



CHECK OUT THE
INSPIRING SHORT
INTERVIEWS WITH
LEADERS IN THE
DISABILITY MOVEMENT
AT
CONVERSATIONS
THAT MATTER
(GO TO STAFF LOGIN ON
WEBSITE)

**ANNUAL
CHRISTMAS
PARTY
FRIDAY, DEC 7
AT THE
ST. MARYS GOLF &
COUNTRY CLUB**

Community Living St. Marys and Area employed six summer student support workers this year. We wish all the best to Katie, Hannah, Taylor, Abbie, Alicia and Sam as they head back to College and University this fall. People enjoyed the summer volunteering, working in paid employment, going to community events, sharing their favourite pastimes, creating friendships and having lots of fun!



- 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 2016 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 Candace at cohearn@clstmarys.ca or call 519-284-1400 ext 221

Compass Training has been scheduled for Oct 3-4, 9am -3:30pm both days. Compass Training is a two day session for all new employees to learn more about agency values, the importance of relationships, the importance of language, medications, planning, our agency history, and much more. If you are a newer employee and have not had this training yet, please register with your Team Leader as soon as possible.



Farewell dear friend...Barb Taylor began volunteering with our Association in 1974. She helped at the workshop, taught people to swim, welcomed Ken into their home and family life. She is the longest serving Board member. She gave generously of her time and energy and the Association was influenced and shaped by her strong values and desire for all people to live with dignity in strong communities. Barb had a deep understanding of citizenship, community building, and just and caring societies. Few activities of our Association have not been somehow touched by Barb.

Barb's Core Gift was *'helping others to feel accepted for who they are and reach their full potential. She gave it by being open to change; sharing and enjoying time spent with family and friends; and communication that leads to understanding.'* Barb gave of her gift generously. She made things happen. We will miss your presence as we move forward.



Lots has been happening over the summer to gather information for a new strategic plan. There have been group meetings with families, employees and board members and one still in the works for people supported. Sheila Simpson, who is helping us to write our plan, has also been gathering on-line surveys. There is still time left before the survey is shut down at the end of September to respond to the 4 short questions.

The link is <https://www.surveymonkey.com/r/BOZYP6W>

Sheila is planning on having an initial document ready by late November. Around that same time a committee from across the agency will begin meeting around the implementation of the strategic plan. If you have questions or would like to talk more about this please contact Jennifer at (519)284-1400 ext. 228 or e-mail jleslie@clstmarvs.ca



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



Update around Mentorship Program:

Starting a new job can be a stressful time and mentors can help ease the onboarding process for new employees. Our new Mentorship program has officially begun! We now have a couple of new employees paired with seasoned Support Workers. No doubt lots of information and experience will be shared! We are still inviting qualified Support Workers to apply to be a mentor. If you feel you have some great experience and knowledge of our agency, aligning with the vision, mission and principles, have participated in agency initiatives, education and training opportunities, have done your Core Gift interview (or are willing to obtain and learn more about it), and have some time to devote to a newer employee, this might be the right opportunity for you. Please contact Laura (lcannon@clstmarys.ca) for an application form if you are interested.



THE GIFT CORNER

Bruce Anderson is coming back to St. Marys in September 2018! Along with the training he is offering it's always an opportunity to learn from Bruce and the many experiences and contacts he is making as part of his work. One of the exciting things he has been busy with is organizing treks that combine walking in beautiful places with core gift discovery. Over the last year, Bruce and his partner have offered 10-day pilgrimages in Italy and Wales. If this sounds interesting to you, there is a lot more information and pictures on the Core Gift Institute website www.coregift.org You may notice someone familiar in the photos since Marg McLean has gone on two treks and could share some of her first hand experiences!

I2I

Include2Improve Youth Promoting Efforts of Inclusion

In May, several local youth represented Include2Improve and Re:Action4Inclusion at *Peace Day* in Paris, ON. Youth learned about personal, local and global peace from speakers and enjoyed Indie Bands.

Include2Improve members made a donation to the local Autism Perth group in September. Watch 'include2improve' on Instagram for upcoming events!



