

ISSUE
DECEMBER 2016

Community Living South Muskoka



Vision

The "Go To" expert for those impacted by a developmental disability.

Mission

Community Living South Muskoka provides lifetime support to all those impacted by a developmental disability, utilizing skilled staff and effective partnerships involving the individual, the family and the community with the result that the individual is accepted as a valued community member.

Values

Excellence

Trust

Respect

Success Factors

A Highly Valued

Community Organization

A Leader in Innovation

Person Centred

Valued, Skilled Staff



In this issue

A Message from your Board Chair and CEO **P.1**

Passport Support has Helped my Son **P.2**

Volunteering at the Breakfast Club **P.3**

Photo Collage **P.4**

Northern Employment Summit **P.5**

Invitation to Join the Management Team Meetings **P.6**

Moonlight Snowshoe Walk **P.7**

**From the Staff,
Management & Board at
Community Living South
Muskoka, we hope that
everyone has a safe and
enjoyable Holiday Season!**

*Merry
Christmas!
& a Happy new year!*



A Message from your Board Chair and CEO

December 2016

First, on behalf of the staff and Board, we would like to wish a Merry Christmas to all the people and families that we serve. For those that were able to join us at the Boston Pizza Booster Night you saw the spirit and joy that our Idols brought to the party and the season. Thank you all for the special contributions that you brought to the evening.

Not only did we enjoy the entertainment, but the community once again demonstrated their generosity. The Boston Pizza Booster night is an example of another fundraising event, with friends and family enjoying wonderful entertainment and food. We raised over \$2,000, so thank you to all involved. A special thank you goes to the staff who gave of their talents and time to make this such a special event.

We would like to highlight the dedication and hard work of our Community Participation Support teams over this past year. They have been designing and creating a plan for a new service delivery model to build an inclusive community as part of our strategic goal of being a **Person Centred** agency. The Teams wanted to ensure that we provided individual community based supports to meet goals and ensure personal satisfaction. At the same time, we wanted to ensure that we had skilled staff in our accessible building for respite supports when you need them. The new design began in October, and the time and effort shows with every person involved. There is an article later in this newsletter, celebrations happening on our Facebook page, and a special newsletter coming out in the New Year.

Speaking of excellent and **Valued, Skilled Staff**, we were pleased to celebrate some of the staff accomplishments this year at our Annual General Meeting and Staff Awards night. The turnout this year was the best ever, and the meeting was a perfect opportunity to reflect on the agencies strategic goals and accomplishments. We would like to extend our congratulations to all of the award recipients, Kathleen White for the Barb Lucasavitch Memorial scholarship, core



competency award winners, and new this year, our Employer of the Year, Dockside Magazine.

This year the agency has been exploring new and creative ways to support people as part of our goal of being **A Leader in Innovation**. We were pleased to create a new option for 'live' which we are calling 'Friendly Neighbour'. So far, we utilized our very scarce internal agency resources to support two people and are still going through a few growing pains.

The agency was also chosen to be an early adopter of the Provincial DSCIS Service Connections project, and we would like to thank all the staff for your help to complete the necessary data in a short period of time. This is just another example of how CLSM is considered **A Highly Valued Community Organization**.

IN 2017 COMMUNITY LIVING SOUTH MUSKOKA WILL BE CELEBRATING 50 YEARS OF SERVICE TO THE COMMUNITY. WATCH FOR THE MANY SPECIAL EVENTS THAT WILL HELP OUR COMMUNITIES BETTER UNDERSTAND WHAT WE DO AND WHY WE DO IT.

We would like to take this opportunity to extend our Best Wishes to you and your families for a Happy Holidays!

Submitted by,

Gord Haugh, Board Chair

Krista Haiduk-Collier, Chief Executive Officer

***"In 2017
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***- Gord Haugh,
Board Chair***

Increasing the proportion of direct funding coming in to CLSM to strengthen our funding base

Passport Support has Helped my Son Blossom into a Young Gentleman



Daniel and Karen

“Daniel loves the Passport program and just can’t wait for the next activity out in his community. That means a lot to us as his parents”.

- Peggy Schofield

My son Daniel has been receiving Passport support from Community Living South Muskoka for close to two years. Karen is Daniel’s Passport

Support Worker, and provides him with quality care that doesn’t feel like care – it feels natural. Their activities are never too regimented, and Karen is very adaptable. She understands Daniel and treats him like the unique individual he is. If he doesn’t feel like engaging in the activity they have planned for the day they switch it up. Karen and Daniel have a lot of fun together – they both like to be silly!

