Yolanda Weeks, describes the event as a time for *“art studios to open up their doors and give the public the chance to see what the art world is up to.”*

Of course, no worthy endeavor comes free of challenges. It’s not always easy inviting people into the studio to participate, as this requires breaking down isolation and social barriers. **“Traditionally, people with developmental disabilities have been kept in their own spaces, whereas we’re looking to invite people in, removing them from their isolation,”** says Cindy. But once these people are willing to take a small step outside of their comfort zones, they tend to be surprised and excited with how instantly they’re welcomed into the art community.

The impact Alternative Creations Studio has had on everyone involved is profound. A sense of belonging is a basic human need, and Alternatives works to fulfill this need. Many of their artists face barriers with verbal communication, and the studio provides a safe and welcoming space to express themselves, as creating art is something that all people can take part in.

It brings Yolanda great joy to help these artists create unique art. For Cindy, it’s been a rewarding journey, explaining, **“As we built this studio, the artists have grown along with us too.”**

Caroline expresses, **“When I think of Alternative Creations Studio, it inspires me with what they are able to do. We come here to do art more than to just express ourselves. It’s a far more reaching message to create relationships and break down barriers bit by bit with our art pieces.”**



Holiday Card Design Contest Winner

LIKE us on Facebook at www.facebook.com/AlternativeCreationsStudio



*“Making Friends”
by Darren Fisher*



Another Show, Another Success

Contributed by **Monica Alves**,
Communications & Event Planning Intern

On October 3rd and 4th, we hosted our **13th Annual Inclusion Art Show & Sale** to kick off Community Inclusion month! Vancouver's beloved Heritage Hall was filled with creative art including photography, paintings, illustrations, pottery, glasswork, jewelry, fabric art and more. What makes this art so special? The 200+ creators were artists with diverse abilities, who live with developmental, intellectual and physical disabilities.

This year, we featured more art than we ever have before! Thanks to 11 studios supported by Community Living organizations and independent artists, almost 1000 original pieces of art were shown off, each holding the unique and inspiring stories of the artists who crafted them.

It was a full house on the opening night of the show. The entire exhibit was buzzing with excitement: from the bustle of art admirers and proud artists greeting guests, to the delicious servings of food and wine and tunes from accordionist, Katheryn Petersen. This night also featured a silent auction with amazing prizes and a live art demonstration of chain mail jewelry making, performed by Justin Albay.

We were proud to welcome Councillor Adrienne Carr to the stage to present the City of Vancouver's Declaration of Community Inclusion month. Then, winding down the night we announced the winner of our Holiday Card Design Contest, Darren Fisher of Vicuna Art Studio, Ridge Meadows Association for Community Living! His creative design called "Making Friends" features woodland animals in a wintery forest, and was purchased by *posAbilities* to be used in our electronic greeting cards, *Imagine* newsletter and online.

Day 2 was all about the art demos. Artists let guests take a peek into their creative processes, as they made their masterpieces live in the exhibit. Live art demonstrations included painting by Rebecca Nosella and AJ Brown, wheel throwing by Teena Shaw, clay mandalas by Andrea Hrysko, mouth painting by Cody Tresierra, and glass fusing by Fatima Khan.

We can't thank you enough for another successful Art Show & Sale! It was heartwarming to see the artists so passionate about their work, and eager to chat with fellow art lovers. As BC's largest disability art show, we are proud of the message we convey every year – with inclusive communities, come enriched lives.

A big thank you goes out to our Art Show Committee for all of their hard work and dedication, and our special event volunteers. And to our moms (you know who you are Sari, Karen, Norine...) Some of the committee members' most beloved volunteers and promoters!

