

Newslink

November 2015

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



Neighbourly Homes

The Ministry of Community and Social Services created a Housing Task Force to look at the struggles people with disabilities face in the Province of Ontario. From this task force, MCSS identified dollars to put into innovative housing proposals. Community Living St. Marys and Area submitted a proposal entitled 'Neighbourly Homes' in the spring of 2015 and it was accepted and funded for two years in August 2015.

Neighbourly Homes is a person-directed model to living in community. It looks different for each person. It specifically promotes creative and innovative partnerships between families, agencies, private sector and local organizations. Neighbourly Homes promotes community engagement and participation. It is a cost-effective way to support a person different from traditional hourly support. It improves the quality of life for a person, the neighbourly homes providers and their greater circles of people. With time and careful person-directed planning, the Neighbourly Homes model of support can be replicated in other communities. With relationships and partnerships in place, a person can enjoy a safe, affordable and desirable home.

Using an asset-based community development approach, relationships with housing stakeholders were cultivated prior to the Housing Task Force proposal. We had many conversations with the local housing authority, Habitat for Humanity, private investors and builders and actively participate on the local Housing First committee.

Key goals of the project were to expand partnerships, increase affordable housing in the community and improve quality of life for the person with a disability and others around them. All of these goals have been acknowledged and will be accomplished from the relationships and partnerships.

If you want to know more about Community Living St. Marys' Housing Task Force project please talk to Stephanie Lee at (519)284-1400 ext. 226 or e-mail slee@clstmarys.ca



In memory of Shelley Palmer (June 30, 1952 – October 7, 2015)

Shelley's last days were filled with stories, laughter and a few tears as her family, friends and support staff reminisced about days gone by. In her younger years, Shelley enjoyed singing, embroidering, baking, Junior B hockey, camping, playing cards and work. After a debilitating stroke in 1979, Shelley with her amazing support team continued to enjoy events around the town, listening to music, the companionship of her dogs Lucy and Molly, and the simpler moments of life like a good ice cream cone and the company of good friends. Shelley's life is a testament to the power of determination. Shelley overcame many trials throughout her 63 years and through example taught those around her that life is always better when you looked for the positive side of any situation.

Thank you Shelley, we will never forget how much you meant to each of us,
"No Way, No Way, No Way!"

Community
Living St. Marys
and Area
Christmas Dinner
and Dance

Friday Dec. 11th
St. Marys Golf and
Country Club
(Invitation enclosed)

RSVP by Nov 30th
to Central Admin



We are looking for
people to be featured in
our
"Humans of CLSMA"
on our Facebook page.
If you are interested in
volunteering, contact
Laura Cannon
at ext. 242



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Central Administration



Payables: Please ensure that all payables are in by Wednesday, December 23rd. Payments will be on Wednesday, Dec 30th.

RRSP Matching Benefit : Every year December 15th is the date to notify Central Admin by if you Wish to opt out of the matching RRSP benefit
Wish to opt in (check with Central Admin to see if your 2014 earnings meet the gross earning requirement)
Wish to change your percentage
Contact nmarriott@clstmarys.ca or call 519-284-1424 ext 221

Please note: The gross earning requirement is also checked at this time for all participants. If you no longer meet this requirement you will be notified by letter. All changes will become effective January 2nd, 2016.

Canada Savings Bonds: New plans or changes to contribution amounts will start the 1st pay of December.

Health Spending Account: As a reminder, funds from 2014 must be used by the end of 2015.

Christmas Closure: Central Admin will be closed Christmas Day, Boxing Day (Dec 28) and January 1st.



Community Living Staff Christmas Party



at the Parkview Creamery

December 4th from 2-5pm

(check your email for more details)

Developmental Services
Human Resource Strategy

We have been involved in the Developmental Service Human Resource Strategy Workplace Learning Project over the last few months. Through this, we have been invited to develop and pilot three training sessions: Nutrition-Nov 18 (full), Documentation-Nov 26, and Augmentative Communication-Dec 4. Feedback about the trainings will go back to the Learning Project for development and potential sharing with other agencies across the province. You can read more about the DSHR at:

<http://www.ontariodevelopmentalservices.ca/>

If you have an interest in attending training on either Documentation or Augmentative Communication, please contact Laura Cannon for more details.

