



OCTOBER 2023

AN UPDATE ON SUMMER SUPPORTS: AMANDA BROWN, MANAGER OF SUPPORT SERVICES

As always, summer flew by and the youth had a great time creating lasting memories and building new skills! Community Living St. Marys and Area employed five summer support workers who supported many youth in our community. Thank you, Sarah, Cole, Abbie, Tate and Katie for your dedication over the summer.

Our focus this summer was to create some great memories and have fun by assisting the youth to explore their community while making new community connections. Many of the youth have worked very hard on their personal goals this summer. These goals ranged from improving their physical fitness, visiting with friends, volunteering and paid employment! Employment and volunteer placements were very successful this summer. We worked very closely with our Employment Facilitator to support seven youth to obtain volunteer placements and maintain paid employment.



**MITCHELL VOLUNTEERED 3 DAYS A WEEK AT THE PRC,
HELPING TO KEEP THE BUILDING CLEAN.**



**HANNAH VOLUNTEERED ONCE A WEEK PURCHASING AND
DELIVERING GROCERIES IN ST MARYS.**



**BEN COMPLETED HIS SECOND SUMMER AT WILDWOOD
CONSERVATION AREA AS A PAID EMPLOYEE!**



FOOD TRUCK SOCIAL:

Thank you to the Core Gift and Diversity, Inclusion, Wellness Committees for organizing such a great event! People supported, employees and families were all welcomed. We had a grand total of 107 people come out! 88% of the people who RSVP'd yes were able to make it out despite the rainy weather. This is great to see!

SOME CHANGES IN THE OFFICE:

Jen Leslie is now in the Executive Director role as **Becky Huffman** is on her maternity leave.

Kim Monden has transitioned to Manager of Planning Services.

Amanda Brown and **Trisha Taylor** are Managers of Support Services.

Mel Thomson has been welcomed in a new role of Youth Team Leader.

We also welcome new Team Leaders - **Brittany Denison**, **Bryan Abel**, **Jen McCauley** and **Sheri McDonald**.

31 people replied to a Slido poll and offered feedback about the event.

From this we have learned:



Of the 31 people, for 9 people this was their first ever CLSMA event.



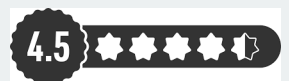
71% of people were very satisfied with food options provided.



94% thought the day and time were great (Tuesday 4-6pm)



72% of people polled met someone new!



Overall the rating for this event was 4.5/5



COMMITTEES



Employee Management Relations Committee

EMRC provides a forum for all employees to discuss matters of mutual interest and concern as it relates to policy and procedures of CLSMA. The committee is interested in questions, suggestions and ideas regarding the working environment. You can connect through one of the members or through the separate email address (emrc@clstmarys.ca) The committee meets quarterly. Members are; Lynne Roberts (joint chair), Jenn Costello (joint chair), Kim Melville, Lisa MacDonald, Trisha Taylor, Jennifer Leslie.

Joint Health and Safety Committee

JHSC is a provincially required advisory group where worker reps and management can discuss health and safety policy and procedure. The committee meets quarterly and you can connect through one of the members. Members are; Paul Williams (chair), Lynne Roberts, Bryan Abel, David Hall, Kim Monden and Jennifer Leslie (co-chair).

Diversity, Inclusion and Wellness Committee

The DIW committee aims to foster an environment that enables all CLSMA employees and people we support to feel empowered, valued, respected, safe and well, to cultivate a diverse and inclusive staff, and to strengthen and enhance CLSMA's commitment to advancing the cause of making sure that all people feel like they belong. Current members are; Kelly Arbuckle, Laura Cannon, Carly Geiger, Don Dingwall and Kim Melville.



Quality Assurance Committee

After taking a break for the last few years, the QA committee is back up and running with its first meeting in October. This committee provides the Board of Directors with advice respecting the quality and performance of services provided by CLSMA. They will play an important role in implementing the new strategic plan and monitoring progress. Current members are; Ruth Lamond, Pam Robson, Alice Mainland (chair), Kim Monden and Jennifer Leslie.

Fundraising Committee

This is a brand new committee that hasn't fully formed. It will oversee the special 20th Create A Smile walk in 2024 and potentially other fundraising type events. Regular meetings will begin soon. Current members are; Mary and Danny Muir, Tracy Rossetti, Janelle Muir, Candace O'Hearn, Jennifer Lichti, Kelly Boudreau and Jennifer Leslie.

WELCOME RUBY!

Ruby Josephine Denman

Our Executive Director, Becky Huffman, and her partner, Matt welcomed Ruby on September 2nd. Everyone is doing well!



COMMITTEES

Gift Guidance Group

This is an informal group that promotes gift culture within the organization.

This is based on CLSMA Principle #5 that says that we will help people discover their gifts, abilities and skills and we will help people use/share/contribute their gifts. Current members are; Sherry Pautler, Edna Willows, Jodi McLean, Malibe Campantero, Laura Cannon and Jennifer Leslie.

