



## World Café

The picture on the left: seated at this table are Barb Leavitt, Margaret Levy, Lori Webb Thompson and Nancy Marriott

The picture on the right: Blair Groves, Jennifer Leslie, Al Slater, Steph Gratton, and Brenda Holland.

On September 30<sup>th</sup>, fourteen people spent a morning together in a café setting to discuss a question about planning. The Café is one way to bring people together to explore things that really matter to them. Our questions were *“In what way does planning help people to have ordinary lives AND how would separate planning further enhance citizenship?”* Based on the belief that people do have the wisdom to answer hard questions, the Café certainly brought out many interesting and thought provoking ideas.

For a full report on the Café ask Kim, Jennifer or Marg for the whole report. To find out if a group you are part of could use this “tool” see Kim or Marilyn.



## Foundations and Voices

On October 26, Foundations and Voices co-hosted a supper get together at the Friendship Centre. Seventeen people shared a meal and listened to a stimulating presentation given by Vicki Logan. Vicki shared her daughter Robynne’s story and talked about the challenges facing Robynne when high school finished last June. The “Positive and the Possible”, could have been the title of her talk, it was inspiring!

In this picture Vicki hams it up with her parents who attended from Woodstock.

**From our May Retreat, our Vision, Mission and Principles have been revised!**

***Our Vision:*** *A community where everyone belongs.*

***Our Mission:*** *To nurture the ability and willingness in our community to welcome and support all people as valued and contributing citizens.*

**We recognize that it takes action to achieve our mission. Our principles are listed below:**

Principle # 1

***We believe everything starts with the person.***

- We will help people plan for their good life
- All supports are tailor made together with the person and their family
- All budgets are individualized
- We will advocate for the Ontario government to individualize funding for disability supports

Principle # 2

***We believe we are accountable to the person first while honouring relationships in the person's life***

- We will support the individual's right to call on family and friends for support and advocacy throughout his or her life
- We will support families to be active decision-makers in the lives of their children and youth

Principle # 3

***We believe that a range of relationships is valuable and important to everyone.***

- We will support people to explore and develop those relationships through intentional and natural opportunities

Principle # 4

***We believe everybody has the right to self-determination.***

- We will support people to be full citizens of their community
- We will support people to direct and monitor their services and budget
- We will support People First

Principle # 5

***We believe in our commitment to people with developmental disabilities from St.Marys and area.***

- We will walk with people through their journey
- We will find ways to support people currently not supported
- We will have a clear, transparent, equitable process for how decisions are made regarding who receives what service (including the allocation of funds, existing and new, human resources and assignments)

Principle # 6

***We believe that being involved in your community leads to full citizenship.***

- We will create inclusive supports. We will not create or operate segregated and congregated supports

Principle # 7

***We believe we have a role in grassroots community development.***

- We will support people who use our service, families, Board members and staff at every level to lead and take part in community initiatives
- We will support self advocacy
- We will support family advocacy

Principle # 8

***We believe it's important to plan for future needs of people living in our community.***

- We see our role as an agent of change in the areas of education, seniors, transportation, housing, recreation, and employment
- We will advocate for individual and system change to help people get supports they need

Principle # 9

***We believe in an organizational culture that encourages learning, risking, evolving and innovating.***

- We will learn together by continuing to question ourselves and each other
- We will stay connected to movements within human services including citizenship, human rights, advocacy and best practices
- We will share information and stories – team-to-team, general staff, newsletter and newspaper

Principle # 10

***We believe in the honourable role that staff plays in people's lives.***

- We will recognize and appreciate staff, encourage leadership and mentoring opportunities, invest in training, and advocate for good wages, benefits and employment opportunities

Principle # 11

***We believe in planning that is separate and local and also, we believe there is a role for independent, unencumbered planning in Ontario's developmental service system.***

- We will explore issues of further separating planning from services
- We will continue to act as a provincial resource while balancing local needs

Principle # 12

***We believe that our organization is healthier when there is an active quality assurance process in place in every area of the organization.***

- We will regularly ask people who use our service and their families about the quality of services they receive

**Employees!**

Don't forget to get the latest information from the agency, including job postings and training opportunities from our Information Hotline. **Just phone 284-1400 at press '5'**

## **Announcements and Celebrations**

Let's celebrate all of our accomplishments. If you know of any announcements or someone celebrating a personal achievement, please send it in to Tracy Brant at: [branttron@quadro.net](mailto:branttron@quadro.net). We all have our own area that we shine and excel; let's share these with each other!

