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The colder weather has ushered in the arrival of winter, and with it, the hints of the holiday season in the air. This time of year invites us to spend time with our families and loved ones and reflect upon the meaning of the season. We took this opportunity to visit the home of Gerald, Rob, Charlie and Jody, a family supported by our **Shared Living** service.

Their cozy house is nestled in a cul-de-sac in Coquitlam, where Rob and Gerald have welcomed a variety of individuals into their lives. Rob has been involved with *posAbilities* for nearly a decade and worked in residential homes in the past. Gerald tells us about his first experience with Shared Living, "Up until meeting Rob, I had never really socialized with anybody that was disabled. With Charlie and Jody, we do it because we care and we want to make a difference. That's the bottom line. We're just like a regular family with ups and downs." He shares that he was diagnosed with cancer shortly after living with Rob and Charlie, and

that the experience has opened his eyes to the struggles of living with a disability. "Charlie and I have a special bond because [he] went through that entire episode with me. Having been a rare form of lymphoma, it's actually a miracle that I'm here. Charlie was always there for me as a form of support." As Gerald expresses his gratefulness for their help in getting through this difficult time, it becomes increasingly evident that the family shares an incredible support system with one another.

Charlie has been living with Rob for almost eight years, and Jody is the newest addition to the home, having just settled into the house for a short week. Sign language is an important medium of communication, as Charlie is deaf; while Rob is a stronger signer, Gerald and Jody have learned and continue to pick up more of the language from their daily interactions with Charlie. Holiday tradition is of utmost importance in their household: Rob intends to decorate inside and out so that "it will look like Christmas puked in our house!" He and Gerald make sure each person's family members are involved with everything that goes on in their lives by arranging time to see them. Jody makes weekly trips by herself on the bus to visit her mom in Surrey, and Charlie often spends time with his sister and her children. The four of them also have an exciting next few months planned, as they anticipate a trip to Las Vegas and going on a cruise!

Continued on Page 2



Jody, Gerald, Rob and Charlie

Do you have a story for our quarterly newsletter or website?

Writer/Editor: Vania Huang, Communications and Special Events Intern

Email: communications@posAbilities.ca or call (604) 299-4001 ext. 235.





Shared Living: A Celebration of Family

Continued from Page 1

Rob, Gerald, Charlie and Jody have come to not only share their physical space with one another, but also their lives. From making dinner together to chatting about their mutual interest in sports (Go Canucks, go Lions!), there is no doubt that this experience has brought them all closer together and enriched each of their lives.

Are you interested in sharing your home and life with a person who has a developmental disability? Do you have a diverse background in supporting adults with developmental disabilities, mental health challenges, and/or who are aging? Do you thrive on creating rich opportunities for developing natural relationships, expanding social circles and increasing a person's experience of community life? We welcome individuals from all cultures, socio-economic groups and family structures.

To learn more, please visit <http://posAbilities.ca/shared-living/> or contact us by calling 778-945-3368 or emailing sharedliving@posAbilities.ca

INCLUSION | ART SHOW & SALE



"Mother and Child" by Indra Auluk



INCLUSION Celebrates Community and Art

On October 26th and 27th, *posAbilities* held its 12th Annual **INCLUSION Art Show and Sale** at Heritage Hall, where BC artists with disabilities showcased their talent through paintings, photography, cards, pottery, cards, jewelry, glassware and more. This two-day event provided local artists with a wonderful opportunity to not only showcase their artwork, but also demonstrate the ability of art to transcend and break down barriers and perceptions of disability. This year, we featured over 900 pieces of artwork crafted by 250 artists from across Metro Vancouver.

On the first night, the building was soon filled with the sounds of laughter and chatter as people milled about enjoying art, music, refreshments and the exciting promises of the silent auction located downstairs. A highlight of the night was our guest musician who performed pop hits live on the accordion. Spirits were high, and many of the artists were present to show off and discuss their art.

