



For all new or existing employees who have not acquired Compass Training, a session will be available on Oct 27 & 28th. Please contact your team leader for more details.

Fall is soon to arrive



A change of seasons ...
A change in heart.

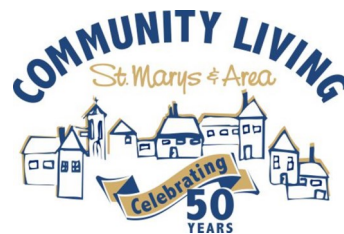
GENERAL STAFF MEETING
WED NOV 4, 2015
10AM-NOON

ANNUAL CHRISTMAS PARTY
DEC 11, 2015

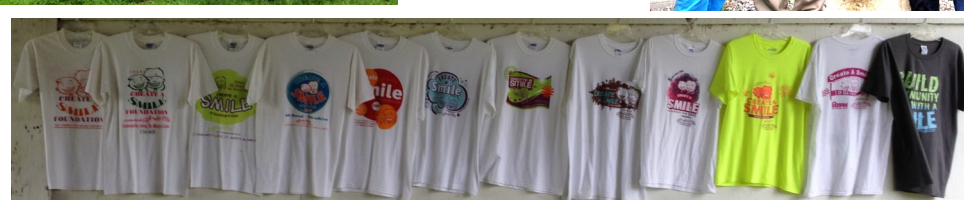
Newslink

September 2015

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



A grateful "thank you" to everyone who contributed to the success of the walkathon with special mention to the Muir, Rossetti and Van Dyke families for their exceptional support.



12th Annual Create A Smile a Success with over \$12,600.00 pledged to date!

From Central Admin

Canada Savings Bonds: The Canada Savings Bonds deduction program is offered through the payroll. The 2015 campaign runs from October 1st to November 1st, 2015. All applications are done online – csb.gc.ca/employees. There has been changes to their website and seems to be much more user friendly. You can email Nancy at nmarriott@clstmarys.ca for the Organization ID# as you will need this to sign up online. For those employees who are currently participating this is the time to make changes to contribution amounts if you wish to do so. *Deadline is November 1st, 2015 to sign up or make changes.* All changes and new enrolments take effect on the 1st pay of December 2015. Contact Nancy if you have any questions.

Matching RRSP Benefit: Every year employees need to notify Central Admin by December 15th if you

- Wish to remove yourself from the matching RRSP benefit
- Did not meet the earning requirement at the time of eligibility but are interested in participating, check with Central Admin to see if your 2014 earnings meet the gross earning requirement
- Opted to not participate at the time of eligibility and now would like to, check with Central Admin to see if you continue to meet the gross earning requirement
- If you wish to change your matching percentage

Contact Nancy at nmarriott@clstmarys.ca or call 519-284-1424 ext 221

Please note: The gross earning requirement is 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 on the pay period ending January 15th, 2016.

CHECK OUT
THE INSPIRING SHORT
INTERVIEWS WITH
LEADERS IN THE
DISABILITY MOVEMENT
AT

**CONVERSATIONS
THAT MATTER**

(LINK IS ON OUR WEBSITE)



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



Service Milestones presented at the AGM

Congratulation to the following employees

- ♦ 5 years Carrie Bailey/Don Dingwall/Jackie Haycock
- ♦ 10 years Jenn Costello/Donna Mitchell
- ♦ 25 Years Marg Angus
- ♦ 30 Years Nancy Marriott



Bob, Sherry and Emily enjoy a wonderful turkey dinner.



Entertainment
by David
McKillop

Community Living St. Marys & Area took part in this year's Heritage Festival.



Planning and Facilitation ran a photo booth to bring awareness and enjoy the rewards of community involvement.

Thank you
to everyone who played a role.