Working Groups

CLSMA will have working groups come together for a time limited approach to brainstorming ideas and solutions connected to the strategic plan. One recent example was the vacation process working group that just wrapped up with a report and recommendations.

If you would like to know more about any of the committees or groups please contact Jennifer Leslie.

jleslie@clstmarys.ca

UPDATED INTERNAL PLANNING PROCESS

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CLSMA has started to roll out an updated internal planning process. At this time we are working with two people supported and look forward to being able to offer to more people soon.

If you, or someone you are connected to is interested in hearing more about the updated internal planning process please reach out to Jodi McLean at jmclean@clstmarys.ca

**CLSMA HOLIDAY PARTY
SAVE THE DATE**

DECEMBER 8TH 2023



*Thank you to everyone who helped make the 2023 Create A Smile Walk a success!
\$21, 634.00 was raised!*



EXTRA CREDIT: WHO IS THE BOARD MEMBER HIDING IN THIS PHOTO?
SEE THE BOTTOM OF PAGE 8 FOR THE ANSWER.

2023 BOARD MEMBERS:

- **Brenda Holland (President)**
- **Lynette Geddes (Vice President)**
- **Linda Howgego (2nd Vice President)**
- **Alice Mainland (Treasurer)**
- **Emma Blackler**
- **Sheila Greason**
- **Megan Winchester**
- **Nicole Carradine**
- **Lynn Hainer**

STRATEGIC PLAN UPDATE

Please take a look at the full strategic plan on the CLSMA All Staff google drive in the Strategic Plan 2023-2026 file. There is a plain language version as well. These documents will soon be available on the CLSMA website.

Strategic Goal # 1 – Service Excellence

- A one day training event for the leadership team on HR and leadership skills was completed at the end of September. This will help new team leaders and managers to support their teams.
- CLSMA is part of a collaboration of five agencies called the Southwest Collaborative Communities. This group works together to maximize strengths by sharing best practices, training and administrative efficiencies while maintaining their individual identities.
- The agency is interested in using technology to improve communication, getting feedback and tracking progress. Two examples are Slido, that can be used for quick surveys and data collection. Another example is Stormboard that is being used in the planning project.

Strategic Goal # 2 – Quality of Life

- A planning project is underway to strengthen CLSMA internal planning and facilitation processes.
- The new Quality Assurance Committee will meet for the first time in October.

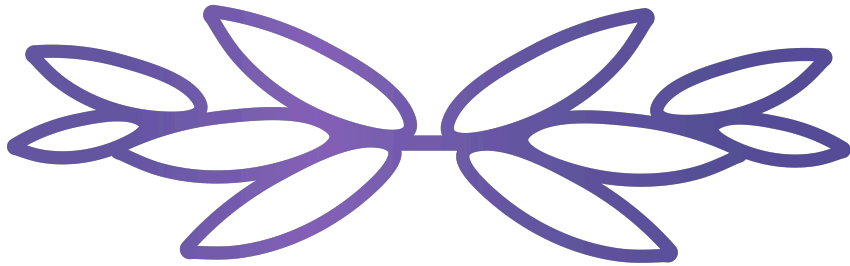
Strategic Goal #3 – Employee Experience

- A working group met to develop recommendations on the vacation process. Their report was shared with the Employee Management Relations Committee and the Board and will result in changes to policy and procedures.

SAVE THE DATE:

VIRTUAL ALL STAFF MEETING

FEBRUARY 29TH 2024



ATTENTION:

IF YOU HAVE ANY
CONNECTIONS TO
AVAILABLE HOUSING
PLEASE CONNECT
WITH JENNIFER
LESLIE.

MESSAGE FROM YOUR EXECUTIVE DIRECTOR:

Welcome to the Fall newsletter!

Summer flew by us and here we are in a new season! Lots of exciting things are happening here at CLSMA. There are many new faces and I would like to welcome new employees to the team and thank our loyal base of staff who show up everyday for the people who use our services! I also want to thank the people we work for and their families for their trust and partnership. I am so proud to be part of this amazing association!!

This newsletter was designed to share some brief updates and catch your attention. Communication is the key to a healthy organization and meeting the goals set out in our strategic plan. It's a two-way street so I'm inviting you to ask questions, share your thoughts and ideas and share your unique gifts. If you have any questions about what you read in the newsletter please let me know! Stay tuned for more updates and ways you can get involved!

With gratitude!

Jennifer Leslie



Recently our community has faced the loss of Sheila Greason. Sheila was a long term board member and a pillar in our community. She will be remembered and missed by many.



THE HIDDEN BOARD MEMBER FROM PAGE 6 IS LINDA HOWGEGO - LINDA IS A LONG TERM BOARD MEMBER, FORMER CLSMA EMPLOYEE AND CURRENT EMPLOYEE OF FAMILY SERVICES THAMES VALLEY.