CHECK OUT
THE INSPIRING SHORT
INTERVIEWS WITH
LEADERS IN THE
DISABILITY MOVEMENT
AT
**CONVERSATIONS
THAT MATTER**
(LINK IS ON OUR WEBSITE)

Visit our website: www.communitylivingstmarys.com

'Invitation to Self Identify'

All employees were recently emailed a new form, the 'Invitation to Self Identify.' If you haven't reviewed the form already, you are encouraged to do so. We hope this will provide the opportunity for anyone who wishes to tell us more about themselves and to help us be an inclusive employer to all our employees.

THE GIFT CORNER

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Not surprisingly, my favourite question to ask in an interview is; *What gifts would you bring to this organization and how would you go about supporting someone with a disability to explore and use their gifts?*

The questions always works no matter what role the person is applying for. People don't have to understand what we've done with gift culture here at Community Living St. Marys and Area to answer this question and there is no right or wrong answer. I've noticed that people never struggle with something to say and in fact often get more animated and alive. You can tell it comes from their heart.

What would it be like if we were asked a gift question by our guidance counsellor at school, by the welcome wagon when we moved into a new neighbourhood, by the service club we were joining? It would feel like an invitation to belong and also a responsibility to contribute something very personal and unique.

"Courage starts with showing up and letting ourselves be seen."

— Brené Brown, *Daring Greatly: How the Courage to Be Vulnerable Transforms the Way We Live, Love, Parent, and Lead*



Taylor Simpson was the recipient of the 2015 Community Living Scholarship.

Congratulations Taylor!



FOCUS Accreditation Update

What are the types of activities FOCUS is helping us to improve? The five core standards touch upon every role within the organization.

Person-Directed Services: This standard includes planning and looks at how the agency measures what people supported want to do and are accomplishing.

Effective Governance and Leadership: This standard touches on everything from how the Board and Executive Director function, to practices for managing finances.

A Learning Culture: Looks at everything from how the organization gets feedback about services, to how it is creating a skilled and competent staff base.

Health, Safety and Wellness: The Health and Safety Committee took a good look at this section and one of the results was that first aid kits were purchased for people supported to keep in their homes.

Service Specific Standards: This standard is about the practical and specific ways that support is provided both in people's homes and while they are out and about living their lives.

We are hoping that we can move to the next step of having the peer review team come for a site visit in the spring of 2016! Stay tuned to see how you can be involved either through an interview or by getting the latest updates.

Choosin' Inclusion

How to reach our office:
519-284-1400 ext.

Marg McLean.....	225
Jennifer Leslie.....	228
Kim Monden.....	222
Nancy Marriott.....	221
Vickie Logan.....	241
Candace O'Hearn.....	245
Laura Cannon.....	242
Becky Huffman.....	224
Linda Munro.....	243
Jenn Costello.....	232
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Jen McCauley.....	233
Don Dingwall.....	223
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The Inclusion Student Team from St. Marys DCVI receives praise for their exceptional passion for inclusion, using their video, "No More Barriers" to reach out and empower their peers.

Their powerful video has been recognized by leaders in the industry including Community Living Ontario, and John Draper founder of "Together We Rock."

Principal April Smith of St. Marys DCVI expressed her praise when she introduced the team stating they were leading the way for both students and staff and recognizing them as valuable partners in the work towards building a truly inclusive environment at the school.

"Children who learn together, learn to live together."

— Author unknown

News Bits...

- *Families Connecting with Families for Support and Change* is being held in London on Saturday November 21st. Contact Marg McLean for more information
- People First of Ontario is hosting their annual conference on November 27 & 28th. The theme is *Ability, Belonging and Community* and is jammed packed with great speakers and opportunities to share!
- A tentative agreement has been reached in a class action lawsuit involving the Ontario government and former residents of twelve Ontario institutions. The province has agreed to pay \$36 million to settle the class action, which includes claims, class proceedings fund levy, legal costs and disbursements. The suit alleged that the province was negligent in the management and operation of the facilities, resulting in abuse and harm to former residents.
- Our website needs updating! We would welcome your ideas and suggestions for improvement so please pass them on.

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

If you would like to be removed from our mailing list, please contact Nancy Marriott at 519-284-1400 ext 221 or email nmarriott@clstmarys.ca



FROM ALL OF US AT JPC!