



Newslink

November 2019

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



Community Living St. Marys and Area invites you to the annual **Christmas Dinner and Dance**

Friday Nov 29th
St. Marys Golf and Country Club
(Invitation enclosed)

RSVP by Nov 18th
to Central Admin



Christmas Closure:

The JPC (office) will be closed:

Tues, Dec 24 at 1pm

Wed, Dec 25
(Christmas Day)

Thurs, Dec 26
(Boxing Day)

Tues, Dec 31 at 1pm

Wed, Jan 1
(New Year's Day)



Over \$22,000.00 Raised! Our most successful year to date!



A grateful "thank you" to everyone who contributed to the success of the walkathon with special mention to the Muir, Rossetti, Holland, Langdon and Van Dyke families for their exceptional support. Go to www.communitylivingstmarys.ca for a complete sponsorship listing.

The money raised will pay for things that enhance the lives of people with disabilities, their families and the communities they live in. This includes essential items not covered by government funding, some mobility and communication devices, summer supports for a number of young people, People First and accessibility equipment needed in our community.

Improvement Initiative: Keeping our Promise



- ♦ St. Marys is committed to each and every person we assist in a way that leads to a better life and a more engaged community.
- ♦ St Marys has a long history of continually improving what we do, i.e., being even better than we are today.
- ♦ Within the developmental service system there are financial constraints and greater demands for compliance and by our funders that is challenging our Mission and Vision.
- ♦ Families are coming to our door who have very little or no government support but we still want to assist these families and their son or daughter.
- ♦ In this organization all work and every role is important and valued.

What are We Doing	Actions We are Taking
Strategy: Clarifying the meaning and implications of our service values and principles for our daily work so we are all working together on behalf of a person who is receiving assistance from us	<p>By ... writing value statements to help orient all staff, especially new staff, with understanding the purpose of their work</p> <p>By ... having regular conversations facilitated by managers at staff team meetings about these value statements</p> <p>By ... hosting staff training sessions for all staff to deepen understanding of the purpose of our work.</p>
Effective Organizational Structure: Reviewing and revising our organizational structure (who reports to whom for what purpose)	<p>By ... having Team Leaders and Team Members report directly to Managers</p> <p>By ... having two (2) manager positions in Support Services who report to the Executive Director and who are accountable for Team Leaders and Team Members</p> <p>By ... Having Team Leaders assist the Manager with team effectiveness and with development of an even better plan for people being supported</p>
Systems and Processes: Researching and selecting the best systems and processes to make us more efficient and effective with our time and more focused on the good work we need to do with and on behalf of people we support	<p>By ... installing and providing training for data input and support systems such as AIMS and Inclusion Systems</p> <p>By ... reviewing and revising our planning process with the people we support</p>

THE GIFT CORNER



The Core Gift Institute has a new podcast series on why gifts matter that everyone should take a listen to! There are currently four interviews to download with new ones being added on a regular basis. Bruce talks with a variety of people who are passionate about this idea of core gifts and how communities can welcome all people based on what they have to offer. Go to www.coregift.org to tune in and get inspired!

Still haven't had your core gift interview? It's easy to set up just let Laura or Jennifer know and we'll set one up based on your schedule. If this is something you are excited about and you want to join with others in the organization to find new ways to explore core gifts, ask about the gift guidance group!

By Jen Leslie

GIVING TUESDAY™

Tuesday December 3rd, 2019

Community Living St. Marys and area is promoting welcoming communities by encouraging you to do something nice for your neighbour. Spread some cheer by spending time with those around you, or people in your community, between now and December 3rd.

Send us your photos and a brief description of what you are doing to be a great neighbour, so we can inspire others to do the same. Take a photo of the treats you baked, leaves you raked, coffee, or holiday card you dropped off or simply you just spending time with a neighbour. If you have any questions please feel free to contact Rachel at (519) 284-1400 x231 or rsalter@clstmarys.ca

Celebrate Being a Good Neighbour with Us!

December 2nd, 2019 join us for a **free** community dinner starting at 5pm and hosted by CLSMA at the United Church. We are looking for volunteers to help with serving and cleanup. If you are interested in volunteering, please contact Marg McLean At 519-284-1400 x225 or email mmclean@clstmarys.ca

On **December 3rd, 2019** come out for a **free** Giving Tuesday dinner starting at 5pm, at the United Church. There will also be a special event put on by Emm Grvner starting at 7pm at the Town Hall.



VOLUNTEER BELL RINGERS NEEDED!

Ring a bell...help change a life

In keeping with the spirit of giving during the holiday season, we are helping the Salvation Army with manning the kettle on Wed, Dec 11th from 10-4pm outside Scotiabank. If you are able to volunteer for 1/2 or an hour shift, please contact Candace at cohearn@clsmtarys.ca or 519-284-1400 x 221.

Congratulations Mackenzie McIntosh, 2019 recipient of the Community Living St. Marys and Area Scholarship! Mackenzie is pictured here with Board member Sheila Greason. She is attending Trent University's Social Work program.



SCHOLARSHIP

3 December International Day of Persons with Disabilities



take action disability-inclusion
women with disabilities understanding disability mobilize action
promote dignity plan events mainstream disability
organize forums ensure equality
develop social policies employment inclusive education
social integration advocate human rights
children with disabilities empowerment
accessible healthcare
data collection awareness-raising
end stigma and stereotyping



Be informed! Get involved!
www.un.org/disabilities
enable@un.org

Contact Info: 519-284-1400

Marg McLean	225
Jennifer Leslie	228
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"We can't have an enlightened society or a sane and peaceful world if the individuals within it are stuck in small, fixed mind. Out of our individual ability to connect with big mind and big heart - in other words, with our basic goodness - we can manifest a culture where people care for themselves and care for each other. We can have a society where we see each other's potential, rather than seeing each other as broken or messed up."

***** from *Welcoming the Unwelcome* by Pema Chödrön

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

Mark the date: Next Mandatory All Staff Meeting will be a full day training with Doug Cartan.
You will be asked to register for one of the following dates:
Thursday, Jan 16th; Friday, Jan 17th or Saturday, Jan 18th.
For more information, watch for upcoming flyer in your email.

Employee Management Relations Committee

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

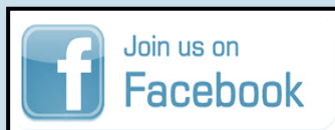
Members include:

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

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

**Conversations
that Matter**

(GO TO STAFF LOGIN ON WEBSITE)



The Joint Health & Safety Committee

Items of interest, dealings of the H&S Committee and the minutes are posted at the 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

Happy Holidays