INCLUSION Sponsors & Supporters



Capilano Suspension Bridge Park · Firehall Arts Centre ·
FlyOver Canada · Grouse Mountain · Katheryn Peterson ·
Pacific Breeze Winery · PotteryWorks ·
Shoppers Drug Mart, Centrepont · Steel and Oak Brewery ·
The Body Shop, Aberdeen Centre · The Keg ·
Value Village · Vancouver Whitecaps FC ·
Westwood Plateau Golf & Country Club ·
Whole Foods, North Burnaby



Wins Two Vancouver UX Awards

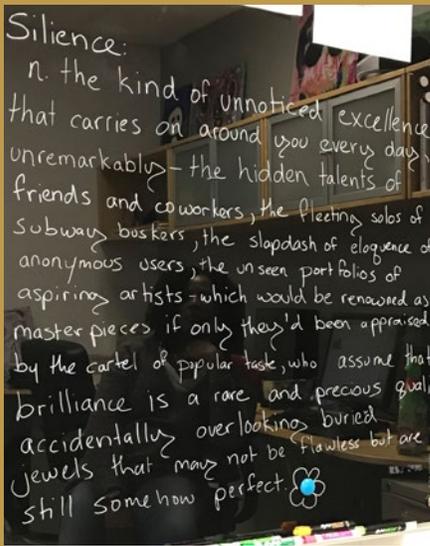
Kudoz was a big winner at the **Vancouver User Experience Awards** on November 29, thrilled to win the top award in the **Design for Good** category and the overall award for **Best User Experience!** No small feat for this collaborative NPO powered initiative. Since its inception, hundreds of volunteers have shared their know-how through an online catalogue and hosted thoughtful and exciting in-person learning experiences for Kudoers like kick-boxing, quantum computing and song-recording.

Sarah Schulman, Kudoz's Chief Strategist, appreciates others recognizing how intentionally and rigorously they have used design to create a product and service with social impact. **"Kudoz is a homegrown Vancouver innovation, and it's so thrilling that the Vancouver design community recognized the value of good design within the social sector. Kudoz started four years ago, when our team moved into a social housing complex to understand the lived experience of people living with a developmental disability. Today, hundreds of adults and community members are breaking down social barriers thanks to Kudoz, and advancing neurodiversity."**

What's next? The Kudoz design team is currently working on scaling the Kudoz app, bringing its benefits to individuals and communities in various regions. They have proven that adults with a cognitive disability can navigate experiences, gain novelty in their lives and break out of everyday patterns that hamper opportunities to connect, learn, and grow. The thoughtful intention to user experience and commitment to prototyping, testing, designing, refining and reflecting is truly paying off.

The Vancouver User Experience Awards were presented at a gala event at The Imperial and included professionals from throughout the Lower Mainland, as well as a keynote presentation from Markus Grupp, director of digital experience at Indigo. JP Holecka, a VanUE co-organizer and founder and CEO of POWERSHIFTER, emceed the awards gala. Awards sponsors included Finger Food Studios, Domain7, Niiu Digital, RED Academy, TELUS Digital, Samsung, Clio, Metalab, Noravera, and Microsoft. To learn more, visit: <http://www.vancouveruxawards.com/>

Kudoz is powered by the Burnaby Association for Community Inclusion, Kinsight, posAbilities and InWithForward, a social enterprise specializing in social design. www.kudoz.ca



What If We Included Meaning?

Social services across North America are designed to meet basic needs: food, shelter and safety – yet there is so much more to living a good life. This is where the **Meaning Project** comes into play! In early November, posAbilities, Burnaby Association for Community Inclusion (BACI), the Christ Church Cathedral and Planned Lifetime Advocacy Network (PLAN) invited

members of their organizations to a group that would look at how to infuse meaning into everyday work practices using visual art, drama, philosophy, music and story.

A group of 20 team members quickly came together to become part of a cohort of like-minded peers to figure out next practices. There is also a 'virtual co-hort' which includes participants like our own **Alternative Creations Studio**. Over the next six months they will be exploring this idea together, and then sharing their learnings with us. For example, Alternatives has created a wall that breathes the nuances of human experience, or a "Breathing Wall" for short.

The board is an open space to collaborate on thoughts and concepts that are not work related. It's a place where team members can exercise freedom of expression. Nothing is permanent, it needs to shift and change, there's fluidity. Currently the board has obscure words that interest the team on it. The words on the board are not chosen to enhance practices or to develop skills. They are just words that catch our interest and spark conversations. Past words have included: Eunoia, Onism and Silence.