### **SWEEP! SWEEP!**

The curling season for **Amie Coward** has started on a good note not to mention an exciting one as well. Amie and her rink (team) participated in the 9th Annual Southwestern Ontario Women's Charity Cashspiel in London. The majority of the 32 teams came from all across Canada, a couple teams from the USA and one team from Switzerland. In four days Amie and her team played seven games and ended with a record of 4 wins and 3 loses. One of their wins came against the 2005 Team Canada rink that won last years Scotts Tournament of Hearts who is represented by Jennifer Jones of Winnipeg. Finishing in the top ten in this event and winning against Team Canada is an awesome start to the curling season. Way to go Amie!!

**Barb Leavitt** is feeling pretty proud after completing the **Detroit 1/2 Marathon** at the end of October. It was a major accomplishment for her. And what are the odds with over 13,000 runners that she and her running partner would make the Detroit Free Press. Check it out! <http://www.freep.com/photos/2005/marathon1024/index.htm>  
Click 13 images in to get to Barb. Great run Barb!!

**Cathy** and Bernie would like to announce the marriage of their second daughter, Erin. Erin McCormick and Kirk Scrammell will be married on November 12<sup>th</sup>, 2005 in Stratford. Her sister Megan, who now resides in Australia, will be attending the ceremony. Congratulations go out to Cathy, Bernie and Liam on this happy time in your lives.

**Kathy** and Jim Bibby are still patiently awaiting their first Grandchild scheduled to arrive in early December, 2005. This is Chris and Karrie's first and just in time for a great Christmas.

We all want to welcome back, **Kelly Armstrong** to Sandy's Team. She has been home with the birth of her newest family addition, Dallen. Hopefully Kelly, Jeff and Dallen will settle into a good routine, to balance work and home life. Glad to see you back!

## **Facility Closure**

In June 2005, Madonna, who lived at Southwestern Regional Centre near Chatham for 44 years, was the first person since 2000 to leave one of the three remaining large institutions in Ontario for people with disabilities. Madonna, her family and friends had a huge celebration in Windsor.

As you may know, the Ministry of Community and Social Services will close Regional Centres near Chatham, Orillia and Smith Falls by March 2009. Closing Ontario's last three institutions for people with disabilities is the right thing to do. Although there have been some challenges to deinstitutionalization, Minister Sandra Pupatello is committed to the closures.

There are 1100 people living in those three facilities and more than 2000 employees. We know of only four people from Huron and Perth but more people may choose to come home to this area.

Many people involved with our association have lived in institutions. We know from experience that with comprehensive planning and quality supports people can move from their institutional life to community life very successfully. People do live very full, happy and healthy lives in community.

Members of People First, a self-advocacy group, have been calling for the closure of Ontario's institutions for more than two decades. Many People First members know from their own experience about institutional life. That is why People First members advocate for real homes, real relationships, real work and real opportunities to exercise their rights as citizens.

**People living in Ontario's institutions have a right to live in community.  
March 2009 can't come soon enough!**



Picture on the left is last years' Harley winner Ken Henshaw.



On the right are Brenda, Kim and

Wolfgang, out selling tickets. It was a "Great ride" but now is time to bring in fresh and new ideas!

## Fundraising

For ten years Community Living St.Marys and Area has raffled a Harley Davidson motorcycle. It has been an excellent fundraiser with wonderful support from St.Marys residents, businesses and clubs. However, this year the association has decided to retire our 'Ticket to Ride' campaign. We want to say a very big thank you to all of our ticket sellers and buyers, volunteers and an extra special thanks to Coldwell Banker and St.Marys Minor Hockey.

While we won't be pushing around a Harley, our need for fundraising has not gone away. This year we have an exciting opportunity to participate in the second annual Create A Smile walk-a-thon. This walk will be held in St.Marys on Sunday November 6<sup>th</sup> beginning at 2pm at the Presbyterian Church. Participants will enjoy the beautiful view of our town from

the Grand Trunk Trail, wear a specially made T-shirt, receive great door prizes and raise money for a worthwhile cause. All proceeds from this walk will go to the association.

**We need your support to make this a successful event. Please call 284-1400 and we will get a pledge package to you!**

## THE DETAILS OF THE WALK

Date: Sunday, November 6<sup>th</sup>, 2005

Time: 2pm

Distance: 5km.

Location: St. Marys, ON

Starts at St. Marys Presbyterian Church, 147 Widder St. E and goes along the Grand Trunk Trail to Ann St. and back.

Prizes to be announced

We are excited to have the opportunity to rally the St. Marys community together for an afternoon that is guaranteed to be full of heartfelt smiles and that will raise funds to pass on to those in the community who could use a smile. Our goal is to raise \$20,000 that day so we could use all the smiles that you have, to achieve our goal!!