Visit our website: www.communitylivingstmarys.com

THE GIFT CORNER



In November of 2014, the Board of Community Living St. Marys and Area developed a new Principle#5 and it reads;
"We believe that inclusive communities are created and strengthened by recognizing and acting on the belief that each person has unique gifts that are necessary contributions.
We will help people discover their gifts, abilities, and skills.
We will help people use/share/contribute their gifts."
Is this a principle you are personally willing to commit to? If so then take on this gift challenge. Think of someone you know whose gifts may appear hidden to others because they are marginalized in some way. This could be someone you work for, a senior who lives in a nursing home or someone you run into downtown. Discover one gift about this person that someone else can benefit from. It doesn't have to be something big! And remember why it is important because we build community through sharing gifts!!

 **What's new with FOCUS Accreditation??**
"How you climb a mountain is more important than reaching the top."
Another way to say it is that process is more important than outcome. This certainly applies to our work with FOCUS accreditation. The point isn't just to get our certificate of accreditation. The real value lies in using the process as a tool to increase the quality of the services Community Living St. Marys and Area provides in the community every day. That means taking our time with the work plan and asking lots of questions about how our policies and procedures can focus on the people we support and help them to live a good life. For example thinking about the FOCUS standard, "People using services receive the degree of support needed to be safe" led to finding and modifying a risk assessment tool with a series of questions to help teams and families feel sure they are doing everything possible to support safety. It has already been used on a number of occasions with great success. If you have any questions about the FOCUS accreditation process, please feel free to contact Jennifer Leslie at (519)284-1400 ext. 228 or e-mail jleslie@clstmarys.ca

Core Competencies

Fostering Independence in Others is about enabling others to be self-sufficient and to nurture self-determination. It is also the sharing of responsibility with individuals and groups so that they have a deep sense of commitment and ownership.

This Means...	This Doesn't Mean...
making positive comments regarding individuals, employees and families' current and expected abilities and potential	giving only negative feedback and/or criticizing personal traits
providing practical support to instruct, guide and support others in a helpful manner	relying on others to "figure things out" themselves.
making the time to establish clear communication and expectations of those you work with	thinking that everyone will automatically understand what you mean and what is expected of them
letting others make mistakes in a non critical setting; trusting their judgement skills and abilities while show-	controlling everything; second guessing everyone
providing a variety of work experiences and training to support workers to establish a learning environment that promotes empowerment in others.	assigning the same tasks to the same people all the time and giving support workers solutions to problems before they have had the opportunity to solve them



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
- Tracy Brant.....234
- Jen McCauley.....233
- Don Dingwall.....223
- Stephanie Lee.....226
- Mirjam Schut.....227
- Maintenance.....244
- Voices.....305



SUMMER STUDENT SEND-OFF



This summer we employed summer students Katelyn, Stacy, Brittanie, Makenna, and Jacara. They were able to provide summer supports to many children in St.Marys and surrounding area, as well as work for some of the people we support on an ongoing basis. The students learned a lot about our agency, our philosophies, and how we support people. We wish them well in their educational pursuits this fall!

WE WISH THEM WELL IN THEIR EDUCATIONAL PURSUITS THIS FALL!

The greatest gifts you can give your children are the roots of responsibility and the wings of independence.
~ Author Denis Waitley ~



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

Institutional Class Action Lawsuit Update

Seven people who receive support from Community Living St.Marys and Area lived at Huronia, Rideau or Southwestern Regional Centres and were part of a class action lawsuit against the Ontario government for failure to care and protect people. The class action lawsuit was settled December 3, 2013 and did not go to trial. People courageously reviewed historic files and documented their personal experiences from this time in their life. Recently, people have received the long awaited financial compensation for filing their claims.

In June 2014, a second class action lawsuit was filed against the Ontario government on behalf of people who lived at 16 other provincially ran facilities. To date this lawsuit has not gone to trial.

"COURAGE HAS A RIPPLE EFFECT. EVERY TIME WE CHOOSE COURAGE, WE MAKE EVERYONE AROUND US A LITTLE BETTER AND THE WORLD A LITTLE BRAVER." ~ BRENE BROWN~