



# GLENORA FARM

A CAMPHILL COMMUNITY



Photo credit: Adam Kvetan, United Way CNVI

## Cultivate Joy





## WHO WE ARE

The Ita Wegman Association of BC for Curative Education and Social Therapy (Glenora Farm) is a charity dedicated to improving the lives of adults with complex developmental disabilities (Companions).

Glenora Farm is an intentional community based on an organic-transitioning farm located in the rural community of Glenora in the Cowichan Valley on Vancouver Island. Through the therapeutic modalities of cooperative agriculture, inclusive arts and culture, and integrated home supports, Glenora Farm provides life-enriching day programs and empowering residential care.

On Glenora Farm, diverse abilities are appreciated as an important part of the fabric of human experiences. Since 1995, Companions have lived, learned, and worked on Glenora Farm alongside “Coworkers” (staff and volunteer personnel) and community members in a horizontal model that promotes self-efficacy, supportive social connections, and personal fulfilment through meaningful work, rewarding participation, and responsibility to the earth.





# WHAT WE DO

Day program “workshops” are a core aspect of life on Glenora Farm. Workshops are hands-on educational classes focusing on activities like farming/gardening, cooking, visual and performing arts, landscaping, and artisanal crafts. Workshops help our Companions to discover talents, contribute to the farm/community, and develop applied life/vocational skills. Examples of workshops include planting, harvesting, and processing garden vegetables; preparing artisanal goods such as teas, salves, candles, and weavings; and practicing for upcoming drama and musical performances. Through these experiences, Companions develop specialized skills and try new things – catalyzing personal growth and increasing their sense of self-worth, autonomy, and empowerment.

For residential Companions, Glenora Farm’s family-style care homes provide a vibrant intergenerational environment as an alternative to traditional institutional settings.

## THE CAMPHILL PHILOSOPHY

The Ita Wegman Association is a member of the International Camphill movement and Camphill North America. The Camphill movement is a model for social change dedicated to creating intentional communities based on the shared values of service, sharing, and responsibility to the earth.

Within Camphill communities like Glenora Farm, developmental disabilities are not seen as an impediment but instead as part of the fabric of human experience.

Because of this understanding, Companions on Glenora Farm are active and equal participants in all facets of programming and residential life. The contributions of our Companions (including their skills, proficiencies, experiences, unique knowledge, and other gifts) are valued and celebrated as essential components of the diversity that makes Glenora Farm an equitable, dynamic, and resilient community.



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## WHY IT MATTERS

Ameliorating disability is not simply a matter of intervening medically. It is about addressing the physical, social, civic, economic, and cultural rights violations experienced by people with disabilities” (Rioux and Daly, 2010).

The family-style residential care provided on Glenora Farm is recognized as one of the best ways to encourage personal growth, support physical/mental health, and promote independence among persons with disabilities (American Association on Intellectual and Developmental Disabilities, 2016). Moreover, the “green care” (psychological, educational, social, or physical interventions that involve plants and/or animals) supported by Glenora Farm’s workshops offers a powerful therapeutic modality that supports the physical, mental, and social health of persons with disabilities (Artz and Davis, 2016).

For decades, Glenora Farm has utilized a horizontal approach that involves our Companions as equal contributors and decision makers in all planning, operational, and evaluation processes. This “nothing about us without us” ethos ensures that the Farm’s programs and services respect and respond to the needs, values, and interests of our Companions. In this way, Glenora Farm provides a social “blueprint” for integrating diverse perspectives that encourages inclusive thinking and design in personal, business, and community life.





# VOLUNTEERING

Glenora Farm runs on volunteer power! Glenora Farm has three primary types of volunteers:

- **Day Volunteers** - local volunteers who live off-site and help out with our workshops.
- **Short-Term Coworkers** - international and domestic volunteers who live on-site and help out with residential care and day programming for a one-year term.
- **Long-Term or Carrying Coworkers** - international and domestic volunteers who live on-site and help out with residential care and day programming for two years or more.

All of Glenora Farm's volunteers contribute according to their capacity, expertise, and interests. Volunteers facilitate workshop activities; tend to livestock; plant/harvest/process vegetables; maintain the facilities/grounds; work in the office; and help out with fundraising/community events. Short and Long-Term (Carrying) Coworkers assist with residential care under the direct supervision of one of Glenora Farm's Community Support Worker staff.

Short and Long-Term (Carrying) Coworkers are provided with extensive training on operational policies and procedures and ethical codes of conduct (e.g. confidentiality, code of ethics, bullying and harassment, rights of persons served, conflict resolution, cultural diversity, etc.) as well as health and safety (e.g. First Aid, nonviolent crisis intervention, Foodsafe, emergency procedures, dispensing prescription medication, etc.). Each year, these Coworkers also undertake approximately 60 professional development courses (topics include accident prevention and management, medication management, risk reduction, socialization for PWD, transportation procedures, etc.).

