

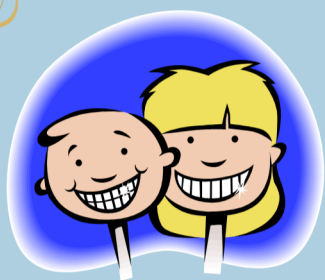
Newslink

September 2019

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



All Staff Meeting
Thursday, Nov 7th
Choose one of three
sessions.
8-11am, 1-4pm
or 6-9pm
St. Marys Golf &
Country Club



**16TH ANNUAL
CREATE A SMILE
WALKATHON
SUNDAY SEPT 22
HOPE TO SEE YOU
THERE!**

**(VISIT OUR WEBSITE
FOR FULL DETAILS)**

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

**CONVERSATIONS
THAT MATTER**

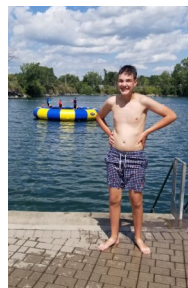
**(GO TO STAFF LOGIN ON
WEBSITE)**



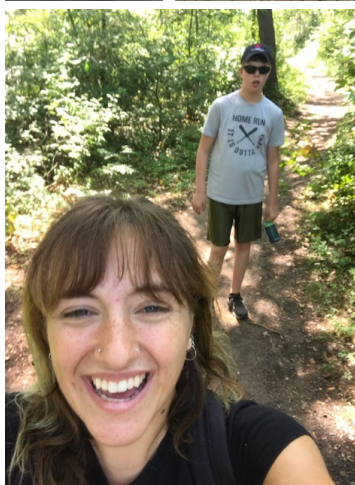
**ANNUAL
CHRISTMAS
PARTY
FRIDAY, NOV 29
AT THE
ST. MARYS GOLF &
COUNTRY CLUB**

Summer Student Support

Another summer has come and gone! Community Living St. Marys and Area employed 8 summer support workers who supported many youth in our community. Thank you Sam, Johanna, Sophia, Jocleynn, Jolene, Katie, Natalie and Taylor for your dedication over the summer. Thank you to the Federal Government for the Canada Summer Jobs funding. We continue to focus on youth living in our community and supporting people to have a great summer. Many youth have worked very hard on their personal goals this summer. These range from improving their physical fitness, visiting with friends, building new skills and employment. Youth Summer Employment was very successful and we aim to continue to build on this in the coming years. - Stephanie Lee



**A Summer of Fun
and Friendship!**





Central Admin

Matching RRSP Benefit: 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 2018 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



CPI Training

October 16: Refresher day 1-4pm at the JPC
October 24: Full training day, 9-5pm at the JPC
(mandatory training for new employees)



Compass Training October 9-10th

9am-3:30pm both days at the James Purdue Centre. 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.

Update on CLSMA's Change Initiative

In the last couple years, our organization has been looking closely at our values, what's important to people (all of us), the work we do and the way we do it. Gatherings with John O'Brien, people supported, staff and team meetings, strategic planning, etc. have informed us of the issues important to people connected with our organization.

We heard many amazing stories about people leading good lives. We also heard about barriers and practices that need to change in order to move forward. Thank you for sharing your insights, frustrations, proud moments and worries...all of it!

With your help, we are beginning to address some of the issues you identified. Some of the changes coming forward include:

- Clear articulation and understanding of organization values
- Introduction of accountability based management
- More team meetings consistently scheduled to ensure we're working together to assist people supported to move toward their 'good life'
- Introduction of technology to help us in our reporting, scheduling, etc.
- Clarity of roles including team leader who will have more presence on some teams, increased planning role with person being supported and active mentoring and coaching with team
- Addition of second manager of support services to allow greater participation with teams and individual support workers
- Clarity for planning facilitators of their role with people with little or no funded support
- Ongoing commitment from executive director to listen and learn

As you know, a strategic planning implementation group with representation from all stakeholders was formed in the spring. This group has been on hold for the last couple months so that we could work on some of these operational issues. I expect they will meet in October to look again at our strategic directions.

Change takes time...we are a great organization that wants to get even better! - Marg McLean

"When patterns are broken, new worlds emerge" Tuli Kupferberg

THE GIFT CORNER



Our Gift Culture

Consider this: “Don’t ask yourself what the world needs. Ask yourself what makes you come alive, and go do that, because what the world needs is people who have come alive.”

