



# THE COMMUNICATOR

## Road Trip

**O**n May 28<sup>th</sup> myself, Linda Yahamech, Kristi Wilken and Marcela Herrera started out on our trip to Calgary to visit our dear friend Diane Zalasky.

We hit the road bright and early at 8:00 am. Our first stop was Sorrento. We went to Blind Bay Community Park to enjoy a picnic of sandwiches and Okanagan cherries. We started on the road again and stopped in Golden for fuel and of course some coffee!!

We were then in the Rockies and stopped at Lake Louise and Banff for some dinner and shopping. We saw lots of deer on the side of the highway. We finally made it to Calgary at about 9:00 pm Alberta time.

The next morning we went to the Red Diner for breakfast before visiting Diane at her Gym. It was very nice to see her. We went to downtown Calgary and had lunch with Diane at the Mall and then went to see our old friend Kelly for dinner. The next day we did some more shopping

and then went for dinner with Diane at Brewsters. It was nice to get together with old friends.

The next day it was time to say goodbye. We left early on Friday morning and stopped in Revelstoke for lunch and then in Chase for a drink.

We arrived back at home at 8:00 pm. I was tired and happy to sleep in my own bed.

Submitted by:  
Jay MacInnes and Marcela Herrera



Linda, Diane and Jay at Diane's Gym in Calgary



Linda, Kristi, Jay and Marcela at Lake Louise

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# Family Connection

Ross Chilton - Executive Director

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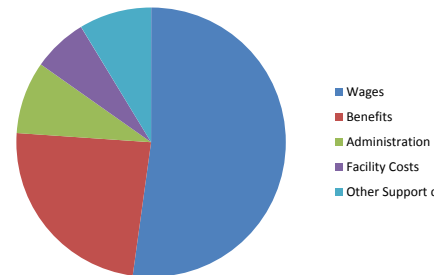
## By The Numbers

At the CLS Annual General Meeting we provide the membership with a summary of the past year. This includes a high level summary of events from the last year as well as a financial summary. This information is made available on the CLS website each year. To access the most recent Annual Report follow this link

<http://www.communitylivingsociety.ca/docs/publications/annual-report-for-website.pdf?sfvrsn=0>

A suggestion came forward recently from employees indicating that they would appreciate receiving an annual summary of the financial picture of the CLS. Over the last month we provided a verbal breakdown of the numbers at the employee town hall sessions in Surrey, Burnaby, and North Vancouver. For those of you that were not able to attend one of those sessions, here is the information we provided.

- The CLS ended the 2012-2013 fiscal year with a (\$31,705) deficit. While we don't like to end the year in a deficit it could have been much worse. Earlier in the year we were heading towards a deficit of approximately (\$200,000). The efforts of many people helped us to get much closer to breaking even.
- The CLS will provide approximately 700,000 hours of support this year to over 300 individuals.
- The budget for 2013-2014 will increase to approximately \$23,000,000. Those expenditures break down in the following fashion:
  - Wages for Counsellors and Counsellor-Coordinators \$12,000,000
  - Benefits for Counsellors and Counsellor-Coordinators \$5,500,000
  - Administration \$2,000,000
  - Residential and Voctional Facility Costs \$1,500,000
  - Other support costs \$2,000,000



These are very challenging financial times in both the public and private sectors. Our goal in 2013-2014 is to optimally use our funding to deliver on our Mission without incurring a deficit. We also realize that it has been a number of years since employees in the community living sector, including at the CLS, have received a wage increase. While in the early spring the indications from Government were that they would provide funding to all providers for a wage increase, there are now suggestions that agencies will need to pay for increases out of their existing funding. We will work hard on this over the fall as we believe our employees deserve an increase and we will need to determine how it would be funded. For perspective, a 3% increase for our employees would cost the CLS \$472,000 a year.

I hope you have found this information useful and informative.

## Community Living Society

490-6400 Roberts Street  
Burnaby, BC, V5G 4C9

Phone: 604.451.8699

Fax: 604.451.5708

[www.communitylivingsociety.ca](http://www.communitylivingsociety.ca)  
[info@communitylivingsociety.ca](mailto:info@communitylivingsociety.ca)

# CLS Membership



As an organization founded by parents, the Community Living Society (CLS) encourages the active involvement of families. One important way to be involved is to become a card carrying member of the CLS. Membership with the CLS includes the following benefits.

