



Spring 2016

newsbreak

your community living newsletter

In This Issue:

- ◆ eBook on Dual Diagnosis launched
- ◆ President's message
- ◆ Measuring progress of persons with a disability
- ◆ Past President Ann Marie Tingley receives Sovereign's Medal
- ◆ Ready, Willing and Able: Kent Distribution Centre recognizes the value of inclusive employment
- ◆ Meet NBACL ChangeMakers, the Cormier Family
- ◆ Staff Matters

eBook on Dual Diagnosis launched



Ken Pike, NBACL Director of Social Policy, Stacy Taylor, Program Manager, NB Department of Health, Dr. Patricia Peterson, WMA Wellness Inc., and Joy Bacon CACL President and NBACL Past President attend the official launch of the eBook "Supporting People with Dual Diagnosis."

In New Brunswick, people who have an intellectual or developmental disability face rates of mental illness that are three to four times higher than the general population. People with an intellectual disability also face many risk factors for developing mental health concerns throughout their lifetime.

Continued on page 3

Message from the President

It's hard to believe that next year, NBACL will be celebrating its 60th anniversary. That's 60 years of progress in the lives of children and adults with an intellectual disability and their families. Today, we are so fortunate to have government policies, community supports and programs that contribute to a better life for 22,000 children and adults with an intellectual disability and their families. It is because of those early family members, pioneers in the Community Living movement, who had a vision and challenged the status quo. People like NBACL Past President, Ann-Marie Tingley, known as a maverick in the Community Living Movement, who challenged government and united supporters to help close down the W.F. Roberts Hospital School, an institution that housed children and adults with an intellectual disability. Ann-Marie was recognized for her many contributions with the Sovereign's Medal for Volunteers at Rideau Hall in April. Congratulations on receiving this distinguished recognition for your contributions, Ann-Marie and thank you for all you have done to support children and adults with an intellectual disability and their families!

In this edition of Newsbreak, NBACL Manager of Social Inclusion, Erin Wilson talks about the next generation of change in promoting and protecting the rights of children and adults with an intellectual disability by continuing to challenge government and service systems. Through our discussions with parents and adults with an intellectual disability, one of the areas that needs great improvement is the mental healthcare sector. Many people with an intellectual disability are unable to access, or are denied mental health services and supports. As Erin says, there are several factors for this, but one is the lack of training and information available to mental healthcare providers on supporting people with dual diagnosis. NBACL responded to this by developing an online resource for mental healthcare professionals, called *Supporting People with Dual Diagnosis*. The eBook has received positive praise from people in the mental health sector, as well as parents, educators, counsellors and service providers.

Employment is another area where people with an intellectual disability continue to make gains. Through a national initiative called, Ready, Willing and Able, more employers are demonstrating that hiring people with an intellectual disability makes good business sense. In this edition of Newsbreak, we feature a story about Kent Distribution Center in Moncton, a shining example of how finding the right fit can be mutually beneficial. We hope other employers will be inspired to give prospective employees with an intellectual disability and Autism Spectrum Disorder opportunities to contribute to New Brunswick's workforce.

Supporting families is the cornerstone of NBACL's work. Years ago, my adult son and daughter were in crisis and my family turned to NBACL who stood by our side and helped us secure supports that allowed my adult son and daughter to live in their own apartment. NBACL continues to be there for us, providing support, information and connection to other families who share our experiences. As a non-profit organization, they rely on fundraising to continue the great work they do in communities throughout New Brunswick. As a family, we saw an opportunity to give back to NBACL by making a group donation of \$1000 a year for 5 years. We want to ensure that no family feels alone in their struggle to live an ordinary life and these funds help NBACL to touch the lives of more families like ours. It's a great way to come together as a family and to give back to this great organization.

Inclusively Yours,

Dianne Cormier Northrup



eBook (continued...)