Our hope is that we can flourish together – persons served, team members and other supporters. Stay tuned for a series of blog posts about the Meaning Project in the New Year! If you have an idea, or would like to reach out to the team, please email: Meaning@posAbilities.ca



Team Members (L-R): Irena Flego, Brooke Astles, Peter Greenwood, Kavita Kamat, Sherri Crane.

Grounded Space: Where Missions Begin

If you are wondering about posAbilities' learning journey through **Grounded Space**, let's talk! Over the past few months, we've been trained by learning gurus at **InWithForward**. Their ethnographers and designers are working with posAbilities and four other social service organizations to develop a systematic approach for embedding social research and development into our sector. Four years ago, it was this crew, who identified that folks with cognitive disabilities lack novel learning opportunities. Their response? The award winning Kudoz app (see p.3)!

For more ideas like this to come to fruition, we need to understand what helps teams experiment and try new things. We've recruited team members to fill the roles of Culture Curators and Embedded Researchers. The first, paving the way for the latter. Currently, Embedded Researchers are working with four teams across the Association's service types. They are observing, collaborating and using their creativity to explore ways to foster innovation within programs. As the journey unfolds, specific missions will take shape and ideas will be developed, prototyped and tested.

We'll be popping up at several pod Christmas parties this month and hosting story stations. Come, connect with us!

- December 11 - 4:30-7:30 pm** at Trout Lake Community Centre - 3360 Victoria Drive, Vancouver
 - December 14 - 4:30-7:30 pm** at Aegis Community Inclusion - 100- 321 Sixth Street, New Westminster
 - December 21 - 4:30-7:30 pm** at Eagle Ridge Bible Fellowship, 1160 Lansdowne Drive, Coquitlam
- ...and grab a penny for sharing your thoughts!

Not the King Arthur You Know

The producers of **King Arthur's Night** are delighted to announce that this theatre production has been selected to be part of the PuSh International Performing Arts Festival, giving them the opportunity to bring an incredibly successful show back to Vancouver where it all began! The performances will take place from January 31-February 4, 2018, at the Frederic Wood Theatre at UBC and posAbilities is one of the sponsors. If you're wondering what you

will experience, King Arthur's Night goes something like this...

An upside-down world. A betrayed love. An unwanted child. Animals learning to walk and talk. A revolt by the subjugated masses. A kingdom come undone. This isn't the King Arthur you know. The world of *King Arthur's Night* is a spectacle of battle scenes and castles, of rock bands and a 20-person choir. And goats. (Yes, goats. It'll make sense when you see the show. Probably.)

This production is the result of a years-long collaboration and deep friendship between Newworld's Award Winning Artistic Director Marcus Youssef, playwright/actor Niall McNeil, theatre practitioner James Long (also Artistic Director of Theatre Replacement), and composer Veda Hille, *King Arthur's Night* is epic in scale and radically inclusive. It features a fully integrated professional cast which includes actors from Burnaby, BC's Down Syndrome Research Foundation plus a live band and a choir. To watch the trailer, visit: <http://goo.gl/i4Ye9r>

Creating a truly inclusive space requires longer creation periods; it requires a unique number of support staff and family members; it requires its producers to be constantly responsive to the needs of their collaborators. posAbilities is pleased to be supporting this production. We are planning group ticket purchases and transportation to one of the performances. Please email communications@posAbilities.ca if you would like to be kept informed!

Accessible PuSH - Select performances are adapted to welcome patrons who might benefit from a more relaxed theatre environment, including—but not limited to—people on the autism spectrum, with sensory and communication disorders, or learning disabilities. There is a relaxed attitude towards noise and movement made by the audience, and adaptations are made to light and sound effects. A relaxed performance of *King Arthur's Night* will take place on February 4 at 2:00pm. Other extras include: a post-show talkback on February 1 and a VocalEye live described performance on February 3 at 7:30pm.