- An invitation to attend the complimentary Annual Summer Picnic in July
- An invitation to attend the Annual Christmas Open House at the Administration Centre
- An invitation to attend the Annual General Meeting in June and vote on important issues
- Mailed or electronic copies of The Communicator semi-monthly newsletter

## 2013 Membership Application

**Yearly memberships are from January - December**

- Yearly Membership - Single** - one vote for the current year \$5
- Yearly Membership - Family** - two votes for the current year \$10
- Yearly Membership** - non-voting \* \$25 per person
- Life Membership** - one vote every year for life \$100 per person

*\* If you are an organization, employee of the Society, employee of a government agency, or a crown corporation whose duties are concerned with the affairs of the Society, as outlined in the Society's Bylaws, you would apply for a non-voting membership.*

**Name(s)** \_\_\_\_\_

**Address** \_\_\_\_\_

**Phone#** \_\_\_\_\_ **Email** \_\_\_\_\_

**I would like to receive The Communicator newsletter and other important information from the CLS via: Mail  Email**

**Membership applications/payments can be mailed to:**

490-6400 Roberts Street, Burnaby, BC, V5G 4C9

Your support of the CLS is greatly appreciated.


Please accept my donation of \$

Name

Address \_\_\_\_\_

Mail to **Community Living Society**  
**490-6400 Roberts Street,**  
**Burnaby, BC, V5G 4C9**

We also accept donations online at  
<http://www.communitylivingsociety.ca/contribute-to-cls/.aspx?CharityID=s3176>



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# Meet June



June Sheck (left) with Amy Chan at the CLS Picnic in July

June Sheck is a counsellor at City Club. She has worked with the CLS since October 2007. I had the privilege of sitting down with June to get to know her a little better and explore her role with the Community Living Society. I knew she would be a pleasure to talk to because of her bubbly and positive personality, and her willingness to help out and step in when needed. I wanted to share this information and recognize June's contributions to the Community Living Society.

### **What has kept you here?**

Watching the individuals that I support achieve their goals is a beautiful thing. Knowing that they are able to find their talents and reach their goals is very rewarding to me.

### **What is the most important part of the work that you do?**

Being the person behind the scene and finding the individual's potentials and opportunities to facilitate these

goals/plans and turn them into reality.

### **If you needed support, what would be the most important thing that you would want from your support worker?**

I would want to be heard and respected for any of my beliefs and values. I would want somebody who is caring and honest and provides me with honest feedback.

June went on to tell me that her experience with the Community Living Society has opened her eyes and given her a view on life from a different perspective. Her experience has allowed her to become more involved in the community and with different individuals. Her experience has made her slow down and has let her realize to not take things for granted, and enjoy the simple pleasures in life.

Submitted by: Rani Marwa, Coordinator

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## Attracting and Retaining Great Employees

Since the CLS was formed 35 years ago we have recognized that the quality of life for people we support is dependent on our ability to attract and retain great employees. All community living providers are finding that it has become very challenging to attract new employees over the last year. That is likely due to a number of factors including an improving economy (potential employees have more options), increased demand for health care workers in general, and that young adults are less likely than their parents to consider a career in the helping professions.

Our Employee Services team is facing this challenge by identifying and trialling a number of new ways to find talent. One way has been to host employment booths in malls. By going where young adults already are we believe there is a better chance of sparking their interest in working for the CLS. This has been very successful as we are able to connect with people who otherwise would not have even considered a career in this field. We are also piloting approaches that enable us to offer full-time employ-

ment sooner. This should help us avoid the situation where an individual accepts part-time employment with the CLS but moves on to another employer if they secure full-time work there.

We need to find a way to share the positive career experiences of our current employees. Frequently we hear stories from long-term employees about how when they joined the CLS it was their intention to only stay for a short time. Many years later they are still here because of their strong attachment to the people they support, families, colleagues, and the CLS. Typically they also talk about how this work has changed them and made them a better person. They also see how their work helps make the world a better place. By supporting people to be in community individuals benefit and the community becomes a more caring and compassionate place.

