

Newslink

May 2015

Community Living St. Marys and Area
"A community where everyone belongs."



Together We Rock!

Together We Rock! was established in 2006 by founder John Draper. The mission of **Together We Rock!** is to promote learning and leadership opportunities to inspire people to build communities that are accessible to and inclusive of people with disabilities. John believes that teamwork is at the heart of accomplishing this vision.



John Draper is a graduate of the journalism program of Durham College in Oshawa. In addition to his formal education, John has enhanced his journalism and communication skills through experience gained as a communications intern, as a contributor to several books and as the author of numerous published articles. He has been an advisor to and a participant in international, national and community research initiatives and committees related to accessibility, inclusive education and augmentative communication. John has received numerous international and community awards in recognition of his efforts to promote inclusion and accessibility. At its convocation ceremony in 2007, his alma mater recognized John as an Alumnus of Distinction.

John will be speaking prior to the general staff meeting in June and sharing with us his knowledge and passion regarding a topic that will both inform and inspire. Everyone is encouraged to attend. Please RSVP to Nancy Marriott at 519-284-1400 ext 221 or email at nmarriott@clstmarys.ca

Social Role Valorization

Over the past year or so eight employees have taken the intensive four day Social Role Valorization (SRV) training. Social Role Valorization is a set of approaches designed to enable devalued people in society to experience a good life. It does this by helping them to achieve valued roles.

Our society places value on wealth, beauty, youth, independence and power. The opposite qualities in people are devalued and research shows that the impact on daily life and the opportunities available can be devastating. Social Role Valorization is a way to take action and change this for marginalized groups of people. This group of employees, including support workers, team leaders and facilitators will be leading the way in teaching others connected with CL St. Marys about this approach and finding ways to use it in the work we do. Stay tuned for more information on SRV and how you can get involved.

After 25 years of dedicated service, Brenda Kaiser is resigning from her position as Team Leader to pursue her dreams ~



Good Luck on the East Coast

COMING EVENTS

2015 Annual General Meeting

Monday, June 15
Meeting 4:30
Dinner 6:00
(Program to follow)

"Together We Rock"

presentation in the End Zone at the Pyramid Recreation Centre 317 James St S, St. Marys
Monday, June 8th
1:00pm
RSVP
Everyone Welcome
General Staff Meeting to follow



Central Admin

Health Spending Account: A reminder to employees on the benefit plan that the health spending account (HSA) requires all funds from 2014 to be used by December 31st, 2015.

Email: We've had a lot of questions about opening pay stubs and reimbursement advices. Please access these pdf forms by logging into your clstmarys email via Execulink webmail (www.webmail.execulink.com). The attachments should open properly in that environment.

Data Package: A data package allowance has been made available for employees. It is based on full time and part time status. Payment will be automatically issued at the end of June, September, December and March. It will be deposited directly into the bank account you gave us for other expense claims.



COMMUNITY LIVING ST. MARYS & AREA RAISED \$935.00!!

Heart & Stroke
BIG BIKE RIDE
A Ride to Remember

THANKS TO ALL THOSE WHO SPONSORED AND PARTICIPATED!

Lift Training Workshop

Where: Mason Hall (By Ford Dealership in St. Marys)
When: Wednesday, June 24
Time: 1-4pm



What you will learn:

Safe Pushing Principles
Safe Lifting Principles
Occupational Health and Safety Act, Legislation
Musculoskeletal Disorder Prevention Program

This 3 hour workshop is open to all employees, however those working for people who use wheelchairs or other assistive devices are encouraged to attend.
RSVP: Kim Monden at kmonden@clstmarys.ca or call 519-284-1400 x222

Limited Seats

Please Register by June 17, 2015

STAY IN TOUCH

Remember to check your clstmarys.ca email

Check out the inspiring short interviews with leaders in the disability movement at **Conversations That Matter** (link is on our website)

www.communitylivingstmarys.com



To ensure future success with our annual Create A Smile Walk fundraiser, a committee is being formed dedicated to making this a memorable event. If you are interested in joining, please contact Candace O'Hearn at 519.284.1400 x245 or cohearn@clstmarys.ca

THE GIFT CORNER

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"Your core gift is an insight wrapped in talent and shared with others."

