

Spring 2018
OUT & ABOUT

Community. Connection. Belonging!
Issued April 2018

Newsletter

CSCL
Chilliwack Society
for Community Living
— est. 1954 —



Canadian Nonprofit
Employer of Choice
Award

neoc.ca

Did you know...

- CSCL's Annual General Meeting will take place on June 5 at the Coast Hotel
- Inclusion BC's annual conference will be held in May this year in Kelowna
- The Canadian Association for Community Living celebrates its' 60th anniversary in 2018

NEOC Award

CSCL is the first community living agency in BC to receive the “Canadian Non-profit Employer of Choice Award” and one of only thirteen non-profits in Canada to receive this recognition for 2017!

In March of 2016, CSCL’s Board of Directors and Leadership Team met to develop a four year strategic plan, cleverly dubbed CSCL’s “2020 Vision”. One of the five broad targets was with respect to CSCL’s Employees, and specifically engagement and learning. The plan articulated our aspiration to be a nationally recognized employer of choice, and thus began the leadership team’s work towards realizing this goal.

Not all ‘employer of choice’ programs are created equally; most are geared towards corporations and for-profit entities with discretionary funds to

offer incentives and bonuses. As a charity, we sought out a program that aligned with our service values and would recognize our aspiration to become a centre of excellence in community living, while offering employees a challenging and rewarding career, and a great place to work.

The Nonprofit Employer of Choice™ Awards (NEOC) recognizes organizations that have committed themselves to better business management practices ensuring successful mission achievement. Canada’s non-profit sector has recognized the vital importance of incorporating private sector business practices in areas such as marketing, financial accountability and people management while still honoring the sector’s best practices in service and mission delivery.

Once we found this awards program that aligned with CSCL’s values, we set about the process of applying. The leadership team completed the Organizational Profile (worth 50% of our ‘grade’) and then in November over 190 of our employees completed the Employee Commitment Survey (for the other 50% of our grade). We were notified in February of 2018 that CSCL had met the criteria and fulfilled program requirements to be named a Canadian Nonprofit Employer of Choice.

Congratulations to everyone who contributed to CSCL receiving this recognition!

(Note: The entire report provided by the NEOC is available on CSCL’s Sharevision site, and has informed our annual Human Resources Report and Recommendations.)



Inclusive Employment



CSCL recognizes community inclusive employers in a variety of ways such as: the Rotary at Work celebration event, Chilliwack Business Excellence Awards and the Annual Employer Luncheon. This year the Supported Employment Service and Bridge Youth Employment service hosted their annual Employer Luncheon on February 27th at the Best Western. Almost 80 people attended including Chilliwack's Champion Employers, several community employers, job-seekers and Vocational Counsellors. The Luncheon commenced with employers and clients sharing their personal journeys of inclusive hiring practices. This gave the opportunity for those

who have not yet hired to hear the benefits, triumphs and successes of becoming an inclusive employer. Each year, this luncheon provides education, networking and inclusive perspectives and solutions of filling business needs for employers. Two client guest speakers offered strategies for overcoming perceived barriers to training and employment and the guest employer speakers provided diverse strategies for hiring, accommodating and retaining employees with disabilities in the workplace. Champion Employers understand the importance of hiring the right person for the job and how this can have a positive effect on their bottom line.

Here are a few fast facts...

- 86% - of workers who have a disability have average or above average attendance records
- 97% - of workers who have a disability rate average or above average in safety on the job
- 67% - of workplace modifications cost less than \$500
- 51% - of adults in Canada who have a disability are unemployed
- 22% of adults in Canada who have a developmental disability are employed, which is the lowest employment rate of any disability type

Employee Service



Over fifty CSCL employees gathered on the morning of March 6th for the Annual Service Awards Breakfast. This year's program included guest speaker, Cliff Prang ("Actor, Comedian & Talker Guy") who entertained the group with a funny and inspirational presentation.

While it is always a pleasure to thank our employees and recognize these milestones in their careers with CSCL, this year was extra special as we honoured two employees with 30 years of service!

Rob Battis, who retired in November after finishing his 30th year (the majority of his time in Independent Living Services) and Suzanne May, who continues her career with CSCL (currently working at

Vanmar) were both recognized with special gifts and words of thanks!

Pictured above are (L to R): Julie Unger, Karen Pedersen, Natalie Karam, Damian Brennan, Corina McLaughlin and Shaaron Enright

Employees with five, ten, fifteen and twenty years of service were recognized along with this year's EXCEL award winner, Karen Pedersen, for her commitment to person-centred service.

All four STAR Award winners from 2017 were also recognized in Damian Brennan, Cori McLaughlin, Marilyne Nystrom and Shaaron Enright.

CSCL would once again like to thank the following employees for their commitment to their work.