As an organization we need to consider how we can make sure that we properly support new employees to succeed and form the attachments that encourage people to stay. While society is more inclusive than

it was 35 years ago, most new employees will join us having had only minimal interactions with adults with disabilities.

- They are likely to feel quite unsure about how to properly engage with the people they have been hired to support.
- Many will feel uncomfortable with providing personal care even after training and orientation.
- They may be reluctant to admit their reactions to their supervisor (or even to themselves) for fear of being seen as uncaring or not up to the job.

We need to reassure them that such reactions are not wrong or abnormal and that confidence and comfort comes with experience.

continued on page 5

# CLS Committee Updates

## Aging with Dignity Committee



In 2010 the Aging with Dignity Committee invited families to meet with us and engage in a discussion on aging. In 2013 the committee is inviting families once again to engage with us in a similar discussion. We want to hear from families about their experience as their family member ages and listen to the concerns that they have. Families are being invited to meet with us individually or join us along with other families at a local coffee shop or other community meeting place to share thoughts and ideas.

For more information on the work this Committee is doing, contact Barb Robinson, Committee Chair at [brobinson@communitylivingsociety.ca](mailto:brobinson@communitylivingsociety.ca)

## ....Great Employees

continued from Page 4

It is also our challenge to work with employees to ensure that confidence and comfort doesn't lead to complacency and boredom. All of us require a balance of stability and challenge to feel emotionally solid and engaged in our lives. We must encourage employees to push themselves to try new things and continue to revitalize their work experience.

We are interested in your thoughts and ideas about how we can accomplish these important objectives. Please share your ideas with us so we can continue to find and keep great people. You can contact us at

[contactus@communitylivingsociety.ca](mailto:contactus@communitylivingsociety.ca)

Submitted by:  
Ross Chilton, Executive Director  
Gillian Rhodes, Director of Operations & Employee Services

## 2013 Kilometer Challenge

Every summer we ask CLS locations to participate in a kilometer challenge. The aim is to reduce our reliance on vehicles and experience our communities in a different way by using public transit or walking. While vehicles reduce the time that it takes to travel, the use of a vehicle can diminish our experience in the community. This year the Waterfront Opportunity Center took up the challenge and Kelly Beardall has shared the following story.

.....

On July 15th there were 12 supported individuals and 7 staff that ventured out from the W.O.C., first by Seabus then by the Canada Line to Yaletown to meet the Aquabus at the Yaletown dock. Taking transit with such a large group of people who travel at different paces and which include several wheelchairs can be a little stressful. It is difficult for that many people to stay

together and elevators sometimes end up being unexpectedly out of order. When we got to Waterfront Station the elevator was indeed out of service, but transit staff kindly directed us to an alternate elevator. Two separate Seabuses and several different Skytrains ended up getting us all successfully to the Aquabus-docks. Everyone was quite excited about the day and staff were very competent and dependable in getting to where we needed to be.

Our Aquabus drivers were very accommodating and engaging on the ride across False Creek to Granville Island, answering questions and engaging us in conversation. The ride on the water was probably the highlight of the trip for many. Once on the other side we had about an hour and a half to spend on Granville Island. People could either go off and explore the market areas or stay in the shade at the tables and chairs



and listen to buskers perform. The weather was sunny and warm and being right on the water there was a wonderful breeze. The return trip by Aquabus, Skytrain and Seabus, once again went smoothly and we all got back to the North Shore in good time. I could sense, partially from the way I felt too, that by the time the Handidarts arrived to take people home, we were all pretty tired from the day. Tired in a good way: the way you feel after having a full day outside.

I would recommend the Aquabus as a trip to anyone. They have three wheelchair accessible Aquabuses and it's a great time on the water.

Submitted by:  
Kelly Beardall, Counsellor - WOC

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# Individualized Supports

## Jo Dickey Foundation

The Jo Dickey Foundation was established to help mentally and physically challenged members of the community in improving their quality of life.

It is the mission of the Jo Dickey Foundation to help provide the funds necessary to afford these unique individuals a chance to live in respect and harmony with the rest of society.