The festival's accessibility considerations include providing ASL for some performances, sighted guides to assist guests with finding the venues and reduced ticket costs, through group sales and by accepting the ACCESS2Entertainment card. To find out more, please visit <https://pushfestival.ca/festival-events/accessible-push/> or contact us.





Go Canucks Go

The atmosphere is electric, the energy is palpable and there's nothing like that first chill you get from the ice as you head to your seats. You get lost in a noisy crowd of fans donning their blue, green and white jerseys. The lights dim, the music gets louder, the players rush onto the ice... there's nothing quite like experiencing a Vancouver Canucks hockey game.

Hockey holds a special place in Brian's heart and he was thrilled to be attending his first game since residing at **Columbia House**. Brian cheered on the Canucks as they battled it out against the Ottawa Senators on October 11, 2017. Attending a hockey game is a great experience for any avid fan, but for Brian it meant a whole lot more. He recently suffered from some serious health problems and became quite sick. Hockey however was something that kept him going and lifted his spirits up during this difficult time. While Brian loves cheering the Canucks on from home, the experience of a live game means everything to him. He still talks about the game to this day! The Columbia team is thrilled to see how much this experience has positively impacted and improved his quality of life. That night is now a treasured memory, and Brian is interested in meeting up with other fans who would like to go see live games at Rogers Arena, or at the local sports pub. To connect with Brian, please contact his home team or drop us a line to info@posAbilities.ca and we'll be sure to pass on the message.



Keep the Beat

Contributed by: Aegis West and ROOTS

The communities around Queen's Park in New Westminster & the Science World pavillion in Vancouver were able to enjoy the sounds of beating drums, singing and laughter as we welcomed in the month of September. **Aegis West** and **ROOTS** Community Inclusion programs each hosted highly successful Community Drumming Circles - much to the enjoyment of community members of all ages, persons served and agency members. The idea was to create a venue wherein everyone could experience the joy of creating a beat!

Through these drumming circles, everyone had an opportunity to **L.E.A.D.** (which translates to: **L**earn to self-express, **E**xperience the power of community building through rhythm and music, **A**ctivate creativity & **D**iscover camaraderie and spirit when playing with others).

It was such a wonderful experience for everyone! Aegis West and ROOTS will continue to beat away on our drums and L.E.A.D.



The Tuesday Triple

The Tuesday Triple is a new 10-week learning opportunity that offers camaraderie, mutual support and encouragement for those on their employment journey. It's not your traditional Job Club – it's a whole lot more – designed for individuals who are currently job seekers, newly employed, or considering moving to a new position. It also happens to be at no cost to the participant!

Each four-hour session begins with Job Club, which is one hour of peer-to-peer learning and support. The participants develop meeting themes and discussion topics that interest them. Light facilitation is provided by an Employment Specialist. Afterwards, it's time for Meet and Eat. Currently a group of six, the participants decided to bring along their own meals and dine together. Supper time is a great opportunity to develop and practice social and networking skills. After a short break, participants gear up for the last segment of the session – a meeting of the Artists of Articulation Toastmasters Club! Toastmasters is an internationally renowned communication and leadership development program, and the PES Chapter was established two years ago.

The introductory cost of The Tuesday Triple is \$75 per participant, however it's free to participants at this time! We'd like to thank Vancity members for directing their donations to us through a project lead by SFU's School of Business. The university is researching peer support of persons with disabilities in the workplace. Other fees such as Membership in Toastmasters, are covered by *posAbilities*.

The Tuesday Triple currently takes place at **posAbilities Employment Service**, #307 – 3680 East Hastings Street, Vancouver. We have two spaces available in the Fall/Winter cohort and would like to repeat the session in the Spring pending interest. To learn more or to enroll, please contact James Miller, Assistant Manager by email James.Miller@posAbilities.ca or call (604) 291-1902.