Since he began receiving Passport support, Daniel has become much more engaged in his community. People approach me all the time to talk about the good times they see Karen and Daniel having, many of them complete strangers! The other day I went into a store that Daniel and Karen frequent. The girl at the counter greeted Daniel warmly as a friend and with so much respect. The staff at McDonalds Restaurant also give Daniel a warm welcome when goes there for his favourite treat - french fries!

Daniel and Karen love to go for walks around town, which provides Daniel with great exercise

and helps to build his community awareness. Over the summer they were busy with their community gardening plot at the Centennial Centre. Since he began receiving Passport support Daniel has gone boating and on several picnics. He also goes swimming at the YMCA twice a week and sometimes meets up with other friends at the Y. Daniel and Karen like to go shopping at his favourite thrift stores to look for movies, and of course, they go to McDonalds for french fries!

As a parent, I am very happy with the Passport support Daniel receives. The people at Community Living South Muskoka, and especially Karen, have taken the time to understand the things that Daniel enjoys doing and are making sure he gets a chance to do them. Daniel loves the Passport program and just can’t wait for the next activity out in his community. That means a lot to us as his parents. Karen understands Daniel so well and never tries to fit him into a ‘box’. She lets Daniel be who he is!

Submitted by,

Peggy Schofield



We will focus on the individual to maximize their abilities

Volunteering at the Breakfast Club

Jennifer Murphy recently began volunteering in our community and we are so pleased to share her story with you:

"I volunteer at the breakfast club at Macaulay Public School every Friday morning. I cut up fruit and veggies and arrange them on plates to take to the 11 classrooms in the school. I like to deliver the plates by myself to each classroom, which is my favourite part because I get to see the kids".

"I help to clean up the mess and dishes after the kids have eaten their breakfast. One morning on the announcements they thanked Ms. Murphy and Mrs. Kruger for such a delicious breakfast". Kathy described this special moment to us, explaining that

"Jennifer's eyes almost popped out of her head with excitement". Jennifer went on to tell us that she "has met lots of new people, the other volunteers and the school staff. I like Jenny who works in the office and who runs the breakfast club, she is my favourite, she is very nice".

We asked Kathy, who is Jennifer's Community Participation Support Worker, to tell us about this in her own words:

I believe it has been such a positive experience for Jennifer because of Jennifer's positive attitude and outgoing personality. She said she

wanted to work with children and help people so this seemed to be a perfect fit. You have to make sure you set up small accomplishments each week and together will grow into a big accomplishment or goal. You have to be a positive role model and hopefully the individual will follow your lead. This experience has been great for Jennifer and I,

everyone we have met have been super nice and very helpful. Each Friday when we leave the school we both feel great. To quote Jennifer "this has been the best day ever".

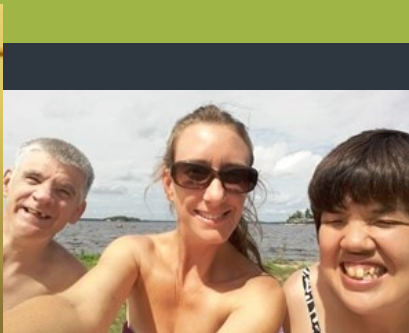
Submitted by,

Jennifer Murphy & Kathy Kruger



"I volunteer at the breakfast club at Macaulay Public School every Friday morning. I like to deliver the plates by myself to each classroom, which is my favourite part because I get to see the kids".

- Jennifer Murphy



Success Factor - Valued, Skilled Staff

Develop a learning culture to encourage continuous education and personal growth

Northern Employment Summit

An Interview with Employment Support Worker, Rob Habel

What about the training you attended will support the work you do in the future and make a difference to people?

I feel that the training we received from the Northern Employment Summit continues to keep my mind open to fresh ideas. I have learned many examples of persons with disabilities that have been employed that I would have previously deemed unemployable. Connecting with all the other Job Coaches and hearing the successes and failures has given me more confidence that I'm on the right path.

The title was 'Be a Champion for Change', how do you see this happening?

Being a Champion for Change is about helping everyone to get the same mindset that individuals with disabilities are valued employees that have a place in your business. The best champions are the employers not the job coaches. If we bring in a manager from a business that has an individual working successfully and have them talk to a potential employer it carries a lot of weight with the potential new employer.

What was the best part of the 2 days?

By far the best part of the conference was listening to Denise Bissonnette. Hearing all of her great success and ideas was helpful. She also shared some failures and how she dealt with the blow. I found her information very informative and valuable.

How is belonging to the Network improving services in the agency?