We welcome grant requests all year round; however, the best time is September to May as the Foundation is off June to August and grants requested during that time will be delayed.

To find out more about the Foundation, donate, or apply for assistance, contact:

#310 - 800 West Pender Street  
Vancouver B.C. V6C 2V6  
info@jodickeyfoundation.ca  
www.jodickeyfoundation.ca

## 2013 Camping Trip

In August, seven individuals who are part of Individualized Supports took part in a camping trip to Cultas Lake.

It was a great opportunity to build friendships and to learn to work as a team. We went for walks, swimming in the lake and roasted marshmallows.

It was a great experience and a pleasure to spend time with such a positive group.

We appreciated the help that some of the surrounding campers gave us setting up tents. Their

kindness was truly appreciated.

Thank you to everyone who participated and to those who put in extra time to make this camping trip successful. We hope to grow the number of participants for next year!!

Below are some pictures and comments from our trip!!



*" Jumping off the dock was our favorite part and it was really beautiful and green"*

*-Ryley & Timothy*

*" Camping was fun, I made new friends"*

*-Toni*

*" Camping is fun, I don't want to go, I want to stay"*

*-Kevin*

*Mike brought along his IPAD so he was the DJ on our trip!! I think its safe to say he is an ACDC fan!!!*



Submitted by:  
Jillian Bradley  
Coordinator, Individualized Supports

## Living Our Values

In each edition of *The Communicator* we will profile one of the CLS Values and what it means to US as an organization and the individuals and families that we support.

### Value #2

#### "We Nurture Hopes and Dreams"

As I peruse through the extraordinary history of the CLS it is clear to me how the Society continuously endeavored to **nurture** the **hopes and dreams** of the people we support, just as their families had always entrusted.

When I read the forward of a document written in 1983 for the CLS, it says "**What we treasure most in our daily lives is our self determination, the control over our own lives**".

When I define Self Determination in Wikipedia twenty years later I read that **Self Determination** "is concerned with the motivation behind the choices that people make without any external influence and interference". I see this as the hopes and dreams of the people we support, the things that are liked, loved and desired the most in their lives, no matter how big or how small. Put simply, the **CHOICES** they make.

How does the CLS continually nurture these hopes and dreams? By asking questions around Dr. Robert Schalock's **eight domains** - Personal Development, Self-Determination, Interpersonal Relationships, Social Inclusion, Rights, Emotional Well-Being, Physical Well-Being and Material Well-Being. We at the CLS have the ability to mold and design our services to find the right people, resources and supports to nurture those hopes and dreams and unremittingly **evolve** our services to enhance **Quality of Life**.

Our counsellors, front line staff, community support workers, are the key people that ensure daily that the persons we support are first and foremost in all that we do, that rights and choices are respected and practiced daily, and that our services are designed to continuously improve the quality of life of each of the persons served.

Submitted by: Roxanne Wiseman, Director of Quality & Innovation



Anna Wong  
PotteryWorks Representative

## Interview with Lissa Miletich



Lissa Miletich

### How long have you been working at Potteryworks?

I have been working at PotteryWorks for about two years.

### What do you enjoy most about working there?

I like the painting and the people. I like making the creative decisions.

### How often do you go to PotteryWorks?

I go every Friday but would like to go more often.

### Why do you want to go more often?

I like being creative.

### Who trained you for PotteryWorks?

Dee had lots of input but I am doing things on my own.

### Have you worked at River Market?

Yes, I work every other Saturday at River Market.

### When did you start?

I have worked at River Market since June and really like it. I like being around the pottery and the people. River Market is my first job and I especially like the coffee shops!!

### Submitted By:

Anna Wong, PotteryWorks Representative  
Lissa was supported to communicate in this interview by June Sheck, Counsellor - City Club

### October

posAbilities' 9th Annual Art Show –

"**INCLUSION**" will take place on Tuesday, October 29, 2013 from 4:30 – 8:30pm at the Heritage Hall in Vancouver. We hope you will join us at the show and experience the joy that the artists bring to the hall as they display their work.