Thursday was a new day filled with smiling faces both familiar and new as we opened our doors to once again welcome our guests. The fun-packed itinerary included raffle prizes drawn on the hour, live art demonstrations, and more silent auction items. The demonstrations were a big hit with all the guests as they gathered around the front of the stage for a look at Rebecca Nosella's unique painting techniques, Teena Shaw's fascinating wheel throwing, Justin Albay's intricate chain mail designs, and more!

Congratulations to this year's Holiday Card Contest Winner, Indra Auluk! Look out for her artwork titled *Mother and Child*, which will be featured on our 2016 Holiday Card. This captivating art piece was meticulously crafted from acrylic ink and beeswax on textile through a process called batik. Batik is a technique that involves the application of wax-resist dye on cloth by drawing dots and lines. Originally inspired by a photo of two marble statues of Greek goddesses, Indra added her own creative touch with bright splashes of colours. The image now represents herself and her mother, and the result is both beautiful and heartwarming.

Our 12th Annual INCLUSION Art Show had an amazing turnout, and we have a multitude of people to thank for their participation and support.



First off, we would like to extend a warm thank you to our community supporters: the BCGEU Community Social Services component, Rona, and the individuals and businesses who contribute so generously:

Beautiful Life Studios, Vancouver
Bobacabana
Everything Wine
HealingPausePaws
Katheryn Peterson
Pacific Breeze Winery
Pickering Safety
PotteryWorks
Safeway, Lougheed Mall
Shoppers Drug Mart, Centrepont
Starbucks, Highgate Village and Sapperton
The Body Shop, Lougheed Mall
Vancouver Whitecaps FC
Westwood Plateau Golf & Country Club



Art Show planning committee and volunteers

We would also like to thank our Art Show planning committee and volunteers for all their hard work in making this such a successful event; *posAbilities* team members for supporting persons served in creating artwork and attending our event; our fellow associations and independent artists for showcasing their work; and of course, to our wonderful guests for coming out and supporting this show year after year.

We hope you enjoyed the show as much as we did, and we would love to see you again next year. In the meantime, share your photos from the art show on Instagram and hashtag #InclusionArtShow! Follow <http://bit.ly/2fCzLyQ> to see more photos from the show.

SHARING OUR STORIES



kudoz

Kudos to Kudoz!

Congratulations to **Kudoz** for reaching the finals of the 2016

Global Service Design Award for excellence in public sector and non-profit design in Amsterdam on October 27, 2016! The start-up stood out in a competitive pool of 100+ projects nominated internationally, making it the most successful Canadian entry.

Kudoz is the product of a unique 2-year user-led design process to address the challenge of social isolation in the Lower Mainland. Jonathon Cote, Mayor of New Westminster and Kudoz Host, notes that "It's platforms like Kudoz that are getting the ball rolling on cognitive disabilities like we did 20-30 years ago with physical disabilities."

Learn more about Kudoz here:

<http://kudoz.ca/blog/service-design-case-study>.



Paint New West Beautiful!

Earlier this fall, **Aegis West Community Inclusion** took on an initiative to paint a mural on the building at New Westminster's Sapperton Park.

From the first strokes of paint to the last touch up, the building has been transformed to a work of art! We invited three classes from the local elementary school and opened up the four day process to community members to add their artwork to the mural. It was wonderful to see the creativity and everyone having fun!

It is thanks to a Neighbourhood Small Grant, *posAbilities* staff and persons served, plus New West's local artists, that this mural was a success and a wonderful experience for everyone. Anyone walking by can enjoy the newly beautified building!

For more photos, please search for our Facebook group: [Aegis West Community Inclusion](#).



What are we?

Inspired by the interest of some community members who have a range of diverse abilities, **Building Caring Communities** organizes hikes and walks that suit all different types of people. We're a fun group of adventurous people who get together to explore our city and beyond. We welcome those who are brand new to hiking, those who are experienced, those who want to try something new, or those who just want a lovely afternoon with some good people.