“Despite the prevalence of mental illness, such issues often remain undiagnosed and untreated in people who have an intellectual disability,” says Ken Pike, Director of Social Policy with the New Brunswick Association for Community Living (NBACL).

“Front-line health and service professionals often have not received specialized training, and may not feel adequately prepared to work with or provide services to individuals with dual diagnosis,” Pike adds.

That is the situation that prompted NBACL to develop a special training eBook, entitled *Supporting People with Dual Diagnosis*. The eBook, which was officially launched in March, is intended to provide mental health and other professionals with information on how to support people with an intellectual disability who also have a diagnosis of mental illness.

Supported by an extensive literature review, the online self-study program involves a seven-module series with easy-to-read formats, embedded instructional videos, downloadable resources, review quizzes and links for digging deeper.

“It’s important for those working with individuals with intellectual disabilities to understand this population’s vulnerability to psychological stress and the development of mental health concerns,” says Dr. Patricia Peterson, Professor of Education at the University of New Brunswick and associate with WMA Wellness, the organization that contributed their expertise in developing the content of the eBook.

“The training modules are designed to provide foundational information and knowledge regarding dual diagnosis, as well as person-centered approaches to service and care.”

The initiative was an important one for NBACL. “Several families who we support have told us about their struggles to access adequate mental health services for their loved ones, because of the lack of knowledge by mental healthcare providers on effective treatments and approaches for persons with an intellectual disability,” says the Association’s president, Dianne Cormier Northrup.

“There is certainly much work to be done to improve mental health services for people with dual diagnosis, so this eBook is a good first step. We hope to work with mental healthcare professionals and the Department of Health to build on the knowledge this eBook contains and will develop and to share best practices.”

Funding for the development of *Supporting People with Dual Diagnosis* was provided by the Department of Health, Government of New Brunswick.

Supporting People with Dual Diagnosis can be accessed on the NBACL website: <http://bit.ly/1WlIcbl>



A decorative graphic is positioned on the right side of the page. It consists of a light blue banner at the top with the text "Supporting People with Dual Diagnosis" in a dark blue, sans-serif font. Below the banner, there are three overlapping squares: a red square at the top right, a teal square at the bottom left, and a yellow square at the bottom right. The background of the graphic area is white with faint, light blue lines.

Measuring progress of persons with a disability

By Erin Wilson, Manager of Social Inclusion

New Brunswick Disability Awareness Week was May 29-June 4th, the perfect opportunity to reflect on how far we've come as a province and how much further we have to go to support people with a disability. It's also an opportunity to introduce the topic of human rights into the greater discussion about people with a disability; particularly the United Nations Convention on the Rights of People with a Disability (CRPD). The Convention is the international framework used to ensure the inclusion and equality of people with a disability on a global level. New Brunswick has made several contributions to the area of human rights. St Thomas University is one of the few schools across the country that offers undergraduate studies in the field of Human Rights. In fact, it's the only program of its kind in Atlantic Canada. New Brunswick is also a world leader in inclusive education which ensures children with disabilities are included in the general education system. New Brunswickers should be proud of these achievements but they should also be aware of our shortcomings as a province.

During the NB Mental Health Forum last November, NACL Director of Social Policy, Ken Pike gave a presentation to mental health professionals on the topic of dual diagnosis for people with an intellectual disability and mental illness. The presentation outlined the unique barriers that many children and adults with an intellectual disability encounter when trying to access the mental health services. We know that approximately 22,000 New Brunswickers have an intellectual disability. In his presentation, Ken Pike says that generally, people with an intellectual disability are in poorer health than the general population. People with an intellectual disability age earlier and have a higher mortality rate as well as higher rates of obesity. In terms of mental health, people with an intellectual disability experience mental illness at a rate 3 to 6 times higher than the general population. Some researchers estimate a prevalence rate for mental health issues for people with an intellectual disability at 40%.