\*Contact Dee Blackmore for information 778-227-1081

## From the Archives

### What were they looking for?

"The initiation of a Community Living Society must be based on such a shared commitment. People with similar concerns will have to meet to discuss their particular problems, provide emotional support to each other, and decide if they have the will and commitment to organize for change. There must be at the outset a group of similarly committed individuals to undertake the planning and subsequently the implementation and monitoring of a Community Living Society."

From Choices. The Community Living Society. New Methods of Responding to the Individual with a Handicap. M. Rioux and C. Crawford. 1983

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## A Day at the Park

On Saturday July 6th over 500 people from the CLS community attended the second annual CLS Picnic. It was a beautiful sunny day at Queen's Park. The New Westminster Fire Department brought two of their trucks and provided tours, Vera's supplied the burgers and fixings, BC Event Makers provided entertainment, and let's not forget the musical talents of Ryan Chilton and Jared Gillard.

We had some great door prizes this year. The CLS would like to thank the following people/organizations for their generous donations:

- The BC Lions
- Pointbreak Consultants
- The Canucks Autism Network
- Robert Bansal

Thank you also to Nina Pickburn for all of the fortune cookies. Hopefully some people's fortune telling came true.

We are already looking forward to next year's picnic which will be held at the same location on July 5th save the date!!!



## Tadashi's Camp Experience

I have been attending Camp Horizon for over thirteen years and have created only wonderful memories there. As a senior camper, I enjoy volunteering and leading many of the activities which include cheerleading, bowling, and arts & crafts. I have built many meaningful and long-lasting relationships with other members. Camp Horizon allows me to fully express myself and creativity. I love to share my camp experiences with others around me and would recommend people to join!

You can find out more by visiting the website at [www.lionscamphorizon.org](http://www.lionscamphorizon.org)

Submitted by: Tadashi Mizumoto



Tadashi



# Summer BBQ at the Waterfront

It was a glorious July summer day in North Vancouver when the Waterfront Opportunity Centre hosted its Wacky Shirt and Mad Hat BBQ. We had guests from the Head Office, Community Resource Centre, and many friends. Everyone attended in their most wacky shirt and hat.

The venue turned into the Land of Hula Hoops. It was designed and decorated by employees.

The decorations attracted the attention of everyone who came to the Centre. Staff at the face painting corner were very busy helping individuals chose their favourite pictures. Tony was the BBQ chef and made really tasty hot dogs. We all had a well balanced meal of hot dogs, watermelon, chips, cake and water....

After lunch we enjoyed games including: egg & spoon race, floor

hockey, and putting the ball in the box. When the water balloon game started you could hear everyone cheering, laughing and supporting each other. Prizes were awarded the winner of the game. Leslie was awarded the top prize for the most wacky shirt and hat.

We would like to thank Elke Tilgner for her support and encouragement. The BBQ was a great success and we look forward to next year's.

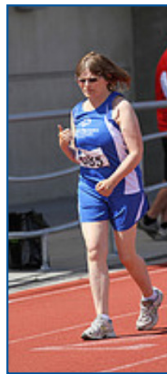
Submitted by: Shu Chi Wang, Counsellor -WOC



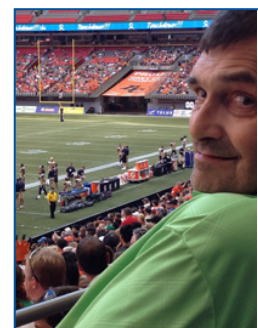
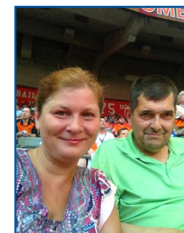
From July 11 – 13 over 1,100 athletes from British Columbia and the Yukon participated in the Special Olympics held in Langley. One of this year's highlights the opportunity for participants to be involved in a procession where they entered the stadium proudly wearing the team attire representing their particular region. They were received by hug applause that brought tears to many eyes. They were followed by an Elvis impersonator that was thoroughly enjoyed by all.

Many individuals supported by the CLS participated in this event. To find out more about this event or to download photos and videos visit the Special Olympics website at <http://www.specialolympics.bc.ca/2013-sobc-summer-games>

**Congratulations to all athletes !!**



Simi Bate was the lucky winner of a draw for a set of tickets to the BC Lions game on August 4th. She and David Marshall from Madison had a wonderful time.