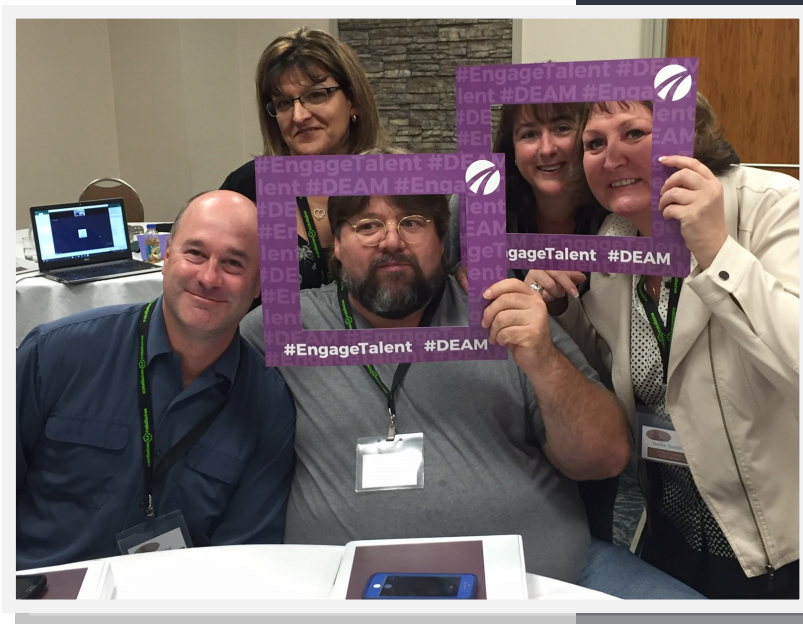
Belonging to the Employment Network helps keep the fresh ideas coming in. They try to keep all the job coaches up to date about different job funding that is coming down from the Ministry, which seems to change every year. Job coaches in the north and/or from small towns seem to have different struggles than job coaches in more urban areas.

On a personal level, how did attending make a difference?

I like going to the conferences to connect with my peers and share ideas. This year it was a great conference with lots of new information. I have found that other conferences in the past recycle the same information. I'm looking forward to next year and I'm hoping that the information will be new and fresh like this past year.

"Being a Champion for Change is about helping everyone to get the same mindset that individuals with disabilities are valued employees that have a place in your business".

- Rob Habel



Rob Habel, Rachelle Lawrence, John Potter, Kelly Marion and Debbie Southorn at the Northern Employment Summit

Build trust in constituents, staff, community members, individuals and their families

Invitation to Join the Management Team Operational Work Plan Meetings

“Prior to my participation in November’s meeting the Strategic Plan seemed immeasurable. Participating provided me with insight of the how and the who”.

- Stephanie Gonneau

In September 2016 an invitation was shared with all staff to join the Management team in our monthly operational work plan meetings. Our overall goal was to provide staff with the opportunity to experience what happens at the meetings and be part of shaping the agencies future. The meetings are a way to:

- Provide an open learning culture for personal development
- Demonstrate our belief in the importance of transparency and building trust
- To keep everyone informed of the great work happening in all areas of the agency
- Demonstrate our belief in the importance of keeping the strategic plan of the agency moving forward with attention to setting goals and achieving successes.

The opportunity is to provide all staff with the knowledge of our operational priorities and establish a firm understanding of Community Living South Muskoka’s Key Values and Success Factors.

So far the feedback from staff who have attended has been very positive and all have indicated that they would recommend continuing the invitation to other staff...

Some comments so far:

“It breaks down some of the mystery of the agency to create a feel of something bigger.”

“I had no idea what goes on behind the scenes, so it was great to be shared with front line staff.”

“I feel more involved and welcomed.”

“Prior to my participation in November’s meeting the Strategic Plan seemed immeasurable. Participating provided me with insight of the ‘how’ and the ‘who’. It was helpful to see the Operational Work Plan outlined and how the various Managers were assigned to specific responsibilities as they pertained to the Strategic Goals and timelines for their reporting of progress and outcomes. It provided me with the needed insight of the actions being taken to deliver the outcomes identified. I can identify with CLSM being ‘Person Centred ‘in all we do’.

The next scheduled meetings are:

January 18, 2017

February 15, 2017

March 15, 2017

April 19, 2017

May 17, 2017

June 21, 2017

If you would like to join us at one of our upcoming meetings contact your Supervisor via e-mail and cc Amanda Brown.

Submitted by,

Krista Haiduk-Collier, Chief Executive Officer

Moonlight Snowshoe Walk



1177 Fraserburg Road, Bracebridge



Full Moon
January to March
\$10/person

Proceeds go toward future trail development

Snowshoes available for those who need them

For more information call Jeff at 705-205-4156 or visit
www.morrisonmeadows.com

**Need more
information?
Contact us at**

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South Muskoka**

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Chief Executive Officer

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