Research shows that volunteerism is associated with reduced mortality, improved mental health, and greater life satisfaction (Conference Board of Canada, 2018). Glenora Farm's volunteers particularly benefit from community participation, new/stronger social connections/networks, and an enhanced sense of purpose and belonging – all factors linked to multiple social determinants of health. Moreover, the education and experiences provided on the Farm help catalyze future opportunities like employment or entrepreneurship in the fields of disability supports and/or sustainable agriculture.

As a charity with limited financial resources, Glenora Farm relies on volunteerism to sustain the quality and accessibility of our services.





## COMMUNITY SUPPORT & PARTICIPATION

Community contributions make Glenora Farm's work possible. In addition to volunteerism, Glenora Farm relies on donations, grants, and support for our fundraising events/initiatives. Glenora Farm also receives in-kind support in the form of donated materials/supplies (e.g. firewood, seeds, soil, tools, etc.) and pro bono professional services (e.g. legal, graphic design, information technology, etc.). This community support is integral to the viability of the organization.

While access to the Farm is restricted for safety reasons, public events like our Christmas Craft Fair, drama performances, and handbell concerts invite the local community to visit and learn about Glenora Farm. These occasions also give Companions an opportunity to showcase their products and talents (e.g. farm-grown vegetables, artisanal goods and crafts, artistic works, etc.) which fosters feelings of pride, promotes community integration, and helps to elevate and celebrate the contributions of persons with disabilities. These opportunities for interface help to subtly but meaningfully shift perceptions of disability – undermining stigma and helping to create a more diverse, inclusive, and resilient society.

As a working organic-transitioning farm, a fortunate “by-product” of our garden workshop activities is an abundance of farm-grown produce. While a lot of these vegetables are used for meals in the Farm's residential care homes or for snacks during day programming, the Farm always generates a surplus. Each year, Glenora Farm redistributes about 2000 lbs of surplus produce to the local community via partnerships with Cowichan Valley Basket Society (our local “food bank”), Nourish Cowichan (an organization bringing meals to schools/daycares), and reFRESH (a regional food recovery and distribution network). Through these contributions, Glenora Farm gives back to the community by supporting local food security.



# FUNDING

While Glenora Farm receives contract funding from Community Living BC (CLBC) and private trusts/families for some of the costs associated with residential care and day programming, this funding does not cover workshop materials, recreational outings, and new program activities. Moreover, Glenora Farm does not receive any support for facility repairs and/or accessibility upgrades – a constant need on a working 98-acre farm with 5 residential care homes.

## How your gift can help

### A contribution of \$25 covers:

- Radish or carrot seeds for a season
- 2 small hand garden tools
- 6 pairs of gardening gloves

### A contribution of \$50 covers:

- A year's supply of fall rye
- New adaptive garden tools
- Barley to feed 20 sheep

### A contribution of \$100 covers:

- 1 accessible garden bed
- 1 new wheelbarrow
- 3 months of candle-making supplies

### A contribution of \$250 covers:

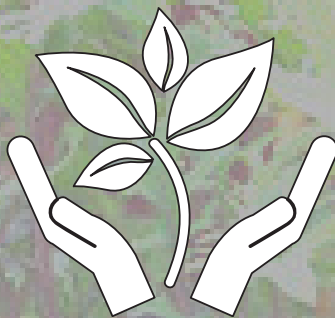
- New anti-fatigue mats in our processing hall
- A year's supply of organic soil amendments
- Shearing services for our flock of sheep

### A contribution of \$500 covers:

- A year's worth of seed potatoes
- A set of portable wheelchair ramps
- A 3-month supply of weaving materials

### A contribution of \$5000 covers:

- A small hoop house for our herb workshops
- Pathway lights for better visibility
- New lighting in all workshop spaces



**Monthly donations are the key to stability and sustainability. With 100 supporters committing to a monthly donation of \$25, Glenora Farm will be able to invest in long-term improvements to our programs and services.**

**Consider becoming a monthly patron to support Glenora Farm today AND tomorrow.**



# RECOGNITION

Glenora Farm's donor recognition and stewardship policy seeks to uphold three core values:

- 1) respectful communications
- 2) focus on impact
- 3) equal valuation

Our full donation stewardship policy can be viewed here:

<https://glenorafarm.org/wp-content/uploads/2020/08/Donor-Recognition-Policy-Final-March-2020.pdf>

# CONTACT

**Glenora Farm administration:** [admin@glenorafarm](mailto:admin@glenorafarm) or 250.715.1559

**Canada Helps:** <https://www.canadahelps.org/en/dn/m/10897/donation>

**Facebook:** <https://www.facebook.com/glenorafarm> (@glenorafarm)