Despite these hard facts, we see a general lack of awareness and access to mental health supports for people with an intellectual disability in New Brunswick. Recently, NACL has received several calls from families who have encountered struggles in accessing mental health services for their son or daughter. While the sample size of these situations is small, they point to a concerning trend in the lack of access to important mental health services for youth and adults with an intellectual disability. The question is 'Why is mental illness often undiagnosed or untreated among people who have an intellectual disability?' There are many reasons. Referring back to Ken Pike's presentation, he says people with an intellectual disability often have difficulty with communication and therefore may not be able to fully convey their feelings and thoughts. Because of these communication difficulties, the typical diagnostic tools used to detect mental illness need to be adjusted to account for multiple communication styles and methods. There is also a lack of knowledge and training among mental health professionals about people with an intellectual disability. Those same professionals tend to assume a person's symptoms must be disability related

"The question is, 'Why is mental illness often undiagnosed or untreated among people who have an intellectual disability?'"

- Erin Wilson, NACL Manager of Social Inclusion



Next Page...

Measuring progress of persons with a disability ...continued

rather than actual mental illness symptoms, a practice called 'diagnostic overshadowing.' And lastly, there is a true lack of accessibility to mental health services in New Brunswick in general.

What most people don't realize is that people with an intellectual disability also face additional risk factors that increase their chances of mental illness. There is an increased risk for people to develop mental illness when compared to the general population. These risk factors are known to result from a variety of sources. One factor is psychological. People with an intellectual disability have faced abuse, bullying and strained and broken personal relationships. There are social factors to consider including poverty, social exclusion, limited decision making, etc. In his presentation, Pike also says there are developmental factors as well like limited communication skills and difficulties understanding social rules. It's also worth noting that people with an intellectual disability often live in poverty and therefore don't have the money or resources to access private mental health supports.

What are the human rights obligations involved in this issue? The New Brunswick Human Rights Act prohibits discrimination on a number of grounds including physical and mental disability. This means that people with disabilities cannot be denied services that are available to the public or discriminated against with respect to any services available to the public. The Human Rights Act states discrimination can be either direct or result from an adverse impact of policies and procedures. Therefore, discrimination does not need to be intentional for a Human Rights Act violation to occur. The Act applies to many sectors including employment and housing as well as most public and government services.

The Convention on the Rights of Persons with a Disability is another human rights law that affects access to mental health supports. Canada has signed and ratified the convention, meaning New Brunswick is responsible for complying with the Convention. Article 25 of the CRPD covers health and states signatory countries recognize that persons with disabilities have the right to the enjoyment of the highest attainable standard of health without discrimination on the basis of disability. Countries shall take all appropriate measures to ensure access for persons with disabilities to health services. In fact, the Convention it says States Parties:

“Require health professionals to provide care of the same quality to persons with disabilities as to others, including on the basis of free and informed consent by, inter alia, raising awareness of the human rights, dignity, autonomy and needs of persons with disabilities through training and the promulgation of ethical standards for public and private health care;”

It means health professionals are required to provide persons with disabilities with the same range, quality and standard of free or affordable health care and programs as provided people who do not have a disability. It also means health professionals can promote awareness of their responsibilities through training and standards. Here we can see concrete applications of the Convention on the everyday lives of New Brunswickers who have an intellectual disability.

Recently, NBACL and WMA Associates responded to the gap in training and awareness on supporting people with dual in the mental healthcare sector through the development of an online resource called Supporting People with Dual Diagnosis. The target audience for this e-book includes front line professionals in the mental health field such as social workers and people who deliver other direct services. However, there is still much work to be done to ensure children and adults with an intellectual disability are being adequately supported in all areas of healthcare.

Past President Ann-Marie Tingley receives Sovereign's Medal

Congratulations to NBACL Past President Ann-Marie Tingley, who received the Sovereign's Medal for Volunteers for her devotion to improving the lives of children and adults with an intellectual disability.

Ann-Marie received the medal for dedicating 50 years of volunteer service to the Canadian Association for Community Living and to the regional chapter of the Victorian Order of Nurses.