5 Year Employees were: Brandy Dickey, Karen Finney, Tom Fleig, Jody Fostvelt, Lorraine Gorden, Kelly Hargrove, Amy Nardi-Matthes and Lisa Stromdahl.

10 Year Employees were: Daniel Berge, Karen Jongs, Connie Lewis, Cyril McFarlane, Gerald Oesch, Charlene Roddick, Martha Schinkel, Petrena Sly and Paul Weimer.

15 Year Employees were: Margaret Castle, Danielle Cross, Meeghen Eaton and Marion Hewko.

20 Year Employees were: Nancy Gauvin, Ken Krossa and Christian Tuininga.

Meet the Board

Jeremy
Johnston



CSCL's Board of Directors plays a pivotal role in the strategic direction of the work we do as a Society. Jeremy Johnston is a new CSCL Board Member.

Q: Where were you born?

A: I was born in Abbotsford so the Fraser Valley has always been home to me. The best thing about the Chilliwack area has to be the mountains, lakes and rivers. It's a great place to raise a family.

Q: Do you have a family of your own?

A: Yes, interestingly I met my older brother for the first time last year. He was given up for adoption 4 years before I was born. We spent the summer exploring various local attractions getting to know him and his wife and my nephews. It's amazing how important family is - I am a fan of the Minnesota Vikings because it loosely falls in to my Dad's family history which is of Swedish

origin and settled in Minnesota and North Dakota. Hey Brother by Avicii is my favourite song because it puts a smile on the face of my two year-old son every time he hears it. When he was born, a version of it was featured in a Coke commercial and every time it played he would stop whatever he was doing and smile and listen to the song.

Q: What is the best thing about the CSCL?

A: The people and their dedication and passion for helping others. More specifically, I love the work CSCL does with inclusive employment opportunities and placing people living with disabilities in various jobs within the local community.

CSCL History

"Recognizing Excellence"
by Brenda Gillette



Recognition can be defined as appreciation or acclaim for an achievement, service, or ability. During my over 40 years of affiliation with CSCL there have been many occasions for recognition and causes for celebration. Some of the early achievements that were well recognized were the founding of what is now Inclusion BC and winning the right for children with disabilities to have the same right to education as their non-disabled peers. More recently the Society has been recognized as an employer of choice, a leader in employment supports, a strong supporter of community and a provincial leader in providing innovative supports and services to individuals. Interestingly, some of this came about through the old "O/C sales". Originally little thought was given to selling the products made by participants at the O/C and they were generally "gifted" to families and friends. However, during the late 1970s, the selling of products became a twice annual event at the Cottonwood Mall and achieved significant recognition for the abilities of the O/C participants. This developing community awareness of the abilities of persons with intellectual challenges was recognized and publicized and resulted in a new opportunities.

Staff News!



Habs Hockey Game

Many thanks to all the CSCL volunteers who helped out! About 2500 tickets were sold and CSCL raised over \$20,000 to support unfunded therapies for children with special needs and adults with developmental disabilities!

Danielle M

CSCL is pleased to welcome Danielle MacAulay as CSCL's new Human Resources Assistant. Danielle has completed her Degree in Business Administration from UFV, with a specialization in Human Resources, and was on the Dean's list.

Sunshine Garden

The Sunshine Community Garden is looking for gardeners. Do you have a passion for gardening or would you like to learn more about gardening? There are lots of experienced gardeners to help you get started. Check us out on Facebook. Contact community.garden@cscl.org for more information.

Transition Fair

Come and find out about LIFE after HIGH SCHOOL for Youth & Young Adults (12-30) living with a Disability at the annual Transition Resource & Fair!

This FREE EVENT is designed for Individuals with Disabilities, Family, Friends, Teachers, Professionals and Service Providers and will be held on

April 18 from 6pm—8pm at the Chilliwack Secondary School

Come and find out about
LIFE after HIGH SCHOOL
 For Youth & Young Adults (12-30) living with a Disability

WHEN:	APRIL 18, 2018 FROM 6-8 PM
WHERE:	Chilliwack Secondary School Neighbourhood Learning Centre, ALUMNI HALL 46361 Yale Road
WHAT:	Pizza, Refreshments, PRIZES !! FREE TICKETS
TICKETS:	HTTPS://WWW.EVENTBRITE.CA (AFTER MARCH 1) OR CALL 604-846-7777 EMAIL: MATHIESONADMIN@CSCL.ORG

us and get a start on your future!!!

Neighbourhood Learning Centre, ALUMNI HALL 46361 Yale Road. Stop by for complimentary Pizza, Refreshments, and some great door PRIZES! Join

Social Capital Update

Following the successful staff conference last November, our "Social Capital Innovators" group met several times to review all the information generated.

