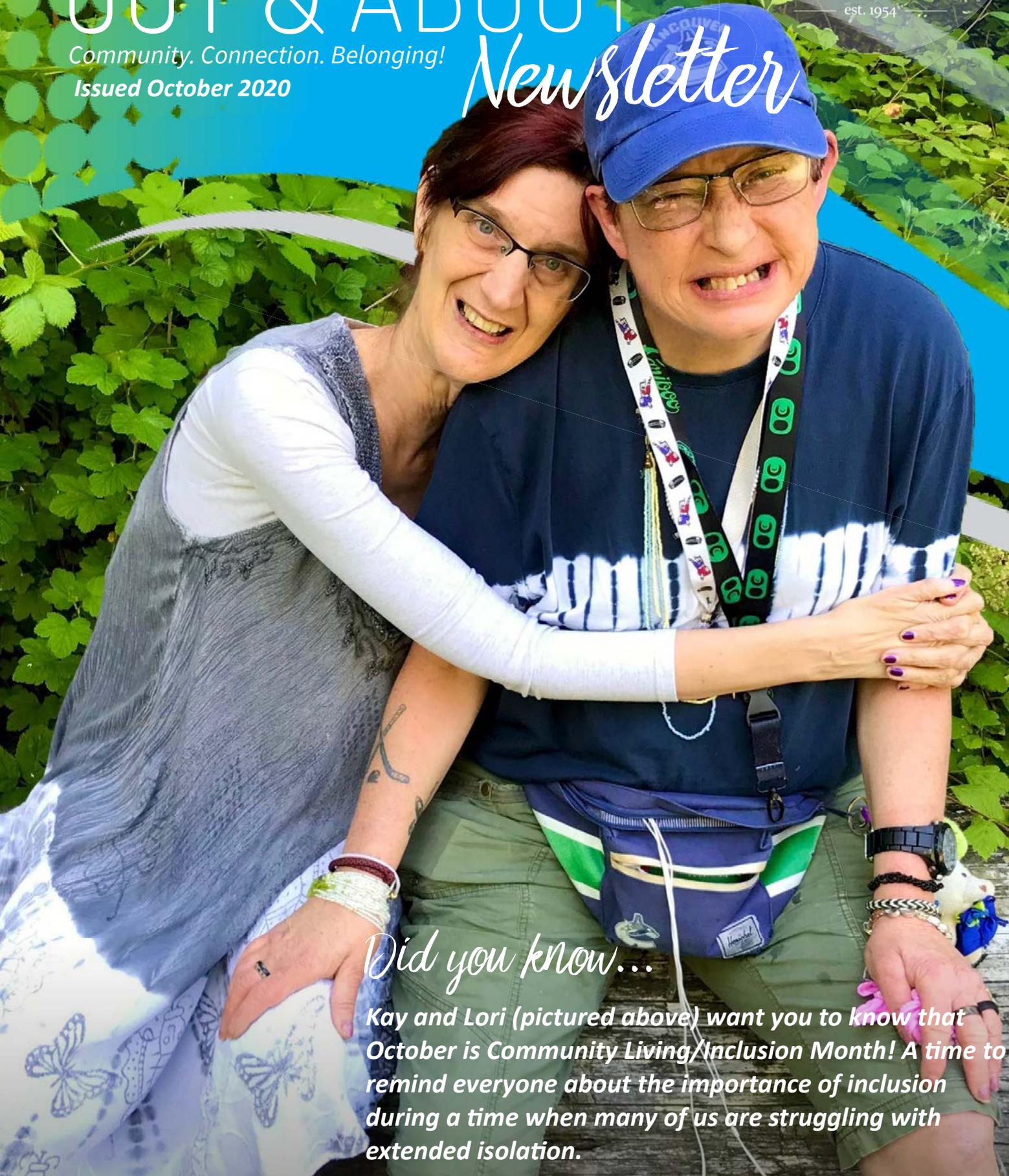


Fall 2020 OUT & ABOUT

Community. Connection. Belonging!
Issued October 2020

Newsletter



Did you know...

Kay and Lori (pictured above) want you to know that October is Community Living/Inclusion Month! A time to remind everyone about the importance of inclusion during a time when many of us are struggling with extended isolation.



October is Community Living/Inclusion Month and CSCL is sponsoring a photo contest for all CSCL employees, individuals receiving support and contracted caregivers to participate.

"How are you being kind, calm and safe?"

Tell us by capturing your Be Kind, Be Calm, Be Safe moment in a digital photo and emailing it to jeff.gilbank@cscl.org

One photo will be selected each workday for the month of October and posted to the CSCL FaceBook page. Please ensure consent is obtained by any and all persons in your photo.