Inspired by her mother, she began as a volunteer supporting people with an intellectual disability when she was just 16 years old. However, it wasn't until she was a mother herself that she became president of NBACL in the early 1970s.



His Excellency the Right Honourable David Johnston (right), Governor General of Canada, presented the Sovereign's Medal for Volunteers to NBACL Past President, Ann-Marie Tingley on April 12th at Rideau Hall (Ottawa).

She recounts her shock when she learned that children with an intellectual disability, who were the same age as her own, were sent to spend the remainder of their days in the W.F Roberts Hospital School in Saint John, far away from their families and communities.

"I couldn't sleep at night knowing that there were children the same age as mine, who were so far away from their families," she says.

Compelled to urge the provincial government to close these institutions, she met with MLAs and shared the stories of the residents of the W.F Roberts School. This was during Richard Hatfield's term as Premier. She met with MLAs, Ministers, government bureaucrats and others to raise awareness about the poor quality of life that people with an intellectual disability faced during this dark period of New Brunswick's history. It was through her efforts and the support of parents and others that the doors of W.F. Roberts Hospital School were finally shuttered in 1985.

During her five decades of service, Tingley has been elected or appointed to a number of senior positions of leadership at the local, provincial and national levels with the Canadian Association of Community Living and has received a number of awards and honours for her work.

"I am amazed by the progress we have made since I was first president of NBACL. We have achieved things that parents had merely dreamed of for their children so many years ago," she says. "But it's the parents who are the real heroes."

His Excellency the Right Honourable David Johnston, Governor General of Canada, presided over the inaugural presentation ceremony of the Sovereign's Medal for Volunteers on April 12th at Rideau Hall (Ottawa).

Kent Distribution Centre recognizes value of inclusive employment

When Kent Building Supplies was thinking about adding a person with an intellectual disability to their team, they didn't have any of the concerns expressed by other employers considering the same move. That's because Patrick O'Neil and his colleagues at the Kent Distribution Centre in Moncton, N.B. had been working with a team member who has an intellectual disability for over 20 years, with very positive results.

"When you have an employee who is consistent, never late, never calls in sick and is very conscientious, you go looking for others like him," says O'Neil, Director of Supply Chain. So when another suitable position became available, O'Neil connected with Jon Lister, Director of Labour Market Facilitation with the New Brunswick Association for Community Living (NBACL). Lister is also NBACL's liaison with Ready, Willing & Able, a national initiative designed to increase the labour force participation of people with an intellectual disability and Autism Spectrum Disorder (ASD). After discussing the opportunity available at Kent and the employer's expectations, Lister approached the Community Employment Agency (CEA) to help find the right candidate. CEA, a strong partner in the Moncton region that provides support to employees with an intellectual disability and employers, was quick to find the right candidate.

"We interviewed him [Luc], just like we interview anyone else," says O'Neil, "and he was hired." Luc is a "picker," one of 28 employees who fill orders for delivery to Kent stores across Atlantic Canada. Wearing headphones to receive instructions, Luc and his co-workers locate and gather the ordered items and prepare them on pallets for shipping.

Luc has been with Kent since August, 2014, and O'Neil couldn't be more pleased with his performance. "He's always on time, he works hard and he has never called in sick."

That's significant, when you consider that 2013 statistics show the Canadian economy loses an estimated \$16.6 billion annually due to absenteeism (2013). When it comes to employees with an intellectual disability, 86% rated average or better on attendance when compared to their colleagues without a disability.

Employees with an intellectual disability rank above average on other performance measures, as well. In an Environics Research study, employers rated employees with an intellectual disability with an average score of 84% in the following categories: high productivity, dependable, engaged in their work, motivated, great attendance records and strong attention to work quality.

"That certainly has been the experience for us at Kent," says O'Neil. "Both of our associates who have an intellectual disability are great workers."

