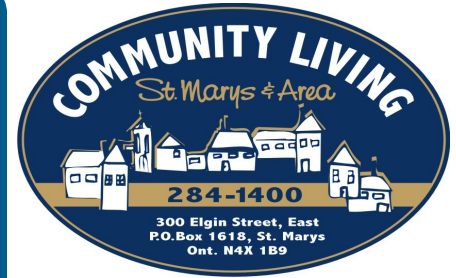


Newslink



Feb. 2012 Issue

Coming Events

Welcoming/Staff Meeting

Feb. 21st. 10:30 am
This include
General Staff and
Potluck lunch

Core Competencies

Tuesday March 6
from
9-12 noon (full)
or 5-8 pm
Saturday, March 10
from 9-12 noon

Registered Disability
Saving Account
Seminar
Feb. 23rd. @ JPC

Annual General
Meeting on Monday
June 18, 2012

Practical Advice
and Inspiration
from **Lisa Raffoul**:
How to Live to
Your 90th Birth-
day....or longer
January 22, 2012
4:00 PM

*Lessons from Betty
White (as inter-
preted by me) for a
long and healthy
life:*

**Smile! Smile every-
day. It makes you
and others around
you feel really good**
Have fun at work

Follow your passions
Continue to learn
**Nurture your friends
and family**
Laugh!

Love animals
emotional-
ghetto.com

Welcoming Celebration!



Congratulations on the successful completion of the first year of our 'Welcoming' Initiative! About 45 of us gathered at the EndZone at the Pyramid Recreation Centre on November 15th to celebrate our learnings and our accomplishments over the last year. We heard about the successes, the challenges, and the hopes for the coming year.

Learning groups worked on many projects, including:

- Waddie Welcome readings at Stewart Books
- Hilarious hypnotist show with more than 120 guests
- Core Gift Wall at JPC
- Short video created on Welcoming in St. Marys
- Social nights in Stratford and St. Marys
- Signs at JPC and many more improvements to welcome all



Why invest in learning? Why invest in creating more welcoming cultures? Our Association invests in people and communities because we know that our quality of life increases when we have friends and family, places where we belong, meaningful ways to contribute, and when we feel respect. And we also know that even with all our good community work, there are many people supported and often their families leading lonely and isolated lives. There are some days when only people who work for the person see and spend time with them. We are not giving our gifts and helping people supported to give their gifts. It is a struggle for some people to find ways to contribute to community life.

Year 2 of our 'Welcoming' project provides us with an opportunity to participate fully; to challenge each other in positive and respectful ways in order to learn from each other and build our individual and collective capacity; to embrace the opportunity to learn and to contribute; to work with our learning group members; to look for possibility in our welcoming work; and to continually move toward a community development model versus the personal support model we are comfortable in but is not enough to help us reach our vision and mission.

Looking forward to our second year!
Marg McLean



Does anyone recognize this man? His name is John O'Brien and is from Lithonia Georgia USA. He has had a connection to Community Living St. Marys for many years. He came in the 1980's to teach a week long Frameworks for Accomplishment workshop and again in 1993 to conduct a review of the organization. He has spent a lifetime working for the rights of people with disabilities. He is coming back to St. Marys for the week of April 9 - 13th 2012 to help us review, renew and recommit. He will be meeting with people supported by Community Living St. Marys, their families, employees, volunteers and community members. Stay tuned for more information about this exciting week!

Central Administration



T4s: Are available for pick up at the Administration Office. T4s not picked up by Wednesday, February 8th will be mailed.

Great West/London Life: As a reminder you can access information on your plan by going to www.grsaccess.com. You would have received an access ID and password directly from Great West/London Life. If you wish or need to contact Great West/London Life directly please refer to your Member Booklet for information and the phone # or contact Nancy in Administration for the number.

Our Business Year Ends March 31st, 2012: To ensure reimbursement of your expenses Administration will need to receive your receipts no later than **Wednesday, March 28th, 2012**. Examples of expenses are mileage, vision, alternative support invoices, etc. Your

claim dates must be between April 1st, 2011 and March 31st, 2012.

Part-Time Vacation Pay: For part-time staff vacation pay will be paid out on the last pay day in May (30th). This is not a mandatory payout. However, you must notify Administration if you do not want your vacation pay at this time.

