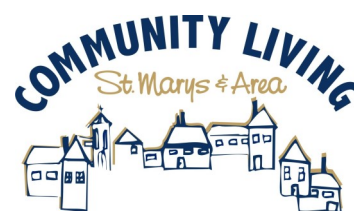


Newslink

February 2019

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



Coming Events



'All Staff' Meeting on
Wednesday May 8
Details to follow

AGM
Annual General Meeting

June 17, 2019
Pyramid Recreation Centre

Heart & Stroke
Big Bike Event
Tues, May 14 2019

If you are interested in
participating with the
'Community Living
Crusaders St. Marys'
Contact: Linda Pickering
lpickering@clstmarys.ca



Visit Our Website

Community Living St. Marys and Area Strategic Directions Update



As you know, our Association has been involved for a number of months in the development of strategic directions. These directions will guide our work for the next few years and assist in identifying areas where we will make it a priority to expend our energy during that time. There was an opportunity for all people involved with the Association to provide input through focus groups, meetings, surveys, etc. All of the input has been compiled and sorted and specific areas have been identified as key components moving forward. These key areas include **Healthy Culture, Community Engagement and Innovative Supports**. Within each of these areas, there are a number of specific ideas, activities and initiatives for moving forward.

This draft plan has been provided to the Board and they have received the information and ideas very seriously. They have also been working diligently to figure out how to best to move this work forward. They are very committed to making changes in the areas that have been identified as being necessary and important.

It has been determined that an Implementation Group will be struck representing all stakeholder groups including people being supported, families, employees and community members. Some of you have already identified your interest in participating in this work, either as a member of the Implementation Group or on specific work to be undertaken by sub-groups. If you do wish to be involved, please identify that by contacting Jennifer Leslie or Marg McLean. The first meeting will be held in April and the group is anticipated to be in operation for 18 – 24 months. There will be resources available to support the work of the group.

As well, an All Staff Meeting will be convened in May (details to follow). At that meeting we will be able to have a full discussion of the Strategic Directions and of the steps being taken to move forward in its implementation.

We are committed to making changes in a respectful and well thought through manner. We are committed to a transparent process and a multi-faceted system of communication which will move in both directions.

As always, our Vision and Mission will be at the centre of our work.

Emma Blackler, Board Chair & Marg McLean, Executive Director

Central Admin

fseap

**Family Services
Employee Assistance Program**

As a reminder, the Employee Assistance Program is available to all employees. If you have any questions please email Candace at cohearn@clstmarys.ca or call 284-1400 ext 221

Business Year Ends March 31st

To ensure reimbursement of your expenses (mileage, alternative support) Central Admin will need to receive your receipts no later than Wed, March 27, 2019.

Claim dates must be between **April 1, 2018 and March 31, 2019.**

The Joint Health & Safety Committee

Paul Williams, Jackie Haycock, Carol Ackersviller, Linda Pickering, 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 pwiliams@clstmarys.ca or (519) 284-3620

Developmental Services Human Resource Strategy Conference

So what goes on at these 'conferences' anyway?

Linda Pickering and I were able to attend the Developmental Services Human Resources Strategy (DSHR) conference in Toronto in early February. This was a time to network with colleagues in our sector (people from all across Ontario attend), learn some tips, tricks and ideas other agencies have implemented, as well as feel revitalized about our work in general.

From beginning to end, the conference organizers kept us busy, beginning with motivational 'happiness' speaker, Jennifer Moss to kick things off, leading into smaller break-out sessions over two days to learn about our specific interests, led by various professionals and colleagues. This included everything from Mental Health in the Workplace, to Conscious Care and Support. From how to use HR Metrics, to Aging with a Developmental Disability. From Developing Resiliency to Caring for the Caregiver. And everything in between!

Sessions are geared to all different roles in the DS sector, including Support Workers. The conference is annual, so if anyone has an interest in future years, please talk to your Team Leader about the possibility of attending.