That said, O'Neil does understand why some employers may have reservations when it comes to hiring a person with a disability.

"It's normal that you would have questions and concerns."

Take the issue of safety, which is one of the most common concerns expressed by employers who are considering hiring a person with an intellectual disability or ASD.

"Safety is the number one bullet in our mission statement here at Kent," says O'Neil, "no matter who you are. So we had to ask ourselves if we could accommodate persons with challenges and offer a safe working environment for all our associates."

The answer was yes. As a matter of fact, studies show that 98% of people with a disability rate average or better in work safety than their colleagues without a disability.



Next page...

Kent Distribution Centre continued...

Another common concern some employers express is that it will cost them money and human resources time to accommodate an employee with an intellectual disability or ASD.

“Hiring Luc did not result in any extra costs for Kent,” says O’Neil. “The Community Employment Agency helped with the hiring process and provided Luc with a coach, who job shadowed him to make sure he was integrated and up to speed. Those costs were handled by CEA and the Ready, Willing and Able program.”

Kent’s experience is not unique. When the Job Accommodation Network conducted a study of 2,000 employers, they found that 57% of employers reported ZERO additional costs from hiring a person with an intellectual disability or ASD. The cost was under \$500 for the remaining 37%.

Even if hiring someone with an intellectual disability or ASD does cost a little something and require a little extra attention or a bit of effort, “What you get in return is worth it,” says Patrick O’Neil.

“Luc receives the same rate of pay and the same benefits as every other associate on the team, because he’s earned it.”

Would Kent hire another person with an intellectual disability or ASD? “Yes, we would,” says O’Neil. “As a matter of fact, we are already working with CEA to find our next candidate.

“Don’t be afraid,” he advises employers. “In my opinion, hiring a person with a disability is a good business decision.”

Funded by the Government of Canada and active in 20 communities across the country, RWA is a national partnership of the Canadian Association for Community Living (CACL), the Canadian Autism Spectrum Disorders Alliance (CASDA) and their member organizations.

Did you know

An Environics Research study reports that employers rated employees with intellectual disabilities, with an average score of 84%, in the following categories:

- high productivity
- dependable
- engaged in their work
- motivated
- great attendance records
- strong attention to work quality

Employees on the Autism Spectrum Disorder have been evaluated by their employers as exhibiting the following:

- strong overall job performance
- great technical abilities
- high levels of accuracy
- acute attention to detail
- conscientious and diligent
- ability to work independently

Meet NBACL ChangeMakers, the Cormier Family

Six years ago, NBACL launched its first ever multiple-year giving society, the ChangeMaker Society, where people and/or businesses donate \$1000 a year or more for five years. In this edition of Newsbreak, we are profiling ChangeMaker family, the Cormiers. The Cormiers, including Richard, Ronnie, Carmel, Jeannine, Marie, Dianne, her son Rob and daughter Lynn, pooled their resources and together, became NBACL's first ever ChangeMaker family. They were interviewed by Jason Carr, NBACL Director of Strategic Initiatives.

Can you tell us a little about yourself?

Our family was born and raised in Bathurst New Brunswick. Our parents had a total of six children; Richard, Dianne, Ronnie, Carmel, Jeannine and Marie. We have always been active in our community and love all that it has to offer. As brothers and sisters do, we look out for each other and a few years back Dianne's family was going through some heartbreaking struggles. Struggles that were very hard to see her and her children go through.

Why did you choose to support NBACL and why is it important to you?