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## Financial Planning - Asset Exemptions & Trusts

**T**he Community Living Society supports many individuals; people with disabilities who live on very limited and fixed funds; disability assistance. This limited assistance covers daily living needs only; food, housing and transportation, and does not allow for any “extras”; vacations or dinners out with friends, things that increase the quality of living.

We are an aging society with many of the people receiving support services in Community Living Society nearing “retirement” age. This has two financial implications for our community.

1. Many of our family members are preparing wills to secure financial support and stability for their family member.
2. Many of the people receiving supports through CLS had previously resided in Woodlands. Many of the people that resided in Woodlands may be receiving financial settlements as a result of a class action lawsuit for abuses that took place in this institution.

For many people in our community there may be inheritances or settlements that could impact their financial status; and therefore possibly impact their monthly disability assistance. In these situations it may be beneficial to set up a “trust” to ensure that the monies received are not viewed as an asset and therefore maintains eligibility for monthly disability assistance payments.

The BC Employment and Assistance (BCEA) legislation determines that

a trust “is a legal relationship where someone (the trustee) holds the legal interest in (legally owns) money or other assets for someone else’s benefit (that person is called the ‘beneficially’)”. There are two types of trusts;

- 1. Discretionary**
- 2. Non-discretionary**

### **Discretionary**

The beneficiary has no control over the money held in trust or how it is spent. Monies held in this trust are not usually considered an asset under the BCEA legislation.

### **Non-discretionary**

A trust where the trustee does not have total authority regarding the money in trust; how it is paid out or for what. The beneficiary may have some authority as well, and this trust may be considered an asset by the Ministry of Social Development. There is no limit to how much of the funds are used from the trust and there will be no reduction to the disability assistance payments when the following things are purchased:

- Devices or medical aids that improve a person’s health or well-being
- Caregiver or other such disability-related services
- Education or training
- Buying a place of residence
- Necessary maintenance on your home
- Renovations or changes to your home that make it easier for you to live there because of your disability
- Contributions to a Registered Education Savings Plan or Registered Disability Savings Plan

It is also permitted to receive payments from the trust of up to \$8,000.00 per year to allow a person to live more independently. If more than this amount is received from the trust it will be considered unearned income and will be deducted from the disability assistance payments. It is important to note that the ministry cannot make you use any funds from the discretionary trust fund to pay for something that is normally covered by the ministry. The trust fund is intended to cover expenditures not normally covered by disability assistance benefits.

A trust may be set up by transferring property to someone else to hold “in trust” for the beneficiary. While it is not necessary to document the trust in writing, it is recommended to draft this trust relationship legally. A trust cannot be drafted by the ministry and they do not make any decisions about the proposed trust. The ministry can “only advise how a trust will be treated... with property transferred to the trustee.” The ministry does have the authority to request information regarding the disbursement of funds from the trust to the beneficiary at any time and as such it is necessary for the trustee to document all expenditures, disbursements and/or deposits to the trust.

For more information on trusts you can contact your employment and assistance worker at 1-866-866-0800 or you can look on-line at [https://www.hsd.gov.bc.ca/intranet/meia/online\\_resourceverification\\_and\\_eligibility/trusts/current/](https://www.hsd.gov.bc.ca/intranet/meia/online_resourceverification_and_eligibility/trusts/current/)



**Are you a CLS employee ?  
Do you need assistance with  
payroll, benefits or timesheets ?**

Contact the CLS  
Finance Department at  
604-451-8699 #344

Please leave a detailed message  
including your full name, employee  
number, phone number and your  
question/request.