Laura Cannon

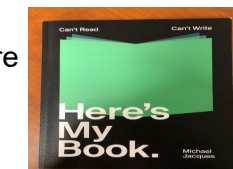


We have completed our transition to GSuite/GMail. If you are having any problems with signing into your email, downloading the app or have questions regarding any of the services available in GSuite, please contact Jay DeZwart at 519-284-1400 x 244 or maintenance@clstmarys.ca



Congratulations to Include2Improve! A group of local youth promoting efforts of inclusion on their successful Youth in Action grant from the United Way Perth-Huron! With this grant they are organizing author and public speaker Michael Jacques to present about his life as an author, person who has autism and his many other roles at local schools this spring. We are looking forward to having Michael visit. Learn more about Michael at www.heresmybook.com

Stephanie Lee



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

**Conversations
that Matter**





EMPLOYMENT NEWS: Employment Facilitation is on the go...a work in progress; after 6 months in the Employment Facilitator role, I am happy to report we are moving along swimmingly! I have met with 13 people interested in employment who are at various stages of preparing to find work; some working on skills development, others pre-employment preparation and a few conducting job search. I am here to walk with you through all stages of job search preparation. If you or a family member are interested in having step by step assistance, please contact me by email or phone.

kboudreau@clstmarys.ca or 519-284-1400 ext. 246. I would be happy to meet with you and your family and answer any questions you may have to determine if this is right for you.

Kelly Boudreau, Employment

From Presence to Citizenship Learning Exchange

Since 2015, CLSMA has partnered with ten agencies across Ontario committed to exploring opportunities, best practices and building new relationships with other people and places in our community to facilitate social change and full citizenship.

This third annual conference was all about 'People Driving Change'. There were excellent sessions and one panel included our own Vickie Logan and Kim Monden!

In her poem titled 'A Community of Peace, Love and Inclusion', Spoken Word Poet **Tanya Neumeyer** captured the essence of conversations and stories she heard while moving about the conference. During the performance of her poem, she told us to **"Remember this, this celebration of ideas, this celebration of heart, take it with you to nurture each of you and your families and communities."**

Check out From Presence to Citizenship Discussion Group on Facebook



Re:Action4Inclusion

Re:Action4Inclusion is celebrating 10 years as a social justice movement. This marks a new generation of youth carrying the message of inclusion forward. To mark 10 years, youth from around the province will gather at the Kingbridge Conference Centre and Institute in King City, March 29 & 30th. Community Living St.Marys and Area and the Avon Maitland District School Board has sponsored local youth to attend the conference. Two local youth are currently members of the Re:Action4Inclusion Youth Advisory Council. Cameron and Eva both have worked very hard with other provincial youth to organize this year's conference.



Way to go Cameron and Eva!



From left to right: Morgan, Eva, Jesse, Abbie, Nick, Gavin
(Absent from photo Camerson, Olivia and Ashlyn)

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

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

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

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, Shay Gavin, Marg McLean, Jennifer Leslie, & Kim Monden



Get involved! Board members needed!



Marg McLean at 519-284-1400 ext 225 or mmclean@clstmarys.ca



New Employee Mentorship Program MENTEE GUIDE and WORKBOOK

The mentorship program has been a great experience for me. I have thoroughly enjoyed meeting up with my mentees and talking about the issues that may arise in our job as well as the many rewarding aspects that come along with it. When I started with CLSMA, I sought out co-workers that I felt I could go to to ask questions and help walk me through any issues (including my own insecurities with second guessing myself). I was very fortunate to find my own mentors that really helped me out and who ensured me that I was doing fine, but having a mentor program in place, I feel it takes the pressure off of new employees to have to seek this out themselves. I feel that the mentees have a go-to, that they can text to ask a quick question, or to set up a meeting to sit and discuss issues or ideas.

Edna Willows

The mentorship project has been a wonderful and inspiring experience for me! My mentor has been very kind and helpful to support me and has been a good listener to help me through any questions and any concerns I've had. It's been a real pleasure getting to know my mentor. I really appreciate that my mentor volunteered and offered her time to meet with me! The mentorship project has helped me to connect with an experienced colleague/support worker. She has been pleasant, professional and friendly to me. She has helped me to have a better understanding for our mission and vision.

I would recommend the mentorship project to any new employee to help them feel like they are not alone and have other team members that care about them.

Tammy Lynch

Mindfulness isn't difficult. We just need to remember to do it.
Sharon Saltzberg