Fernando's Holiday Message

The holiday season ushers in a slew of rituals and traditions. It is reassuring to practice these rituals and traditions and to observe those special times during the holiday season. They remind us of the way we most like to see ourselves. That is, as part of a wonderful process that includes the people, places and things we can count on and the time to include them in our lives.

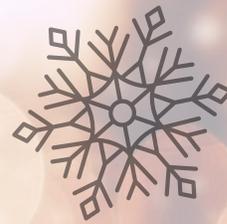
posAbilities is a large family, we know each other, we trust each other and we work shoulder to shoulder throughout the year. Your resilience, creativity and determination make us stronger.

The thread that ties us together is that we are truly, and without exception, part of the intangible "lace" of our workplace, neighbourhood and families. I want to thank all of you for being committed to the individuals and families we serve, and more than that for problem solving all year long and maintaining a positive outlook. There is no one who can replace your energy and kindness. It is absolutely correct to say that you make *posAbilities* what it is. We all work together to provide service, certainty and respect to those we support.

Thank you for your support, for work well done and our single vision of a world that is inclusive.

Best of the Season,

Fernando Coelho
Chief Executive Officer



Shine Bright Stanley Park

Alternative Creations Studio has been busily preparing for another year at Bright Nights in Stanley Park. Celebrating 20 years, the Bright Nights Christmas Train and Stanley Park Train Plaza will once again sparkle with three million twinkling lights this holiday season. This year's theme is Frosty the Snowman and Alternatives spent hours preparing some of the displays and iconic characters from the movie, including Frosty himself and the magician, Professor Hinkle!

Buy tickets to ride the Bright Nights Train and experience the lights, breathtaking displays, and live performers along the train route. Or view the displays at the Train Plaza by donation (\$4.00 suggested). Your donations and a portion of ticket sales go to the BC Professional Fire Fighters' Burn Fund. \$1.4 million has been raised to help burn survivors and their families since 1998. Bright Nights is open until January 6, 2018.



FAMILIES MATTER



As We Age

Contributed by Monique Nelson

As a parent of a child with a disability, aging is frequently on my mind. Perhaps this is the reason I have felt deeply connected to those who participate in *posAbilities'* Family Support Network. At our November meeting, we took a look at the various communication tools that our primary funder, Community Living BC has developed as part of its aging strategy to support individuals and families through this transition. These include:

- a future planning brochure, which asks key questions and serves as a conversation starter;
- the www.awaresharecare.ca website, which contains information for primary care providers, individuals and families. It is designed to educate doctors and other health care providers about a few specific topic areas that are unique to treating persons with developmental disabilities;
- the Aging with a Developmental Disability Planning Guide; and
- the "Looking Forward to the Future" story book, designed to inspire individuals and families who have prepared for aging.

In addition, there are some handy post cards that can be used to prepare for medical appointments, and/or to give to primary care providers, directing them to the above website for more info.

To keep up with sector and Association happenings, meet other families, find personalized support or to learn about the many resources available online and in the community, please join us! Our next meeting will be in January, 2018. Contact me at: (778) 945-3367 or mnelson@posAbilities.ca

Access RDSP: Partnering to Help People with Disabilities Build a Better Future



The Registered Disability Savings Plan (RDSP) offers people living with disability not only an opportunity to save for future costs but also to take advantage of up to \$90,000 the federal government may provide on their behalf. It is estimated that only about 33% of British Columbians who are eligible for an RDSP have opened one. If the RDSP is such a good program why are so many failing to take advantage of it?

One reason is that to be eligible individuals need to be approved for the Disability Tax Credit (DTC). This can cause significant challenges, particularly for those living with mental health disabilities or health conditions that are episodic in nature. Many people also need direct one-on-one support to apply for the DTC and the RDSP. In response, Disability Alliance BC (DABC), BC Aboriginal Network on Disability Society (BCANDS) and Plan Institute developed Access RDSP. This partnership program provides a "one-stop-shop" for all things RDSP to encourage long-term saving.