- G. Rose

Sounds like roses and sunshine but what if we don't want someone's gift? We all know people who challenge us in some way. One of the questions in the core gift interview is; *"Name one person who you have not gotten along with very well. Do not tell me the person's name. What, more than anything else, do you think they were in your life to teach you?"*

In my experience of doing interviews, not one person has had any difficulty thinking of a person and yet the second part of the question makes them groan. It puts the responsibility back on us to see a positive in the negative and to flip the frustration into a gift. It takes practice but think about what a valuable way this is to look at people in our life. Instead of being a "bad" person or someone we can't stand to be around we wonder about them and why their gift or how they give it makes us feel uncomfortable. It also means that instead of just feeling negative about the situation we can use it to learn something valuable about ourselves!

If you are interested in learning more about gifts or would like to have a core gift interview contact Jennifer at (519)284-1400 ext. 228 or e-mail jleslie@clstmarys.ca

If it doesn't challenge you, it won't change you.



FOCUS Accreditation

The Association has a work plan with specific goals to prepare for the accreditation process through FOCUS. Typically this preparation phase takes between 18 months and 2 years which seems like a long time but it is an involved process that looks closely at hundreds of details in how services are offered and the operations of the organization. There are five core standards;

- Person-Directed Services
- Effective Governance and Leadership
- A Learning Culture
- Health, Safety and Wellness
- Service Specific Standards

One of the important lessons for our Association has been that although we are focused in our practice on the standards we don't always have ways to document or measure what we do. For example one standard is *"People using services are encouraged and/or supported to form acquaintances and friendships with people in their neighbourhood and community."* It seems obvious that this is a priority here in St. Marys from our mission and vision statements as well as our principles, but it becomes a bit more difficult to describe how we do this. It is a good thing to challenge ourselves and ask questions! If you want to know more about FOCUS or accreditation please contact Jennifer at (519) 284-1400 ext. 228 or e-mail jleslie@clstmarys.ca



**How to reach
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Nancy M.....221
Vickie L.....241
Candace O.....245
Laura C242
Brenda K.....224
Linda M.....243
Jenn C232
Tracy B.....234
Stephanie L.....226
Don D.....223
Mirjam S.....227
Connie S.....305
Maintenance.....233

"The "Sandwich Generation" is a well used term that describes what happens when one generation becomes responsible for the care of two generations...."

For further reading , check your email for your Thames Valley May 2015 Newsletter.

A great resource available for all employees.

fseap—Family Services Employee Assistance Programs
fseapthamesvalley.com/1.877.433.0701

Problem Solving/Decision Making



Core Competencies—CREATIVE PROBLEM SOLVING AND DECISION MAKING

Creative problem solving and decision making is the skill and ability to identify and solve problems by understanding the situation, seeking additional information, developing and considering alternatives and choosing the most appropriate course of action under the current circumstances.

This Means...

This Doesn't Mean...

Thinking through a problem before offering a solution	Jumping to a conclusion without thinking through the facts
Thinking about the chain of events that lead to a problem	Explaining problems in vague, general way e.g. That procedure always goes wrong
Waiting for all the information before evaluating options	Evaluating options before getting all relevant information
Responding to changes or constraints by adapting new concepts or approaches	Assuming that changes or constraints are inevitable and that you just have to adapt
Reflecting on past successes and failure to identify recurring trends	Missing the larger picture by focusing too much on case-by-case details

Movies to watch; Gravity (with Sandra Bullock and George Clooney)

Quote: A problem is a chance for you to do your best. ~Duke Ellington

The Joint Health & Safety Committee

Paul Williams, Jackie Haycock, Kim Conard, Carol Ackersviller, Linda Munro, Kim Monden, Marg McLean.

Items of interest, dealings of the Health & Safety Committee and the minutes are posted at JPC in the photocopy room. Any concerns of a health and safety nature can be forwarded to the Chair Paul Williams at pwilliams@clstmarys.ca or (519) 284-3620