— Howard Thurman

We are part of a learning project with 11 other agencies across Ontario on how to grow our gift culture. Sounds easy but just like any other culture change it can be hard to find concrete steps and get everyone involved. A gift guidance group has started meeting to brainstorm ideas and they want your help!!! How can we learn about everyone’s gifts (including people supported, employees, family members) and then what can we do next? You can join the group, come to a meeting, or even just share your thoughts. What makes you come alive?? Ask Jennifer if you want to connect with the gift guidance group. - Jennifer Leslie

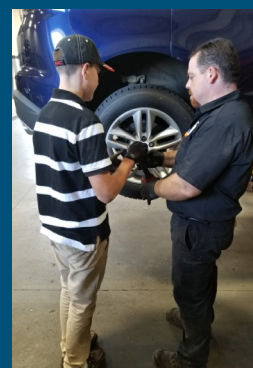
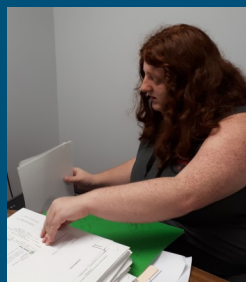
Community Living Employment Facilitator Update

We have reached our 1 year mark developing employment opportunities for those we support. We continue to build and establish relationships with the people we support, employers and service providers in and around St. Marys. To date our successes include; 7 employed in either full time, part time or casual roles in the service sector. Employers are giving two thumbs up on their satisfaction of those employed in these roles and say they would refer us to other employers in the community. Several are actively building skills and/or working in volunteer roles which has met their desire to be more connected to the community. ‘Summer Jobs’ was a great success and we have furthered the relationship with employers that are willing to continue to work with us throughout the year in securing employment for the people we support. They will also continue to work with us next year during the 9-week placements for high school students.

Literacy is beginning to grow! – Should you support someone that is interested in developing their reading and writing skills, Pam Ford has put together a team of 5 volunteers to work with us. Just let me know who you have in mind and we can pass their names along to her team.

New developments are happening all the time and we are in for an exciting year ahead. REMEMBER, if you are supporting someone that is interested in looking for employment, please let me know and I would be glad to help!

- Kelly Boudreau

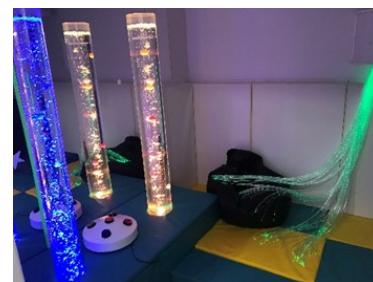


Snoezelen Room at Kingsway Lodge



We encourage you to utilize our **FREE** Snoezelen Room located in the lower level of St. Marys Kingsway Lodge Nursing Home! Your local Community Living St. Marys and Area has partnered with Kingsway Nursing Home to bring the community a fun and accessible amenity called the ‘Snoezelen Room’. The Snoezelen Room is an amazing, multisensory environment which was designed to calm, soothe or stimulate one’s senses. The sounds, lights, colours, videos and furnishings can all be modified, personalized and tailored to the specific needs of those using the room. And best of all, it is a free amenity within your local community that is ready to be used by those interested!

For required training, or should you have any questions, please contact *Rachel Salter* at Community Living St. Marys and Area (519) 284 -1400 x 231.



How to reach our office:
519-284-1400

Marg McLean	225
Jennifer Leslie	228
Kim Monden	222
Vickie Logan	241
Candace O'Hearn.....	221
Laura Cannon.....	245
Becky Huffman	224
Linda Pickering	243
Jenn Costello	232
Tracy Brant.....	234
Colleen Haskett	242
Shay Gavin	229
Don Dingwall	223
Stephanie Lee	226
Rachel Salter.....	231
Malibe Campantero...	227
Kelly Boudreau.....	246
Maintenance	244
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Do you have support work experience to share and the time to share it? Are you an active employee who has been involved in extracurricular activities and committees as well as some knowledge around core gifts, SRV or Conscious Care and Support? Are you active in your community and have some knowledge to share around local resources? If you answered yes to any of these questions, you may be a great fit as a mentor. Mentors are paired up with newer employees to help guide through the onboarding process. Time commitment is six months and mentors are available to meet regularly and take phone calls/texts as needed. Contact Laura for more information. lcannon@clstmarys.ca



Visit our website: www.communitylivingstmarys.ca

Just a reminder to check your emails often to ensure you are receiving any pertinent information being shared by the Association.



Include2Improve is a group of high school-aged youth who meet monthly. The group has a ton of fun and great conversations. Together they work on community projects. Check out include2improve on Instagram!

Include2Improve along with Community Living St. Marys and Area is a proud sponsor of the upcoming Re:Action4Inclusion Provincial Youth Leadership Summit in London, Ont on November 23 & 24th. It will be two days of network building, youth-led vision building and activities. Talk to any I2I member or Stephanie Lee, Youth Facilitator if you are interested.



**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, Edna Willows, Tamie Robertson-Coward, Mercedes Graham, Jackie Haycock, Marg McLean, Jen Leslie & Kim Monden

If you would prefer to receive this newsletter electronically you can sign up at 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 x 221 or email cohearn@clstmarys.ca

**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, Susan Graham, Kim Monden, Linda Pickering, & Marg McLean