Of those photos one will be selected at the end of the month as our Grand Prize Winner!

Be CALM. Be KIND.

Be SAFE.

- Dr. Bonnie Henry

CSCL Update

CORONAVIRUS COVID-19

Special Message from CSCL Executive Director, Julie Unger:

As we adjust to living and working in the reality of a worldwide pandemic, it is imperative that we remain vigilant in our safety protocols.

It is easy to become complacent when local cases are seemingly low. As many expand their “social bubbles” (who would have predicted this would be a new term in 2020?) with a return to some pre-pandemic activities (school, sports, movies, restaurants) the risk of transmission increases.

CSCL continues to urge all individuals and staff to assess their own level of vulnerability and choose their activities accordingly, maintaining all the

safety measures that have been proven to break the chain of transmission: vigorous handwashing (sanitizing), wearing a mask when distancing can't be maintained, staying home and away from others when you're not feeling well, and limiting non-essential activities.

Ongoing Pandemic-Related Work at CSCL:

Review and updates to our Coronavirus (COVID-19) Exposure Control Plan; Changes to our physical sites (install barriers/dividers, additional hand sanitizing stations, signage); Smaller groupings (fewer faces, bigger spaces) for our Community Inclusion,

Employment, Outreach, and Child & Youth Services; Regular Pandemic Influenza Team (PIT) meetings; Virtual networking and shared learning with other community living and social service organizations; Virtual gatherings/meetings (Zoom, Facetime, Microsoft Teams, WebEx) Development of an Emergency Response Team (ERT) in progress; Development of a Transportation Safety Plan .

We continue to follow the guidance of BC's Provincial Health Officer, Dr. Bonnie Henry, and especially to “Be kind, be calm, and be safe”.



DIRECT SUPPORT PROFESSIONAL ADVISORY COUNCIL



WWW.NADSP.ORG/DSPADVISORYCOUNCIL



Arlene Hebig

CSCL employee, Arlene Hebig, is on the Direct Support Professional Advisory Council, a new initiative by the NADSP, which had its introductory meeting in August.

“We met with Joe McBeth and the leadership team from NADSP who gave background history of the organization and shared their vision of what the Direct Support Advisory Council would look like.

The council comprises of 15 front line men and women from across the United States and Canada who work in a variety of settings such as residential group homes, home share, community inclusion programs and employment support such as job coaches.

The council’s role will be to identify key issues of concern for people working as direct support professionals and how that meshes public policy and possible system reform. The focus will be working with the NADSP to elevate the profile of direct support professionals.

The NADSP reports that there are approximately 1.4 million people working in the field of direct support! With those numbers, we have the ability to raise awareness of the skilled work we do!

The pandemic has emphasized the dedication of DSPs working under challenging circumstances to minimize the disruption to the lives of the individuals they support. For many working in this field, it is not only a job, but a passion. Direct Support Professionals are deserving of recognition for their unique skill sets, education and experience.

As I reflected back after the meeting, I was excited about the opportunity to collaborate with this group. It was clear to me that CSCL has worked hard to offer opportunities for growth for its DSPs. So I look forward to sharing “how we do it” but also know that there will be ideas that I can bring back and share with our organization and hopefully beyond.”

Meet the Board

Josh
Hall



Josh Hall is owner/operator of Freedom Construction and a CSCL Board member since 2019.

“I spend my work time building homes and taking on special projects and construction management jobs and then everything else is with the family,” Josh explains, “My family and close friendships are foundational in my life. My wife and kids are such a joy and teach me so much. I think we all desire to have a connection with people in our lives that love and encourage and also

challenge us.”
“Although I have only been with CSCL a brief time, the people that I have met seem to have a passion and purpose to why they are working at CSCL. The striving for continuous improvement and higher standards to give the best experience for all involved at CSCL is very evident.
“I believe treating and valuing everyone the way we want to be treated and valued it would eliminate many problems that are common in society today.”

CSCL Wellness Committee

“Fall into Gratitude”

Monday September 21, 2020 was World Gratitude Day and the CSCL Wellness Committee would like to celebrate that day with another Fall Challenge.

Evidence-based research shows there is a direct correlation between being grateful and the level of joy that a person self-reports feeling in their life. That research also shows that having “an attitude of gratitude” is not enough. We need to practice gratitude, by intentionally bringing to awareness what it is we are grateful for. This is why the Wellness Committee invites you to take part in a collective challenge to practice gratitude for the next 30 days.