When and where do we meet?

We try to meet 1-2 times per month. Generally, we have one adventurous hike and one leisurely walk each month. Depending on where the hike is, we meet at a skytrain station closest to the hike. We explore both urban and natural trails.

How much does it cost?

Nothing! We do take transit though so bring your bus fare!

How can you find us?

Search "Lower Mainland Hikes and Adventures" on Facebook or meetup.com, we'll be there!

Extra knowledge:

We welcome suggestions from all of our group members about different hikes or walks to try. Sometimes we have upwards of 10 adventurers and other times we have small, intimate walking groups. We invite you to come and be a part of this wonderful community.



Survivors Totem Pole Raising

Contributed by Arlene Sheppard, Oxford House

Oxford Superhero David Cochrane was an active participant in the raising of the "Survivors" totem pole in Pidgeon Park on November 5th in East Vancouver. David was included in the march and drumming

prayer to "raise the spirit of the pole" as it left the carvers venue for the park, accompanied by Elders and First Nation leaders in full regalia.

The youth volunteers were recognizable in their pale blue t-shirts as they kept coming back to where David and an elderly woman with a walker were pacing behind the main group. They offered support and encouragement to the two of them, and kept them connected with the rest of the people. David was determined to keep up with the group, and walked independently to the park and back after the festivities. He seemed to feel a part of the event, and responded positively to the people he met.

As a witness to the pole raising, David experienced an inclusion that seemed to impact him at a profound level and expanded his capabilities to be part of the group. I felt proud of Dave and his accomplishment that day. He was truly a testament to the "Survivor" spirit the Totem Pole represents.



Drop Everything!

We Thank You

We would like to extend our warmest gratitude and thanks to the following organizations for participating in our **Clothes Drop**: Bungle Box, Cove Cliff Elementary School, Deep Cove Participation Preschool, Edmonds Community School, North Richmond Alliance Church, Pinetree Way Elementary, Royal Printers, and Trio Vest.

Clean out Your Closets for Fall Contest

Congratulations to the winners of our Clean out Your Closets for Fall Contest!

Community Housing	Broadway	87 lbs/FTE
Community Integration	Selkirk	25 lbs/FTE
Outreach	Employment Service	49 lbs/FTE

**These results are based on lbs/FTE*

Honorable mentions to the other programs and services for their generous contributions that made for a close contest:

Community Housing	East 38th	53 lbs/FTE
Community Integration	Richmond Social Network	17 lbs/FTE
Outreach	Supported Living Network	23 lbs/FTE

The total amount donated over this period by everyone was 4071lbs – that’s 200lbs more than our spring drive!

We will run the contest again in the spring, so stay tuned and start collecting clothes! Clothing donation wheeled bins will remain at our sites throughout the year for ongoing collection. Thank you to everyone who participated in this contest and for supporting our Clothes Drop initiative.

Las Vegas: The Trip of a Lifetime

Contributed by Marina Hagus, Rosemount House and Paul Bakkelund, Broadway House

Who gets up at 4am in the morning? Well, it’s these two already busy bodies from **Broadway House**, Dale Shum and Marty Wong, who were up early Thursday morning on August 25th, 2016. What for? “We’re going to Las Vegas!” were the resounding words from these guys from the moment they opened their eyes until they reached the Vancouver International Airport to board their 8:10am flight.

Dale and Marty were escorted by two wonderful staff, Ellen Manlulu from Broadway House and Marina Hagus from Rosemount House. From start to end, our trip was full of incomparable, fun-filled and exciting experiences. For Dale and Marty, it was their first time in Las Vegas! They experienced checking in at Circus Circus Hotel where they enjoyed their stay for the whole four days. There was a lot of walking, and we rode the double decker bus every day to go from one majestic hotel to the next, taking pictures of all the magnificent statues and buildings. Neither of them could believe the sights before their eyes, especially when they attended *Michael Jackson’s ONE* by Cirque du Soleil and *Showgirls*. To celebrate Marty’s 52nd birthday, we went out for a lovely dinner where the restaurant staff (including the manager) sang “Happy Birthday” with a cake specially made by their chef.