**Helen Keller once said**

***"Alone we can do so little; together we can do so much."***

**We look forward to working together and creating more smiles in this world.**

**"A smile is the lighting system of the face, the cooling system of the head and the heating system of the heart."**

**Unknown**

## **Central Administration**

**And everyone's favourite subject...finances**

The agency currently receives \$2.058 million in operating grants from the Ministry of Community and Social Services. These funds are used to cover all daily operations. A number of short term or outside projects, fundraising efforts, donations and memberships are tracked outside of the grants. A 1.5% increase amounting to \$30,878 will be added to our current grants. This money is being used to offset the rising cost of gas, hydro, water etc and to increase staff salaries. The agency will also receive some pay equity funds from the previous year. These enhancements will increase ministry funding to in excess of \$2.10 million dollars.

The association is required to report on its financial status, to the Ministry, four times a year. These reports are completed to the end of June, September, December and March. Beyond the money piece, many statistics surrounding hours of support, number of people supported and staffing full time equivalents, are also required. An audit of the previous year's activities is completed by an outside firm in April of each year.

Each year, around December, we begin thinking about the budget requirements for the upcoming fiscal year. The fiscal year runs from April 1<sup>st</sup> to March 31<sup>st</sup>. Community Living St. Marys and Area is committed to individualized budgeting. We sit down and look at the support needs of the individual. This information is then translated into actual dollar amounts. Each month, the financial statements are analyzed to ensure their accuracy but also to determine how well our budgeting was. Individual budgeting is not only beneficial from a financial standpoint. By having statements reflective of each person supported by the agency, they never leave our focus.

The Executive Director, Office Administrator and Accounting Analyst make up the central administration department. Those are fancy titles but what is it we do?

Hello! I am Nancy Marriott and my position within the organization is that of Office Administrator. I have been employed by CL St. Marys and Area for 20 years. Along with the many varied tasks and situations that arise in the hub of the organization, I work closely with staff through payroll procedures, benefits, RRSP plans, and ensure that employees are kept informed of all pertinent information. I also work with the Board of Directors providing all aspects of administrative support. And...hopefully do my part in keeping Central Admin. running smoothly!

My name is Vickie Logan. I have worked for the agency for twelve years. As the Accounting Analyst, it is my role to track and report on all the financial activity of the organization and Wm Hanly Apartments. Basically any money coming into or going out of the bank passes my desk in some capacity. Identifying the financial requirements of the organization, from the budgeting process through to the Ministry submission is also a large part of my job. Give me a call if you have any questions about "our favourite subject."

### **Employee Corner**

Pay grids were raised 1.5% for direct support staff effective October 22, 2005. A .75% increase was applied to all other position within the organization. All current employees will receive a retroactive lump sum on their pay when the new funds have been received from the Ministry of Community and Social Services. We do not know when to expect the money.

#### **1. 1% Matching RRSP Benefit**

The 1% matching RRSP benefit came into effect January 1<sup>st</sup>, 2005. Please review the following information and note the dates to remember.

**Eligibility Criteria:**

- must be employed by Community Living St. Marys and Area for a minimum of two full years
- previous year's gross earnings from Community Living St. Marys and Area must be greater than \$10,000. T4's will be used to determine this criterion.

**For those currently participating:** eligibility requirements must be met each year and employees will be notified if there has been a change to their status (based on 2004 T4's gross earnings)

**For those who previously opted not to participate:** if you would like to begin participating, please check with Central Admin that you have continued to meet the eligibility criteria and if so, fill out the required forms and return to Central Admin by **DECEMBER 15<sup>th</sup>, 2005.**

**For those who previously did not meet the eligibility criteria:** if you are interested, please check with Central Admin to see if your 2004 earnings meet the requirement, and if so, fill out the required forms and return to Central Admin by **DECEMBER 15<sup>TH</sup>, 2005.**

**PLEASE NOTE: ALL CHANGES WILL BE IMPLEMENTED JANUARY 1<sup>ST</sup>, 2006.**

- **PLEASE NOTE:** a voluntary contribution through the RRSP payroll deduction program is open to all employees and participation can begin at any time. See Central Admin.

2. **Mandatory Part-time Vacation Payout:** this vacation payout for part-time staff will be on the pay period ending November 18<sup>th</sup>, 2005.

**MEMBERSHIPS**

Memberships can be purchased at any time and need to be renewed yearly. Cost is \$5.00/person. Being a member of Community Living St. Marys and Area automatically gives you membership in Community Living Ontario. You will receive newsletters from our organization as well as CL Ontario. General members are full voting members. Affiliate membership is open to employees of the Association, however, affiliate members cannot vote or be elected to the board. Our Annual General Meeting is held each June. Membership is important to our organization. Come and join us!

Did you know...