The phone line is open 24/7

This is the most efficient and fastest  
way for employees to receive  
assistance with the following:

- Payroll
- Time sheet
- Missed pay
- Vacation pay
- Updating banking and mailing  
information
- Troubleshooting Total Access  
(online paystub program)
- Employment verification,  
including
- Financial Letters of Reference
- Records of Employment
- Canada Savings Bonds
- Municipal Pension Plan
- Registered Retirement Savings  
Plans
- Tax forms
- MSP and Benefit coverage
- Dental, Extended Health, and  
Life Insurances
- Long term Disability



**The following individuals who receive support from the CLS  
are celebrating their birthday in September and October  
We wish you all a very Happy Birthday**

<b>September</b>		<b>October</b>	
Patricia Anne Kwan	3	Ranjit Sangha	1
Edward Nicholson	4	Brayden Walterhouse	1
Linda Shier	6	Leslie Tarron	4
Michelle Palmer	6	Grant Thompson	5
Derek Michel	6	Erin Cadman	6
Pamela Kerswell	7	Patricia Tisman	6
Kurt Linke	7	Vivian Johnson	9
Shelley Hartung	8	Loretta Selzer	9
Dorinda Speer	11	Katrina Duggan	11
James Hollingum	12	Thomas Bigford	11
Allan MacKinnon	13	Cara Herman	12
Russell Meyers	13	Michael Swan	15
Lynn Mudry	14	Andrew Burke	15
Heather LaBarre	15	Shamim Mitha	15
Amber Huurman	18	Michael Byrne	17
Natalie Cabrita	22	Julia Tomlinson	19
Sara Thompson	23	Victoria Cathcart	19
Jean Sam	23	Linda Yahamech	20
Jack Gee	24	Sandra Waddell	22
Kristina Pilorusso	24	Brandon McCully	22
Lisa Rampre	26	Roderick Pesto	24
David Palmer	28	Bob McGuinness	24
Cody Froggatt	28	Curtis Kleaman	30
Sheri Seitz	29	Regina Clay	31



**Congratulations**

Riya Arora and her husband Amit had a baby girl on  
August 21 @ 8:15am. Her name is Aaliya and she  
entered the world weighing 7lbs 14oz.  
Riya is a counsellor with the CLS at City Club and Duthie.

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# Employee Anniversaries & Promotions

Leigh Du, Employee Services Administrator

**Congratulations to these employees who have now been with the CLS for five years or more as of September and October 2013**

## 5 - 10

	Years
Saveta Bikicki	5
Hannah Darby	5
Eileen Dasanjh	5
Lori Fields	5
John Kopystecki	5
Glen Watts	5
Vanja Andelski	6
Abraham Bernard	6
Shan Dube	6
Sean McLeod	6
Margie Miller	6
June Sheck	6
Kristy Azuma-Dao	7
Noel Blanco	7
Marcia Scott	7
Carol Valli	7
Crisanto Villaluna	7
Georgia Grant-Guillou	8
Ausif Nawaz	8
Nicki Pritchard	8
Sirjana Shrestha	8
Pamela Cambiazo	9
Chris Coon	9
Jodi Leech	9
Adam O'Neill	9

## 11 - 20

	Years
Michelle Kouwenhoven	11
Carrie Neggers	11
Jennifer Fonseca	12
Rachel Strobl	12
Lisa Cameron	13
Jylah Ritmeester	13
Alison Found	14
Alla Melnikova	14
Cirena Solon	14
Rita Andrews	15
Marie Andrychuk	15
Janice Logan	15
Marni MacGillivray	16
Lynde Manning	16
Bridgette Brodie	17
Hassan Hussein	17
Caroline Marklund	17
Shawna Soper	17
Charlotte Casson	18
Silvia Escalante	18
Kevin Reid	18
Wanda Chamberlain	19
Jackie Cullivan	19
Ken Schulz	19
Shannon Cole	20
Rose Gillespie	20

## Over 20

	Years
Bill Anderson	21
Evelyn Ambeault	22
Mike Wesko	23
Inthirani Arul	24
D'Alquen Jackson	24
Hanna Ohlroggen	24
Julie Cox	25
Richard Boswell	26
Nancy White	27
Trudy McClughan	31
Isnardo Jovellanos	32
Allan Williams	33

**Welcome & Congratulations to the following new or newly promoted CLS employees**

Roxanne Wiseman	Director of Quality & Innovation
Laura Ryan	Coordinator - City Club
Lesley Drewniak	Coordinator - 216A
Chantel Guenette	Coordinator - Home Share
Karen Bitz	Health & Safety Committee - Employee Representative
Angela Fajardo	Coordinator - 48B