Reminder: Due to the privacy laws and to protect employees' information, the Administration Office does not give out phone numbers or addresses to anyone. If you are aware that your place of employment may be contacted for release and/or confirmation of personal information – you are required to fill out a "Consent to Share Information" form which you can download from our website:

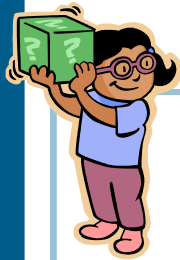
www.communitylivingstmarys.com (click on downloads). Once the form is filled out ensure that the Administration Office receives it. You can request a letter with the relevant information but a "Consent to Share Information" form is still required.

Pay Stubs: If on occasion you are unable to pick up your pay stubs you can authorize someone to pick them up for you. We cannot legally destroy your pay stubs. This results in large packages of pay stubs being mailed out at the end of the calendar year.

JPC gets dressed up for Valentine's Day!



Remember to take your best guess in our "How Many Jelly



Our Domain Groups....

**Forget about the past, you can't change it.
Forget about the future, you can't predict it.
Forget about the present, I didn't get you one.
Happy Birthday!**

Have you ever had a question about your work that you were too embarrassed to ask? Maybe you're a new employee and are wondering about how the 'little things' work, or maybe you've been working here for years, and you still don't know the answer to something. We all have questions, and sometimes we think they are 'too stupid' to ask. For example:

I'm not from St.Marys. What resources are here?

What do I do if I'm driving an agency vehicle and I have a breakdown?

Where, when, and how often do I pick up my paystubs and mileage cheques?

Welcoming Group Domain 3 has you covered! You can drop off your anonymous questions to the box, which will be located on the front vestibule shelf (between the two front doors at JPC). You can also leave questions for your team leader to pick up to bring to the box for you. Group 3 hopes to put together a booklet of answers, based on questions we receive, so stay tuned...and remember: no question is too stupid!

Welcoming Group From Domain 4

FEBRUARY

- 8th Jenn Costello
- 17th Laura Cannon
- 17th Rebecca Huffman
- 18th Michelle McKay
- 25th Annette van Til

MARCH

- 3rd Kate Bibby
- 16th Luke Steinman
- 19th Jan Mullock
- 25th Jen McCauley
- 26th Marg Angus
- 27th Vickie Logan
- 27th Elissa Docking
- 31st Sherry Drinkwalter

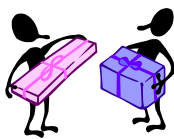
APRIL

- 1st Ruth Lamond
- 6th Carrie Bailey
- 13th Chet Greason
- 16th Chris Bibby
- 21st Tamie Coward
- 21st Cathy VanOosterhout

Remember Domain 3's the monthly draw prize at JPC. You can enter once per month, just for visiting the building. Previous prizes have included: home baked goods, home-made jam, Halloween chocolates, and an LCBO gift card. You never know what you might win.

Thanks for Stopping By Draw Ticket
Your Name

Your Phone Number



THE GIFT CORNER

Calling all gifts! Your gift is needed...

Who has the gift of artistic expression?

We're looking for someone or some people who might be willing to do some graphic recording at upcoming Association events. Please remember by gift we don't mean super ability, we mean passion to draw! There are some books and websites that could help you learn more. For more information contact Jennifer Leslie at (519)284-1400 ext. 228 or e-mail jvleslie@execulink.com

Who has the gift of creating scrapbooks?

Lots of pictures and display items from the first year of Welcoming and the celebration event in November are waiting to be scrapbooked. If you are interested please call Jennifer.

Still wondering what your core gift is? Call to set an interview time today. There is a choice of interviewers and locations. Call (519)284-1400 Jennifer Ext. 228 or Stephanie Ext. 226

"I was made not to prove myself worthy but to refine the worth I'm made from, acknowledge it, own it and spend it on others."
Mary Karr

Introduction of Core Competencies

The Developmental Services Human Resource Strategy

(DSHRS) was formed as a partnership between the Ministry of Community and Social Services (MCSS) and the Provincial Network on Developmental Services (PNDS). This long-term partnership seeks to improve human resource practices and support an accessible, fair and sustainable system of community-based supports.

On February 23, 2012, the Core Competencies Pilot Implementation Project was launched.

Sixteen agencies from across the province, that provide support to individuals with developmental disabilities, were selected to pilot the implementation of Core Competencies.

The pilot has now concluded and it is our turn to build Core Competencies into the agency.