Here’s how it works:

For the next 30 days, take a few minutes to appreciate and write down one thing that you are truly grateful for that day. At the end of the 30 days, you can submit a photocopy or photo of your writings to wellness.committee@cscl.org. If you’d rather not share your writings, that’s fine too. Simply send an email stating that you completed the Fall into Gratitude Challenge. If you miss a day or two, that’s fine too. We’re not asking for perfection!

All submissions will be eligible for a prize, to be announced by the Wellness Committee at the close of the challenge. We hope that you take part!

Staff News!

2019 Survey Results

Here are some of the highlights from last year's employee survey results:

The Highest Scoring Sections were:
 Reputation: 85% strongly agreed
 Personal Enjoyment: 83% strongly agreed

The Top 5 Scoring Items were:

- I feel good about our organization's mission
- Supports diversity in the workplace
- Strives to build a positive public image
- My organization encourages fun and enjoyment
- Has clear job descriptions outlining roles and responsibilities
- I am proud to be working here

The Lowest Scoring Sections were:

Compensation & Benefits: 55% strongly agreed
 Career Advancement: 56% strongly agreed

The Bottom 5 Scoring Items

- Provides motivating incentives and bonuses
- Pays a competitive wage/salary for my position
- Proactively discusses career advancement plans with employees
- Provides a good health & benefits plan
- Financially supports continuing education

Survey Time!

November is Survey Month at CSCL for all employees, individuals and stakeholders.

We are nearing that time of year again for CSCL's Annual Employee Engagement Survey. Since 2017 CSCL has participated in the Canadian Non-Profit Employer of Choice Award and has achieved national recognition as an Employer of Choice. The Award also recognises CSCL as a Leader in the Community Living Sector and as an organization that is committed to its employees and

continuous quality improvement. The Survey will be sent out in November and takes 10 minutes to complete. All surveys are anonymous and no individual survey data is provided to CSCL. To further re-enforce our arm's-length relationship, this year you will receive the survey directly from the NEOC Administrators.

Social Capital Update

Many people supported through CSCL's services have understood isolation and its impact long before the COVID-19 pandemic made isolation a more universal reality.

As we've navigated our response to this pandemic we've been cautious to not unnecessarily isolate



people, potentially increasing the risk of social harms. Our Direct Support Professionals and individuals-served have been encouraged to find ways to stay connected virtually, even as we might remain physically distanced. To be physically-distanced does not have to equate to social isolation. Through the use of technology (smartphones, computers, tablets

and web-based platforms) we've shared ideas about how to connect with each other, learned new skills (on line cooking classes), stayed fit (Zoom-

Zumba), passed the time (virtual Bingo) and stayed engaged with family and friends (facetime and video conferencing). Our Social Capital Mentoring Group is continuing to connect virtually and spur each other (and the rest of us) on to keep connecting and build our social capital, even if we can't be in-person right now.

Fun in the Sun!

Summer was a busy time of year at CSCL's Child & Youth Services building (Mathieson Centre).

Even during a Pandemic, the team was able to plan a fun-filled summer for the Children & Youth that attended. Music, bubbles and laughter filled the air on a daily basis as everyone enjoyed outdoor games & sports while enjoying the sunny weather this summer. There were many soccer, volleyball and badminton games held as well as a well-crafted, self-made

waterpark with turtle pools, slip and slides and water squirters. For those who enjoy being creative, they spent time building some fun forts, lemonade stands and paper-mâché volcanoes (that erupted)! One of the many highlights from this summer was the many authentic friendships that were created between many of the children and youth who attended.

Board Update

For the first time in the history of CSCL, the Board hosted a virtual, on-line Annual General Meeting (AGM).

The AGM was delayed to September in hopes that an in-person meeting might be held, but ultimately opted to take the safest route



and held the meeting using the Zoom platform. The meeting was limited to "members only" and key organization employees. Twenty-three people signed on to the meeting including thirteen members (representing individuals served, family and board members) and ten leadership/administrative support staff. The required business was conducted which involved approval of the 2019 AGM minutes, approval of the 2020 agenda, approval of the audited financial statements, approval of

the annual report (also available online), and approval of the Board's Nominating committee report for election of new

board members (elected by acclamation). Board Members elected for a two year term: returning members, Sarah Bried, Ben Honeyman, Jeremy Johnson, Tori Long, and Al Niemann and newcomer Bill Turnbull. Continuing Board members with another year left to serve in their term are: Glen Slingerland, Jacqueline MacGregor, Joshua Hall, Mike Robinson and Samantha Tolmie. The Board meets again on September 28th to hold their elections for the Board Executive.

Child & Youth News!