In 1991 that 29% of our staff had worked for the Association for more than 5 years  
In 2005 that 59% of our staff have worked for the Association for more than 5 years.

## **TURTLE SQUARES**

Truly decadent! - (from "Good Friends Cookbook")

1 cup all-purpose flour  
1/2 cup brown sugar  
1/4 cup butter  
1/2 cup pecan halves (may use almonds as well)  
1/3 cup butter  
1/4 cup brown sugar  
pinch of salt  
1/2 cup milk chocolate chips (or semi-sweet)

Preheat oven to 350. Place flour, sugar and the 1/4 cup butter in food processor; blend until fine. Pat evenly into ungreased 8" square pan. Sprinkle pecans on top. Mix remaining butter, sugar and salt in saucepan; bring to a boil for 10 to 20 seconds. Stir to mix. Pour evenly over nuts and crust. Bake for 18 to 20 minutes, until bubbly. Remove from oven. Sprinkle with chocolate chips. When melted, swirl chocolate with a knife or fork. Cut when cool. May store in airtight container, if they last that long.

Makes approximately 2 1/2 dozen.

**Here is an easy square recipe just in time to try for Christmas.**

1 box 1/2 salt Ritz crackers (crushed)  
1 bag skor chipits  
1 can condensed milk

Grease very well a 9"X9" pan. Bake at 350 for 20 min.

## **Committee Updates**

If you missed the last General Staff meeting, you missed another great one. Thank you to Carrie-Anne's team for a great job. It was fun and informative. We are looking to see if another team would take the challenge of hosting the next General Staff Meeting to be held around February. Please let your team leader know.

### **Social Committee update:**

The most recent winner of the 50/50 draw was Tracy Brant. She won \$17.00.

The winner of the Halloween basket was Deb Angus, but her mother Marg took the tanning gift certificates!

The social committee will once again host a staff Christmas get together at the Creamery. The date for this has been booked for December 9. We will be doing the Secret Santa again this year. Watch for the sign up sheet at JPC.

### **First Aid**

On October 13, 2005 a group of us gathered together at JPC to recertify our First Aid. We shared some laughs as well as some interesting stories. Here you can see that Cathy McCormick had some serious, but non-life threatening injuries that needed tending too. Thanks for posing Cathy



**Picture on the left is Cathy McCormick with instructor, Mel Hazelwood.**

**Picture on the right is Marg Angus using Darren Achervillers as her latest victim.**



### **Where Are They Now??**

It's hard to believe it's been eight years since Joan Lang retired. She worked in Central Admin from the days when the Centre was in the West Ward of St. Marys until 1997. Everyone who's been around for awhile has wonderful memories of Joan (and a few stories too!).

So, what's Joan been up to for the past eight years? "Well, I do a lot of crocheting, gardening and cooking. I have a large family so that takes up lots of time." A large family may be a bit of an understatement. Joan has 21 grandchildren and 6 great grandchildren and speaks fondly of family gatherings and time together.

Joan has also enjoyed time in the kitchen as well. "I collect recipes and love trying new recipes. My husband considers himself a guinea pig!"

Retirement wasn't easy at first for Joan, who says it took her awhile to get used to not being busy all day. "But I'm enjoying it greatly now. I do miss the people most... the people I worked with and the people we worked for. It was great seeing some of those people at Charlotte's going away party in September."

Joan is obviously still missed by many as well. Hers was the first name to come up when the newsletter committee talked about doing a column on people from the Association's past. Nice to hear retirement is treating you well Joan!

Share your Home is a great way to spend time with someone. I have a terrific job, I spend my time meeting new people who are interested in opening their lives and homes to someone with a disability. If they are interested, we meet to do the screening and introductions and that could be three or four visits. This is the kind of role where you need to talk to lots of people before you are able to actually make an introduction. Last spring I met a woman who used to live in this area. She is very interested in having someone spend weekends or even longer stays with her and her son. There isn't anyone who matches her situation right now but I'll keep in touch and who knows? I have met people through the Kinette club in Listowel, through our own staff, through people I used to work with; it's all a matter of telling people what you do. Honest to God, last evening I met someone in the bread aisle at Stonetown Foodland, someone I hadn't seen for years. He asked what I was doing for work-he gave me that opening- and I have an invitation to call him and his partner to give them some more information. SO if you can provide me with any names, I promise to do a gentle enthusiastic call, maybe we can meet for a conversation and if they aren't interested, chances are they will know someone who is!  
Call me at 284-1400, ext.227 or e-mail me at [mhaywood@execulink.com](mailto:mhaywood@execulink.com)

We would like to thank everyone from Community Living  
for your generous gift certificate.  
Doug & I went out today & got a bird -bath to put in our garden.  
Thanks again. Barb & Doug Thirkettle