Dianne's adult son, Rob and daughter, Lynn were living in their own home with a friend, but because of lack of community-based services that would allow them to live independently, they were at risk of being removed from their home and placed in a nursing home. Rob and Lynn were living an ordinary life in their own place. They socialized with family and friends and were very active in their community, but because of the lack of supports, they were on the brink of losing everything. We know they would have received good care in the nursing home, however the biggest part of their lives (being engaged with their community, having freedom, community involvement and sense of belonging) was going to come to an end at the age of 43 and 40. While the quality of care that the nursing home provided was excellent, Rob and Lynn are young and a nursing home was not a place for them. This was one of the hardest things our family has ever gone through. We, along with Rob and Lynn, were devastated and then we called NBACL. When no one else would help our family, NBACL was there. All it took was one phone call and they went to work. With their help, Rob and Lynn continue to live in their own home with the supports they need. They love it! Words cannot explain how we felt when NBACL was there for us. It is a feeling we want to create for another family, and that is why as a family we have chosen to join the ChangeMaker Society.



(From left to right) Lynn Chamberlain, Ron Northrup, Dianne Cormier Northrup and Robert (Rob) Chamberlain are helping to change lives and communities so that more families can live an ordinary life.



(Left to right) The Cormier family, Richard, Dianne, Ronnie, Carmel, Jeannine, Marie and Lynn and Robert (pictured above) pooled their funds to become the first ever ChangMaker family.

Why do you feel it is important for others to get to know NBACL and to support the work we do?

So many people in our community and across our province are not aware of the struggles individuals and families face on a daily basis. Once you get to know NBACL and understand the impact they make on our community, it is nothing short of amazing. You will also see how their programs impact everyone in our community and not just the individuals and families they support. We believe they are one of the greatest assets in our province. As to why you should support them. All we have to say is come spend a day with Rob and Lynn who are living an ordinary life and you will - without a doubt - want to make this happen for someone else.

NBACL Changemaker Society

NBACL would like to extend a special “Thank You!” to our ChangeMaker Society members. For the past few years the following people have made significant contributions in support of the work we do for children and adults with an intellectual disability and their families:

David & Rhonda Alward
Joy Bacon
Base Engineering Inc.
Brad and Colette Wasson
Cannon’s Cross Pub
The Cormier Family
Krista & Jody Carr
Ed Carten Realty (1998) Ltd. & Francine Comeau
Gary Chase
Elaine Colter
Claude Francoeur
Fredericton Inn
Freedom 55 a Division of London Life Insurance Company
Tammy & Terry Gallant
Gardiner Realty Ltd. (Lincoln Thompson)
Jim Gilbert’s Wheels & Deals
Hatheway Family Foundation
Teresa Hatto
Eugene Hill
Troy & Elizabeth Kearns
Doug MacDonald
Dixie Mitchell
Karen MacDonald
Paul Mansz
Catherine Morris
Dean Mullin

NB Nurses Union
New Brunswick Union of Public and Private Employees
New Brunswick Branches of United Rentals
Northumberland Dairies
Debbie Northrup
Jack & Ann Passmore
Gordon Porter
Barbara Ramsay
Ken Pike
Rob Ricketts, Fredericton Volkswagen
Scotiabank
The Scott Family
Ann Sherman
Value Village
Maynard & Betty Shore
Lorraine Silliphant
Snooty Fox
Danny and Jacinthe Soucy
Gary Waite & Kate Hayward
John Waite
Jeff White
Doug Willms & Ann Manuel
Moira Wilson
McInnes Cooper
And three anonymous donors

Thank-you to our lead donors!



A division of London Life Insurance Company

STRONGER COMMUNITIES TOGETHER™



Staff matters

With over 70 staff working around the province doing “whatever it takes for as long as it takes,” NBACL is an ever growing and ever-changing organization! Here are just some of the changes that have taken place on the NBACL team.



Meagan Henheffer, Senior Finance Officer Meagan is responsible for financial reporting and management and assisting with the ongoing development and implementation of infrastructure/systems and practices needed to manage effective and streamlined financial systems for the New Brunswick Association for Community Living. Meagan is a Chartered Professional Accountant, holds a Bachelor of Business Administration from UNB, and has extensive experience with Not-for-Profit accounting and auditing. She joined NBACL in March to fill the position of Liz Roberts, who is completing her degree in Business. Welcome Meagan and best of luck to you, Liz in pursuing your degree!