Alas, these exciting, fun and unforgettable experiences came to an end! We all left Las Vegas the morning of August 28th, tired but full of fond memories from this “Trip of a Lifetime” as we all said, “See you next time, Las Vegas!”



You Know Dasher and Dancer...

Last year, **Alternative Creations Studio** had the opportunity to participate in decorating Stanley Park for their annual Bright Nights and Christmas Train. This year’s theme is the Rudolph movie, and they feel very honoured to have their characters placed near the entrance.

Bright Nights is the result of the collaborative efforts of the BC Professional Firefighters’ Burn Fund and the Vancouver Park Board. For the past 19 years, this event has served to fundraise and provide support for the Burn Fund programs while providing the community with Christmas cheer. In March of this year, the organization celebrated the grand opening of the Burn Fund Centre, which is now home to both offices and patients undergoing treatment.

Alternatives is very thankful for the outpouring of support from the community that allowed them to contribute to this display for a second year. Be sure to keep an eye out for the Christmas elves in the peppermint and candy cane forest. There are already plans to continue to grow the peppermint forest over the years, including the addition of candy and critters!

iGrow

An Opportunity for New Learning and Personal Development

What is iGrow?

iGrow is an initiative started by posAbilities in response to the uSPEQ® survey results. Employees' health and wellness is a key component to how we all work as an organization. iGrow encourages well-being by providing a financial incentive for personal development activities: learning a new skill or gaining knowledge/understanding of a subject of their interest.

Who qualifies for iGrow?

All posAbilities employees, full-time, part-time, and casual, can qualify to receive the iGrow reimbursement. Employees who have on average worked a minimum of eight hours per week in the previous calendar year qualify to receive an iGrow financial incentive for their personal development activities. The Wellness Committee will review and approve applications submitted. The initiative is for employees only, family members are not included.

What can I use this reimbursement for?

iGrow reimbursements will apply to any new program or activity that you undertake that contributes to your personal development outside of work. This may include: painting classes, dance lessons, swimming lessons, learning ASL or a new language, computer lessons, cooking classes, etc. The goal of iGrow is for employees to focus on personal development. It's an opportunity to try something new, learning or improving a new skill, learning about a new topic or language. For more suggestions, see the Wellness Committee list of recommended resources.

Where do I go if I have additional questions?

You can email the Wellness Committee if you need more information: wellness@posAbilities.ca.



Take care of yourself,
take care of each other.

We would like to thank all pods for participating in our Occupational Health & Safety campaign "Safety First". We were so impressed with your innovative responses and passion for strengthening a safety culture here at posAbilities. We realize it was difficult for all pods to participate in the challenges due to scheduling and other extenuating circumstances so we greatly appreciate the time and effort that everyone put in.

We are happy to announce that the grand prize winner of our inaugural campaign are the Caramel Warriors – congratulations! Your challenge team has won \$250 to put towards anything of your choosing. To thank the other challenge teams for their participation, we will be awarding them with prizes as well.

Congratulations again and remember to check out some of the video submissions on our YouTube channel here:
<https://www.youtube.com/user/posAbilitiesCA/videos>.

POSITION	NAME	POD	POINTS
1ST	 CARAMEL WARRIORS	CARAMEL	1532
2ND	 SAFETY SAM	DENIM/ORANGE/YELLOW	1347
3RD	 SAFEHULKS	GREEN/PURPLE	685
4TH	 RED SHIELD	RED/PINK	195

Wellness Celebration Day

In order to determine whether or not we have achieved a cultural shift and positive impact through our various Health and Wellness campaigns over the past year, we will survey all campaign leaders, Safety and Wellness Persons and any other participants to obtain their feedback. We will also be holding a Wellness Celebration Day on January 19, 2017 to thank our team members for participating, review the campaigns and discuss all other Health and Wellness related activities scheduled for the coming year – stay tuned for more details!