CSCL's Child and Youth Services Fall programs commenced on September 14th. In light of the pandemic, programs will continue to look very different and will consist of much smaller group sizes and activities & games will be based more out of the Mathieson Centre and less in community. Staff are excited to incorporate new creative activities to the programs such as a glow stick dance party and a detective game of 'Who done it?' The CYS team is looking forward to providing programs in our "new normal" world and are committed to ensuring each Child and Youth is safe and having fun!



CSCCL By The Numbers:

1 2 3

As of October 1, 2020

of
Individuals

Supported:

553



of
Employees:

361



of
Active
Caregivers:

234



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 Reports

CSCL is
100%
Non-Profit

7

Services

56

Service/Program
Options

ONLINE PRESENCE:



1388 Likes



710 Followers



437 Followers



5062 Views



187 Followers

Measuring Up!

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

Human Resources Plan:

Prepared annually by CSCL's Human Resources department:

Completion percentage was at 47% this year for the NEOC Survey, which is low. Going Forward, have the NEOC group contact staff directly with log in and survey details. This will hopefully reduce browser and IT issues and ensure staff responses are anonymous as they go directly to NEOC.

Increase participation rates of staff in the under 35 age categories. It was possible for them to complete the survey on their cell phones.



Caregiver Award

Congratulations to Jenene Johannesson who received the latest CSCL Caregiver Award for excellence in her supports as a CSCL contracted caregiver.



Jenene (pictured on the right) was presented the award by CSCL Manager, Dan Cerella. Jenene was CSCL's most recent recipient of the Caregiver Recognition Award. She has been a CSCL provider for four years. Jenene and her husband have been very supportive of Linda.

As noted by the nominee "This caregiver is very creative and innovative thinking of ways to help the individual remain happy and not get depressed during this COVID period."

STAR Award

Congratulations to Anna Maria Keiner (pictured on the right) who received the latest CSCL STAR Award for excellence in her job as a CSCL employee.

Anna Maria (far right next to Manager, Jen Kennedy, Direct Support Professional, Kim Hamilton and CSCL Executive Director, Julie Unger) was presented with a STAR Certificate, a Letter of Recognition and a \$100 cheque. Anna Maria's nominators wrote this about her: "Anna Marie inspires everyone she



meets with her infectious smile and willingness to go above and beyond. There is NOTHING she won't do to help and proves this everyday! Anna Maria doesn't meet expectations she exceeds them! One of the best parts of our team is knowing Anna Maria is part of it. Everyday Anna Maria graces us with her presence at the Outreach Office and offers her help to proved a COVID Free environment not because she has to rather because she cares for everyone around her.

CSCL Events...



BINGO Wednesdays!

Did you know about ZOOM BINGO

Come join us for BINGO every Wednesday, hosted by the gang at Vanmar! Email them for more details!



ZOOM into connection!

Do you have a great idea for a ZOOM activity? Send us your ideas for using the ZOOM platform to help stay connected to community, friends and family!



CSCL Wellness Committee!

FALL into Gratitude

The Wellness Committee invites you to take part in a collective challenge to practice gratitude!



Community Inclusion Month

October is Community Inclusion Month

Send us your ideas to promote socially distanced community inclusion ideas!



Community Living Event

Giving back to community...

CSCL will be holding two food drives this October 29th from 9:00am to 6:00pm at the Save-On-Foods locations. All donation will be forwarded to our local foodbank.



CSCL PHOTO CONTEST

What does community inclusion mean to you?

Send in your photos of what community inclusion looks like to you in light of COVID restrictions



The Great BC Shake Out!

October 15, 2020 at 10:15 am

On October 15 at 10:15am, millions of people world wide will practice how to "DROP, COVER, and HOLD

Lynn Nider



was about a new animal, working on her math skills or a new card game. Lynn was very competitive

though it was years in the past.

Lynn loved “Rocky” movies, Little House on the Prairie, Happy Days and any kind of murder mystery.....always rooting for the underdog.

Lynn had a volunteer job at Chilliwack Safe Haven. She loved going to take care of the cats there and had increased her time there to two days a week this summer.

She had lived in Chilliwack for many years and made many friends in the society and in the community. She will be remembered forever.

For those of us that were fortunate enough to know Lynn Nider, we know she will be forever missed. She was a strong willed independent woman.

She knew what she liked and made it known what she did not. Lynn made life interesting. She was always wanting to learn, whether it

and sneaky with card games. She enjoyed meeting new people and hearing the stories of their lives.

Family and friends were very important to Lynn and held close to her heart. She respected people’s differences and always wanted to learn more about them. Lynn had a vivid memory and would remember something as if it happened yesterday even

Chilliwack Society For Community Living

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

9353 Mary Street
Chilliwack, BC
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, Dan Celella, Arlene Hebig, Mary-Lee Tondreau, Rene Atkinson and Danielle Marcotte 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.