The objectives in introducing Core Competencies to the agency are to:

- Recognize the professional nature of direct support work;
- Recruit the right people;
- Provide job enhancement opportunities and make career paths more transparent;
- Engage and inspire direct support employees to remain in the sector;
- Provide a strength-based approach to developing and enhancing direct support work;
- A foundation for increased and sustainable human resource capacity;

To lead the implementation efforts, an Implementation Team has been established to plan and coordinate all activities. These members include: Linda Munro, Team Leader, Luke Steinman, Direct Support Professional and Kim Monden, Manager of Community Involvement and Support Services.

For more information on the importance of this initiative, including: The Intention of Core Competencies, Questions and Answers or Competency Background, go to www.communitylivingstmarys.ca or contact Kim Monden

Please choose one of the dates below and sign up with your team leader as soon as possible, as space is limited. This mandatory training will take approximately three hours to complete. Employee time will be paid for the training but not mileage.

Tuesday March 6 from 9-12 noon (full) or 5-8 pm

Saturday, March 10 from 9-12 noon

All sessions will be held at the James Purdue Centre 300 Elgin St. in St. Marys

Another session will be added at the end of March 2012.

Watch for dates.

Registered Disability Savings Account Seminar

If you or your dependents are eligible for the Disability Tax Credit, You are eligible to open the Savings Account Thursday February 23rd at 6:00 at The James Purdue Centre; 300 Elgin St E St. Marys, Come with Your Questions

Speakers: **ORR Insurance Brokers, Financial Services**
BRIAN RIVERS, CFP, CLU, CHFC, CHS
TYLER CANAL, BA

Up to \$20,000 may be available with no contributions on your behalf.

Should We Talk?

Additional Grants up to 300% of your contribution (to a maximum of \$3,500 a year) may also be available.

Light refreshments will be served. Please RSVP to Candace at Ext. 245



COMMUNITY LIVING

St. Marys & Area



How to reach our office:

519-284-1400 ext.

Marg McLean.....	225
Jennifer L.....	228
Kim M.	222
Nancy M.	221
Vickie L.....	241
Laura C	242
Brenda K.	224
Linda M.	243
Angie G.	234
Don D.....	223
Jen C.....	232
Connie S.	305
Stephanie L.....	226
Candace O.....	245

Employee Relations Committee

Ruth L...	284-2388
Michelle R...	284-0543
Tamie C. ...	284-

The **Ontario Community Services Coalition**, a newly incorporated group of organizations, is continuing to evolve. We have developed a draft Vision statement: *To foster a dynamic, creative, influential, diverse coalition that interacts and negotiates with government and partners with our community, including other support agencies in collaboration with individuals with support needs and their families.*

A forum to share our ideas and stories is being held on Friday April 20th in London. If you would like more information, please contact Marg McLean.

Winter Potluck and General Staff
Our next Welcoming meeting is on Tuesday February 21st beginning at 10:30am. We're going to tag on a General Staff meeting so that we'll end at 1pm that day and host a Winter Potluck! We're not sure where the idea came from but it's a good one! Check with your domain group to see what part of the meal you're to bring!

When was the last time you checked out our website? It is always being updated with items for you to check out.

Story of the Month

Training Dates

Employee Info.

Resources

Community Links



Community Living St. Marys and Area turns 50 years old in 2012

Community Living St. Marys and Area was incorporated in 1962 and fifty years later there are so many memories to celebrate, stories to tell and people to remember. A planning committee has already started meeting to make preparations to honour this important anniversary for all of us. Already in the works is an anniversary video that will include interview clips with many people who have been connected to the Association. The committee is also planning a very special celebration event at the Annual General Meeting on Monday June 18, 2012. Stay tuned for more details! If you have photos, stories or want to be part of an interview please contact Paul Cluff at (519)284-1400 and leave a message on extension #227.

In the meantime you can get into the mood by taking the following mini quiz to see how well you know the Association.

- How many times has the Association's name changed since its incorporation?
- Who was James Purdue?
- Where was the first workshop in St. Marys?
- Which St. Marys service club led the fundraising campaign to build the James Purdue Centre?
- Who is the newly named "Bennett" room at JPC named after? (hint: more than one!)
- Who is the man in the painting that hangs in the newly named Taylor Library?
- How many years has the Create A Smile walk-a-thon been running?

Submit your answers in person to the marked box in the photocopy room at the James Purdue Centre or e-mail to jvleslie@execulink.com
By the way - there will be a prize!