Holiday Message 2016

It's hard to believe that the holiday season is upon us. December 21, also known as the Winter Solstice, is the shortest day and the longest night of the year. As we journey towards 2017, each day becomes longer, ushering in the anticipation of spring and new beginnings; it's the perfect time to reflect upon the year that is drawing to a close.

2016 has been a busy year for *posAbilities*. We continued working on our strategic plan and remained focused on our key directives of strengthening our team, services, family and relationships. Below are a few highlights of the work the *posAbilities* team focused on throughout 2016:

- We hosted Shared Lives Plus (HomeShare) from Great Britain and brought together peers from community living and general services (senior support services) and were introduced to their family-based network of supporting adults with disabilities and seniors. It was a great opportunity for us to learn from their research and focus our attention on issues which affect HomeShare.
- We grew our Clothes Drop partnership with Inclusion BC and tripled our collection bins which help us fund new and innovative services/ programs at *posAbilities*.
- We continued our innovation work with our community partners and funders culminating in Kudoz securing a two-year development contract.
- We co-sponsored/coordinated the Family Focus Conference which brought together 200 families from across British Columbia. The theme of the conference was "The Value of One, the Power of Many".
- We will be introducing iGrow, a new Wellness initiative designed by *posAbilities* for all our team members – stay tuned.

These are but a few of the initiatives we have been busy with these last 12 months. We look forward to 2017 and continuing to work toward the goals of our strategic plan. None of these successes would have been possible without the commitment of each *posAbilities* team member. Thank you for your commitment to the individuals we support and may the holiday season and 2017 bring you and your loved ones health, happiness and prosperity.

Happy Holidays to all!

Sincerely,

Fernando Coelho,
Chief Executive Officer



Choral Singing Boosts Health and Brings Joy

Contributed by Irena Flego, Richmond Social Network



As our little **Richmond Social Network** based choir and band grew and persisted in singing for over two years, we noticed some positive changes among the members. People were happy to attend on a regular basis, commit to the choir's expectations during practice, and felt a tremendous feeling of pride after each practice, sing 'a' long and performance. Individuals were also challenged to learn new melodies and lyrics, recognize each other's strengths and weaknesses and deal with frustrations that come with group work. They pushed themselves to go out of their comfort zone and learned from those experiences. Continuous learning and ongoing community performances encouraged people to exercise their overall communication and problem solving skills. Most importantly, they often reported that they enjoy it because it's fun.

We also noticed that seniors at Pine Grove who sing with us enjoy our visits and have become more involved, making this a rewarding experience for everyone.

Research done on the topic has found that singing in the choir/group has significant mental and physical health benefits. One study shows that these benefits are greater compared to benefits from solo singing, playing an instrument or even participation in team sports.

Studies also show that the effects are present simply from singing together. Scientists think it has something to do with the way individuals create the sounds which blend with other voices to form a harmony. It looks like the vibrations and synergy of group singing correlates with balancing neurochemicals in our brains that result in overall positive effects.

So, good news everyone: sing together and be happy and healthy!

Fun facts about choral singing:

- strengthens the feeling of togetherness
- regulates heart rate and breathing
- reduces stress and anxiety
- strengthens the immune system
- improves symptoms of some neurological and lung diseases
- improves feelings of social well being

CONGRATULATIONS

On behalf of our organization, I would like to recognize and thank the following employees for their years of service to *posAbilities*.

Your dedication to persons served, your peers and our stakeholders is much appreciated.