An employee survey was sent out in the middle of March to solicit feedback around key themes and gain a better understanding



CSCL's Leadership team with Dr. Al Condeluci taken at last year's iConnect Conference

about our teams' readiness for developing relationships and building social capital. The survey results will inform the next phases of our social capital project and guide how we can best focus our energy. CSCL is committed to building meaningful connections for the individuals we serve. Being

known, and belonging to groups in community not only increases relationships and personal enjoyment, but also increases individuals' safety. As

CSCL continues towards its vision for a community that welcomes and includes

everyone, we thank individuals, families and of course our staff teams, for learning and working towards building social capital.

Stay tuned for the next phase....

Chef Ramona?

Ramona Harder has successfully graduated from a 16-week industry-entry cooks training program through Stó:lō Aboriginal Skills Employment Training (SASET) .

In the last 16 weeks Ramona has worked on essential Skills in the kitchen and has attained the industry-required safety certificates First Aid, Food Safe, WHIS and World Host. Ramona, who is occasionally supported by CSCL's Outreach Services,



Ramona (left) with CSCL Manager, Nicola Ackerman

has done such an amazing job and worked very hard to graduate. The Outreach team is very inspired by her and is looking forward to helping Ramona find employment in the hospitality sector. Congratulations Ramona!

Child & Youth News!

Spring Time!

What a spring this has been for the CYS department! Our Glee club has been showing off their amazing singing voices and were lucky enough to sing at the Montreal Canadians Alumni game. Our wonderful performers will also be singing at the upcoming Transition fair on April 18th.

Our cooking program is getting their green thumbs ready to start gardening and producing some delicious crops in the Sunshine Community Garden while learning the ins and outs of gardening.

“



Board Update

CSCL's Board of Directors and Leadership Team met on Saturday, January 13th for a half day refresh of the organization's Strategic Plan.

With two years left in the current plan (2020 Vision), they reviewed progress towards goals, evaluated what has changed around us, and reset the strategic direction to take the organization into



CSCL Board President, Ron Laser (pictured above)

2020 and beyond. The Board has given the leadership team a mandate for continued focus on Employee Engagement and Learning, Including recruitment and retention. Additionally the Board further defined its vision for property development and to

increase safe and affordable housing for individuals served. At their February meeting, the Board met with Doug Tennant from

Semiahmoo House Society (Uniti) to explore how that agency developed its second society, and went about developing additional housing. The Board is continuing its work towards development of another entity and hopes to have information ready for presentation at the AGM in June.

CSCCL By The Numbers:

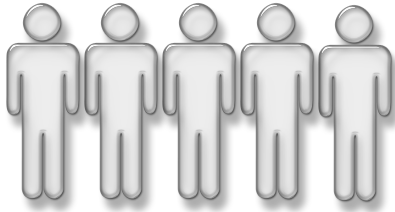
1 2 3

As of April 1, 2018

of
Individuals

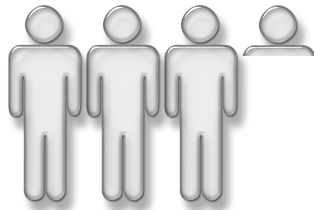
Supported:

481



of
Employees:

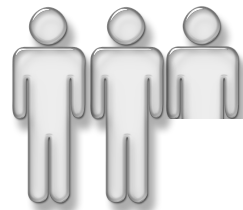
321



of
Active

Caregivers:

253



39%



61%



0-18
30%

19-29
35%

30-49
22%

50-64
10%

65+
3%

Serving Communities in:

- Chilliwack
- Sardis
- Hope
- Yarrow
- Agassiz
- Harrison
- Deroche
- Greendale
- Cultus Lake
- Sunshine Valley



CSCL is
100%
Non-Profit

7
Services

54
Service/Program
Options

CSCL Reports

Measuring Up!

A random survey of progress updates from CSCL's official Plans and Reports:

Accessibility Report:

Excerpt from CSCL's most recent Accessibility Report:

CSCL, through CLBC contract negotiation, will address needs of Taylor House & Green Gables; accessible home required . Action: Build Tri-Plex to meet needs of six residents

Update: The newly built Tri-Plex provides three, two-bedroom homes for Erin & Hilda, Tony & Mike, and Eugene & Ivan. They moved in at the end of March, and an official opening celebration is being planned for some time in May

ONLINE PRESENCE:



1034 Likes



642 Followers



193 Followers



2044 Views



STAR Award



Stephen Locke is presented his STAR Award by CSCL's Director of Residential Services, Christine Beka

Congratulations to Stephen Locke who received the latest CSCL STAR Award for excellence in his job as a CSCL employee.

Stephen was presented with a STAR Certificate, a Letter of Recognition and a \$100 cheque.