*"No one ever
made a
difference by
being like
everyone else."*

P.T. BARNUM

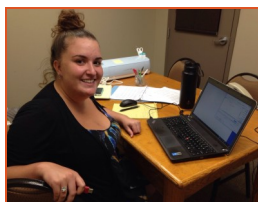
WELCOME KELLY, COLLEEN AND SHAY



Meet Kelly Boudreau! Kelly is filling the new role of Employment Facilitator. She will be focusing on how the Association can support employment goals for the people who use our services. She will be working closely with other agencies such as Partners in Employment and local employers to increase the opportunities for work and work related activities. We all know the importance that jobs have in our own lives. We learn at our jobs, we make friends, we feel a sense of worth and other people respect us for that role. There are so many benefits and everyone deserves the right to contribute. Kelly has a background in employment services and lives in Stratford. She's excited about being able to work in her own community. If you have ideas about someone who would like to work or a connection with an employer, please feel free to talk to Kelly. You can reach her by calling (519)284-1400 ext. 246 or by emailing her at kboudreau@clstmarys.ca

If you are at JPC drop by the planning office and say hi!

Welcome Colleen Haskett to the role of Team Leader. Colleen has been a Team Leader with the Association since the end of June. She is passionate about community, people's gifts and connections. She is excited to take on this new endeavour and all that it has to offer. Colleen brings experience to the role as well as a passion for technology. We are happy to learn from her and tap into her "tech-knowledge." For the past few months, she has been busy getting to know the people and places in and around St. Marys. If you're in the area, please feel free to drop into support services and introduce yourself. If you wish to connect with Colleen please email her at chaskett@clstmarys.ca or by telephone 519-284-1400 ext. 242.



Support Services would also like to welcome Shay Gavin to a part time role of Team Leader. For the next year Shay will have a role as a Team Leader and Support Worker. Many of you will know that Shay has worked for the organization for a number of years and began as a summer student. Shay brings creativity and energy to the work she does with people. Shay can be contacted at sgavin@clstmarys.ca or by telephone at 519-284-1400 ext. 229.

How to reach our office: 519-284-1400

Marg McLean	225
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If you would prefer to receive this newsletter electronically or wish to purchase a membership, you can sign up at our website at www.communitylivingstmarys.ca. You may also send your email address and request to: centraladmin@clstmarys.ca



A \$5.00 membership entitles you to:

- * vote on policies and bylaw changes at our Annual General Meeting
- * receive newsletters, annual reports, financial statements (on request only)
- * receive invitations to planning retreats and workshops
- * serve on our Board of Directors or one of its committees

If you would prefer to mail in your request please send it to:

Community Living St. Marys and Area
300 Elgin St East
St. Marys, ON N4X 1B9

If you would like to be removed from our mailing list, please contact Candace O'Hearn at 519-284-1400 ext 221 or email cohearn@clstmarys.ca

Visit our website: www.communitylivingstmarys.ca

Racism. Sexism. Ableism. Ageism. Heterosexism. Classism. Colorism. Sizeism.

Did you know that people in our community can be given or denied access to the good things in life based on how they experience the above terms? If you're interested in learning more about diversity, the experience of oppression and/or how to become an ally to those who experience oppression, then please join us at the Diversity and Inclusion Learning Session on November 14 at 1PM at JPC. Contact Laura Cannon (lcannon@clstmarys.ca) or Nichole Everitt (neveritt@clstmarys.ca) to register.

Please register no later than Friday November 2, 2018.



Employee Management Relations Committee

Provides a forum for discussion for all staff through their representative for matters of mutual interest and/or concern.

Members include:

Becky Huffman, Jen McCauley, Vanessa Martin-Loree, Connie Seaton, Tamie Robertson-Coward, Carol Ackersviller, Marg McLean, Jennifer Leslie & Kim Monden

Our Community Living St. Marys' reps had fun at the Community Living Ontario conference gala, where Dr. Brian Goldman received the 2018 Media award for his piece called, 'Crisis in Community' on CBC's program 'White Coat Black Art.'



The Joint Health & Safety Committee

Items of interest, dealings of the H&S 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

Members include:

Paul Williams, Jackie Haycock, Carol Ackersviller, Kim Monden, Linda Pickering, and Marg McLean.