Sincerely,

Fernando Coelho, CEO

5 years

Steven Alexander
Anthony Cardiff
Raymond Mabayo
Sardar Mufti
Edward Ng
Jagmohan "Jack" Sanghera
Lara Williams

10 years

Heather Brown
Rona Dela
Roxanne Dufont
Dewinder Sangha

15 years

Mary Jay Alar
Prescila Austin
Mark Davis
Helen Guan
Shaunaugh McCullough
Heather McMullen
Evelyn Ramos
Shirley Tambanillo

20 years

Mike Posthuma

25 years

Francine Bull



Mary Jay Alar



Mike Posthuma



Francine Bull



Congratulations to the employees of Don't Sweat It services for celebrating their five year anniversary! Thank you for all your commitment and hard work over the years.



Congratulations to the Believe, Engage and Inspire Award Winners!

Congratulations to the winners of the Believe, Engage and Inspire Awards! This formal recognition program aims at rewarding employees who go above and beyond in their jobs on a daily basis to make a positive difference. Their behaviours and actions contribute to realizing our strategic objectives and have helped make *posAbilities* the organization it is today. Congratulations to **Monique** and **Angie** for receiving the Believe Award, the **Broadway staff team** for the Engage Award, and **Irena** for the Inspire Award. Well done!

Read more on our blog:

<http://posabilities.ca/congratulations-believe-engage-inspire-award-winners/>



Meet *posAbilities* Board of Directors

The Board of Directors develops policy and the long term vision for this organization. We are pleased to introduce to you our valued volunteers:

- Celso A. A. Boscaroli**
- Paul Girardi**
- Paul van Koll**
- Chris Doerksen**
- Stuart Carmichael**
- Dr. Linda Eaves**
- Anita Lee**
- Helen Premia**
- Lorie Sherritt**



Complete the uSPEQ® Employee Climate Survey

The 2016 uSPEQ® Employee Climate Survey is open until Sunday, December 11, 2016; check your inbox for your personal link to participate! Let us know what really matters to you at work – your opinion and feedback is important to us. This survey provides each employee with the opportunity to confidentially contribute their views on what is working well and what can be improved to create a healthy, energized workplace.

To encourage participation, we are offering fabulous prizes, just in time for the holiday season.

- Week 1: **\$100 Visa Gift Card**
- Week 2: **32GB iPad Mini**
- Week 3: **\$250 Visa Gift Card**
- POD Draw: **\$100 Visa Gift Card**

The earlier you complete the survey, the more chances you have to win one of the prizes. If you have any questions, please contact Gina Rowan at [growan@posAbilities.ca](mailto:growan@posabilities.ca) or 778-945-3343.

FAMILIES MATTER

Contributed by Monique Nelson, Director of Community Engagement
mnelson@posAbilities.ca | direct. 778.945.3367 | cell. 604.369.4073

Connect with PEERS® and Head Start Set to Continue in 2017

Over the past year, **Laurel Behaviour Support Services** and **posAbilities Employment Service** have explored how they could combine their social and employment skill building youth camps into a format that would provide a full-day option, jam packed with connections, learning and fun! We are pleased to announce that for the upcoming Spring Break in 2017, we will be running our Head Start Employment Camp in the morning, with the option of enrolling in the Connect with PEERS® program in the afternoon. Both camps are limited to eight participants and will be held at our employment service office in Vancouver, conveniently located on East Hastings Street at Boundary Road. To learn more about the curriculum and learning objectives, please visit www.laurelbc.ca or www.PESWorks.ca. Registration is available online now and fees may be covered by Autism Funding.

Webinar Series Illuminates Our IMPACT-Ability

"The ingenuity and creativity of people with disabilities and their families is a force that continues to change the world." Join Al Etmanski and Vickie Cammack for each of the seven parts of an online learning series, designed to support you in shaping your own community change work. Based upon the themes set out in Al's bestselling book, *Impact: Six Patterns to Spread Your Social Innovation*, special guests will join Al and Vickie to dig deeply into each topic. The series of 1-hour webinars runs from October 24, 2016 - February 27, 2017. To listen to the first few conversations, visit <http://events.tamarackcommunity.org/impact-ability-home> and follow them on social media via #impactability. Interested in starting a book club? Please contact communications@posAbilities.ca.