Rosalie Rossi, Transition Facilitator, Charlotte County Rosalie supports high school youth with an intellectual disability to make successful transitions from high school to adult life, and from school to work transitions. She works to bridge the gap and help to build a network of support for students. She joined the NBACL team in March 2016. Rosalie has a Bachelor degree in Social Work from the University of British Columbia and recently relocated from BC to her hometown in Charlotte County.



Jennifer Kennedy, Transition Facilitator, Moncton Jennifer assists high school youth with an intellectual disability to make successful transitions from high school to adult life, and from school to work transitions. Jennifer has a Bachelor of Arts with a double major in Psychology and History from the University of Winnipeg. She is also a graduate of NBCC Moncton in the Human Resources Management program. She is proud to call Moncton her home.



Tiffany Bowering, Transition Facilitator NBACL is saying farewell and a heartfelt, “thank-you,” to Tiffany Bowering for her many contributions to improving the lives of high school students with an intellectual disability through our Going to Work program. Best of luck to you in your journey!

Upcoming Events

It’s barbecue season and all are welcome to attend our FREE FUN Family BBQ! Parents can relax while we do the cooking. There will be lots of fun activities for the kids and families can make new connections.

Saint John

Date: Thursday July 7th

Time: 5-7pm

Location: Rockwood Park A Frame

RSVP: Cynthia Kane at familySJfamille@nbacl.nb.ca

Call: 658-5363 (Saint John office)

Fredericton

Date: Thursday July 14th

Time: 6-8pm

Location: Odell Lodge

RSVP: FamilyFredfamille@nbacl.nb.ca

Call: 453-4416 (Fredericton office)

FREE Registered Disability Savings Plan (RDSP) Webinar!

Learn about how to apply for free government grants and bonds, how to apply for the Disability Tax Credit and about the how to build your or a loved one’s financial future by investing in RDSPs.

Date: Friday June 24th

Time: 9-11am

Registration: Contact Rebecca Pilson, NBACL Planning and IT Coordinator rpilson@nbacl.nb.ca,

Call: Toll free at 1-866-622-2548 (option #2), or locally (Fredericton office) at 453-8635



Tell Us What You Think!

The *Newsbreak* newsletter is *your* newsletter and we want to know what you think! We are always looking for ways to improve, so tell us what stories or information you would like to see or ways we can enhance your reading experience. Of course, we are always looking for great stories and photos; feel free to send us your own news!

Contact:

Christy McLean, Manager of Communications

Email: cmclean@nbacl.nb.ca

Tel: 1-506-453-4404

Toll Free: 1-866-622-2548

Join Us On Facebook and Twitter!

Help spread the word about our work by *liking* and *sharing* our Facebook page (<https://www.facebook.com/nbacl>). We're also on Twitter: @nbacl



We don't want to lose you!

The Canadian government has introduced new anti-spam legislation which comes into effect July 1, 2014. This law regulates the distribution of all commercial electronic messages within Canada.

Due to this new legislation, the New Brunswick Association for Community Living (NBACL) requires your expressed consent in order to continue sending electronic communications (emails) to you. This includes our Newsletters, information about our activities, programs, support work and events.

You may have received this message by email, because you are a subscriber to our newsletter, *Newsbreak*, or on our email list. However, if you did not receive this message electronically and you wish to continue receiving NBACL's newsletter and/or updates via email, please visit the following website: https://www.surveymonkey.com/s/I_Consent and click the **I Consent** link.

Help us save our resources, and the environment!

If you would like to receive *Newsbreak* electronically please email us at nbacl@nbnet.nb.ca.



NBACL/ANBIC is a provincial non-profit organization that has been supporting people with intellectual disabilities and their families since 1957. NBACL works to ensure that people with intellectual disabilities have the supports they need to live meaningful lives and participate in their communities as valued and contributing members.