Stephen's nominator wrote this about him:
 "Stephen is a calming, caring support worker who truly took the time to get to know the men living at Chadsey and share his passion for music to enrich the men's lives. He found out what each man likes musically and adds that to the Jam session and our Open House. Stephen put himself out there as he was nervous but never let the men see his nervousness. He practiced with the men and made sure the men succeeded. Stephen has made a difference in the lives of the men and they truly all respond when he comes on shift."



Ann Maria Jones and her husband Dan have been CSCL Home Share Providers since July 2017

Caregiver Award

Ann Marie Jones has made it clear from the beginning that she and her husband Dan will do whatever it takes to ensure that the person she supports will be successful. With her mix of determination and altruism, she has made it her mission to create a feeling of belonging and connectedness in her home. Out in community, she looks for every opportunity to connect the person she supports with gatekeepers to foster natural supports and connections. She truly embodies Social Capital! She is the type of person who lives to make the lives of those around her better. She works diligently to nurture the people around her and to make it abundantly clear that they are unconditionally loved and accepted. Plus, her gentle nature and loving spirit make her a joy to be around!

Thank you, Ann Marie!

CSCL Events...



Transition Fair

April 18, 2018

Neighbourhood Learning Centre, Alumni Hall - Chilliwack Secondary School, 46361 Yale Road



FRIDAY NITE-PUB NITE April 20, 2018

at FRIENDLY MIKE'S PUB

CSCL invites you to their fundraiser at Friendly Mikes 8247 Young Road starting at 5pm



COR Audit

April 30-May 9 2018—BCMSA/Work Safe BC

CSCL's 7th consecutive COR audit will take place in April and May and will be conducted by an external COR-certified auditor from BCMSA.



NAOSH Week

May 7-11, 2018—Safety Week

May 7 through May 12 is Health and Safety week! CSCL will be holding agency wide drills, stay tuned for more details!



CSCL Annual AGM

June 5, 2018

CSCL will be holding our Annual General Meeting at 7pm at the Coast Hotel - 45920 First Ave, Chilliwack



Summer Scapes

July 2018

Looking forward to another fun filled summer— watch for information and registration coming soon!"



CSCL Event

October 12, 2018

Our Annual Community Living Event is moving to a Friday night. Hope to see you there, and don't forget to invite family and friends!

Author - Jordon LeFaivre Interview

Tell us a bit about yourself:

My name is Jordan LeFaivre and I am 23 years old. Right now I'm a novelist and I'm working part-time at the Pacific Regional Training Centre (PRTC) as a Dining Room Attendant.

As a child, I had a 1:1 childcare workers take me out in the community through CSCL and a few years ago, I enrolled in CSCL's BRIDGE Youth Employment Service to help me become more employable, which helped me get the job that I really like at the PRTC.

Growing up with Autism was challenging and stressful, especially when I try my best to be as good as everyone else (when it comes to talking and thinking), but my autism causes my mind to process information at a slower pace.



Thankfully, my autism has enhanced my imagination to help make the Reflection Novel Series the way.

When did you decide to start writing a novel and who inspired you?

A former support worker inspired me to write novels and I started writing about 5 ½ years ago – when I started working on the synopsis of the whole “Reflection” novel

series. There will be five books in this series and book 2 (“Reflection: The Winston Scepter”) will be ready for publishing sometime this year.

Do you have any words of wisdom that you'd like to share with the readers?

There are two statements I'd like to share with the readers...1) If you work hard and persevere, you can accomplish a lot! 2) Don't be shy, let your imagination fly!

For more information about Jordan LeFaivre and the “Reflection Novel Series” check out

<https://itldimension.weebly.com>

To purchase a copy of Jordan's first novel “Reflection: The Uishanole” as a paperback book or a kindle/eBook; check out

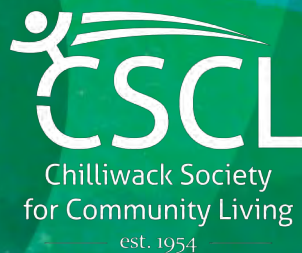
<https://www.amazon.com/dp/1976959225>

Chilliwack Society For Community Living

Supporting adults with developmental disabilities, children and youth with special needs and their families since 1954.

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Phone 604-792-7726
Email info@cscl.org
Web www.cscl.org

“Our Vision is for a community that welcomes and includes everyone.”



Follow us on Social Media:



Your Voice!

Many thanks to Julie Unger, Brenda Gillette, Nancy Gauvin, Ellen Peters, Aileen Mathews, Nicola Ackerman, Audrey Baker, and Natalie Karam for their contributions to this edition.

Do you have something to say? Let's hear from you!

Please contact Jeff Gilbank at jeff.gilbank@cscl.org for your comments, editorials, and/or newsletter ideas.