Engaging Families to Enhance Lives

This year, we've seen an abundance of consultation, learning, and advocacy opportunities arise for individuals and families living with disabilities. As service providers, finding the best medium to convey valuable information on educational workshops, advocacy issues and sector innovations/trends is tricky. I could really use your help!

I'd like to challenge you to participate in at least one educational workshop, and to sign up for at least one email distribution list. ***I promise you will learn something that you didn't know you needed to know!*** If you can reach out to members of your network who don't speak English as their first language, who are new to our movement, or otherwise have had trouble getting connected, I would greatly appreciate it.

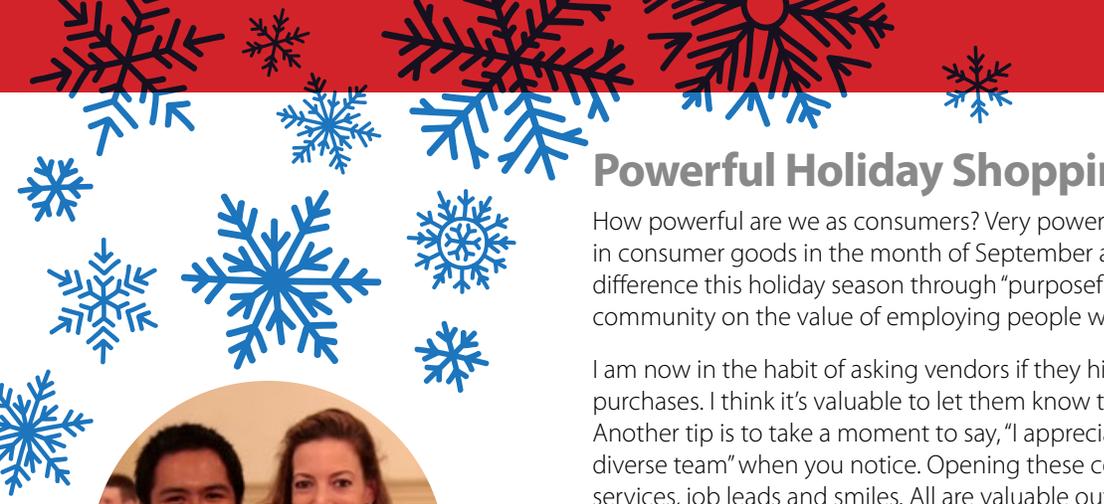
I welcome you to check out our calendar of events and useful links on our *posAbilities* website, as well as our social media sites, to hear the latest news from our organization and partner groups, including: Family Support Institute/FamilyWORKs, Inclusion BC, PLAN Institute, the Vancouver Parents Transition Group, Square Peg Society and Down Syndrome Research Foundation. We hosted some fabulous housing, financial and legal planning, and movement building sessions over the past year. Let us know what you'd like to learn moving forward!

Thank you in advance for sharing our news with others.

Lastly, I would like to invite you to our next **Family Support Network Meeting**, which will be held on Thursday, January the 26th from 10am-12noon at *posAbilities*, #240-4664 Lougheed Highway, Burnaby. Meet Marta Carlucci, who will be leading an interactive conversation about family advocacy during our time together.

That same week, we are co-hosting a sequel to our **Creative Housing** workshop. This event will be held in Vancouver on Saturday, January the 28th. Please contact me to RSVP for these events or for more information.

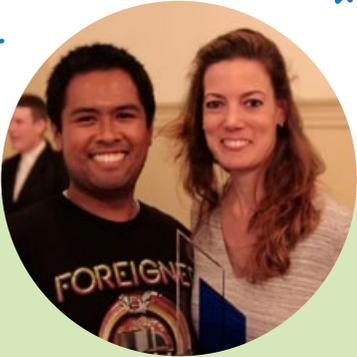




Powerful Holiday Shopping Tips

How powerful are we as consumers? Very powerful! Canadians spent \$44.4 billion dollars in consumer goods in the month of September alone! Consider how you can make a difference this holiday season through "purposeful purchasing" and educate the business community on the value of employing people who have diverse abilities.