Free supports for individuals, families and professionals include:

- One-on-one support with the DTC and RDSP
- Disability Planning Helpline – 1-844-311-7526
- RDSP tutorial – www.rdsp.com
- Endowment 150 (\$150) grants to jump start savings – if you're on low income
- Indigenous navigation
- Free workshops and information sessions across BC

Access RDSP is here to help and we're looking forward to hearing from you. For more information or to book a workshop, contact us at: E150@planinstitute.ca or (604) 439-9566.

CONNECT with PEERS® for Young Adults



Laurel Behaviour Support Services recently piloted their CONNECT with PEERS® for Young Adults this past October. This 11 week social skills program is specially designed to bring young adults (ages 18-30) together to connect with peers and build friendships. Participants learned about social skills and behaviours, as well as dating etiquette which was a new addition to the young adult curriculum. Laurel is planning on running another session in the Spring so stay tuned! For more information, visit: www.laurelbc.ca

PEOPLE OF *pos*Abilities

CONGRATULATING OUR TEAM MEMBERS



Amanda Hurley and Amy Glass

Thank you for your dedication to *pos*Abilities. We appreciate the contributions that you make to the lives of the individuals we support, their families and your peers. We celebrate alongside you as you achieve these service milestones.

5 Years
Erica Evans

10 Years
Ohio Agbebaku
Susan Mamed-Amin
Julie Major

20 Years
Amanda Hurley
Amy Glass



Develop Your Career, Right Here

Taking the time to think about your personal growth and career development is important to you, your future and your employer. At *pos*Abilities, we value and recognize our team members' talents, skills and zest for building more inclusive communities. We also aspire to provide support and a rich learning environment, so that our team members can develop their careers within our organization. For some, that may look like moving up the ladder into various leadership roles. For others, it could appear more like sliding across the stage to explore a new service stream.

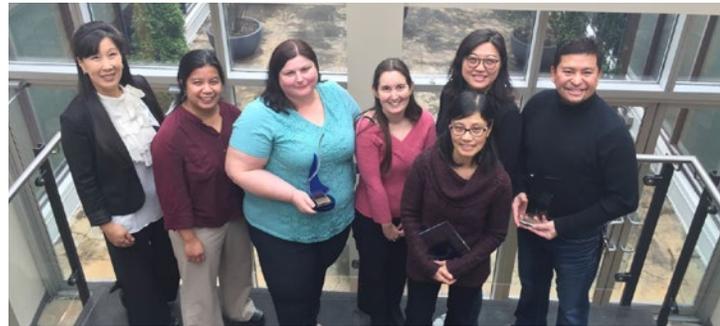
Over the past two years, a committee that sprung up from our strategic planning process has been working on setting up a clear path for employees and their leaders to follow. We are excited to announce that we have now formalized the 'how to' guide to career development at *pos*Abilities!

The Association just recently adopted a new career development policy, procedure and method to track progress in ShareVision (check out the details under the "My Employee Records" tab, Career Development Tracking).

We will have more information to come in the New Year, until then check out our recent blog post about career development. You can also read about Darren Frisk's story and how he's been blending his passion with purpose with his exploration through various positions. Visit our blog page at www.posAbilities.ca

P.S. Let's not forget about personal growth through iGrow!

*pos*Abilities' full-time, part-time, and casual employees can qualify to receive the **iGrow** reimbursement, a financial incentive for personal development activities outside of work to encourage well-being. This may include: painting classes, dance lessons, swimming lessons, learning how to meditate, ASL or a new language, computer classes, and more. It's an opportunity to try something new! For more information, visit the Wellness page on ShareVision.



Meet the Believe, Engage and Inspire Award Winners

*pos*Abilities' formal recognition program awards employees for behaviours and actions that contribute to realizing our strategic objectives. We celebrate those who go above and beyond in their jobs on a daily basis to make a positive difference!

Congratulations to the Aegis West Team for receiving the Engage Award, Jhun Belimac for the Inspire Award, and Candice Chung and Rebecca Roth for the Believe Award.

Do you know any team members who have gone above and beyond what is expected within the context of their job? Make a nomination today!

Visit ShareVision or contact your supervisor for more information.