I am now in the habit of asking vendors if they hire inclusively when I make significant purchases. I think it's valuable to let them know that it's a factor in my purchasing decision. Another tip is to take a moment to say, "I appreciate that your company has developed a diverse team" when you notice. Opening these conversations can lead to enquiries about services, job leads and smiles. All are valuable outcomes as we work towards economic inclusion for all citizens.



Employee Justin Albay presents Carey Bridgeman, Co-owner of Oddball Workshop with the Believe award for being an employer who has shown a passion for people and community.



Employee Alice Momjian presents Candice Johnson, Salon Manager at Suki's Salon & Spa with the Engage award for their efforts to tailor the duties of an apprentice to her strengths, through a process known as job carving. Alice is continuing to expand her skills and is growing into the full role.



Employee Sasha Cross presents Kellen Fo, Store Manager of Chapters Indigo, with the Inspire award. This company has made a national commitment to creating and promoting an inclusive workplace through forward thinking policy and inclusive hiring practices, creating opportunities for Sasha and other future employees.

PES Celebrates Inclusive Employers

This fall, **posAbilities Employment Service (PES)** hosted two employer celebrations in recognition of their efforts around inclusive hiring. Of the hundreds of community partners we have, the following were staunch advocates on inclusion: Suki's Salon and Spa and a printing company called Oddball Workshop, both located in Vancouver and the Granville Street Chapters/Indigo store in Vancouver. We also honoured three companies in New West and Maple Ridge: Nando's Restaurant, Golden Eagle Golf Club and Lowe's. The next time you are looking for a new holiday hair style, books and gifts, a lunch break, or just an extra string of lights to brighten up the night, I invite you to think of these businesses first. For more information on our community partners, please visit

www.facebook.com/posAbilitiesEmployment.

New Year, New Me: FamilyWORKs Hits Refresh

FamilyWORKs is a provincial, not for profit, family-driven network that hosts community conversations to empower and educate families about employment. The organization believes that families have the power and responsibility to lead the way in strengthening the participation of people with disabilities in our economic community.

The program has been refreshed and updated to reflect your needs. FamilyWORKs offers a variety of local chapters across BC to choose from. Check out the list of topics for the upcoming year and visit their website to learn more: www.familyworksbc.com/

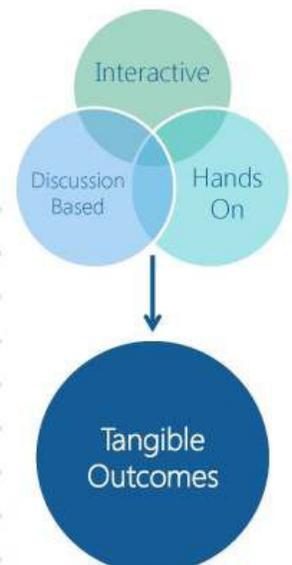
familyWORKs 2016-2017 REFRESH

We are refreshing familyWORKs to make a more hands on program to fit your needs!

NEW TOPICS

- Sep • What can familyWORKs do for you?
- Oct • Dreams: Keeping our passions in the picture
- Nov • Person Centered Planning: Design a path for the future
- Dec • Let's celebrate with our community!
- Jan • Help your son or daughter build their skill set
- Feb • How do CLBC employment options work?
- Mar • NOT CLBC eligible? Exploring other options
- Apr • Business Basics for Self-Employment
- May • Moving forward: Set your plan in motion!
- Jun • Teach how to act in the workplace & keep that job!

NEW FORMAT



Learn more at:
<https://familyworksbc.com/>