



PRINCE GEORGE ASSOCIATION
FOR COMMUNITY LIVING

One Community – One Vision

Annual Report 2019

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Board of Directors

Brenda Peacock	President
Holly Kavanaugh	Vice President
Paul Raines	Secretary/Treasurer
Mike Millard	
Rory Summers	
Bryan Mix	
Fred McLeod	
Glen Schmidt	
Theresa Robinson	



Our Mission Statement

Strong communities recognize and celebrate the value of all citizens. AiMHi contributes to a strong community by providing advocacy, supports and services to people who have special needs and their families.

Our culture supports people to have good lives at work, at home and in the community.

A Bit about AiMHi

A cornerstone of our work here at AiMHi is to continually strive to provide the best supports and services to people in the communities we work in, together with the best worksites for our employees. You will often hear, “How Can I Help You?” here at AiMHi. Know that we ask this question sincerely. We will do our best to respond to whatever requests you have. We are proud of the work we do in community, and we are proud of the many people who are engaged in some manner with AiMHi’s mission.

Relationships and Partnerships will always be important to us. We strive to be seen as good neighbours, as contributing members of our communities, and most importantly, of being welcoming and inclusive. We recognize and value the diversity of the people we live, work, and play with each day in Prince George, Mackenzie, and the surrounding communities.

We Believe

Respect, dignity and the freedom to make decisions are rights of all people. Risk-taking is a healthy part of everyone’s life. Communication should be two-way, open, honest, respectful and clear. All people and their families may need support in advocating for their rights. Support should be people driven. AiMHi can play a role in education and advocacy. AiMHi is only one part of the support network for people with disabilities and their families. AiMHi should challenge our community to include all people.

Our Values

- The Right to Confidentiality
- Self-Advocacy
- Life-Long Personal Development
- Contributions of Volunteers and Employees
- Community Support
- Goal Setting
- Family Involvement
- Professional Development



- ♥ At the heart of AiMHi is the fundamental belief that the organization’s role is to help people achieve a good life.
- ♥ The foundation of AiMHi is a culture of excellence, innovation and celebration.
- ♥ The individual development of every person contributes to the success and future of AiMHi.
- ♥ AiMHi supports people to feel confident, empowered and connected to others around them.
- ♥ AiMHi builds community through the development of respectful, supportive relationships and partnerships.
- ♥ AiMHi supports people to define opportunities, make choices and challenge limitations.
- ♥ AiMHi believes that advocating for positive social change contributes to a stronger, healthier community for everyone.

Message from our Board of Directors President and Executive Director

As we reflect back today on our 62nd anniversary year here at AiMHi, we all have much to be proud of in the accomplishments and successful achievements of AiMHi. This past year has been no exception to this. We appreciate the opportunity to highlight just some of this hard work in the following summary.

Affordable, secure, and accessible housing for everyone continues to be a primary goal for AiMHi. Other than a small number of houses owned by BC Housing which are operated by AiMHi, our organization owns all of the homes we provide services within. This has allowed us to ensure people have affordable housing in great neighbourhoods. This year, we have begun searching for more accessible homes to replace those which no longer support people well. We recognize the need to stay ahead of the aging population in ensuring people can continue to remain in their homes. One lovely fully accessible home was purchased over the past year.

Our Main Office on Kerry Street is a hub of activity all week long! Over the past year we have continued to renovate the building where needed, which has included replacing the gymnasium flooring for various community groups to enjoy without charge. The roof has needed a replacement for some time and that work was also completed this year. With some carpeting also replaced with flooring we have achieved a professional and welcoming look we have strived for since purchasing this building. In the future, we are planning to renovate the outside of the building to increase the insulation and better regulate the temperature for everyone through all of the seasons.

Our plans to build five stand alone and fully accessible houses on Davie Street are proceeding well! This year we expect to see the servicing of the sites completed. These five houses are expected to provide independent, affordable, and accessible housing for up to 15 people served by AiMHi.

Being an integral part of our community continues to be important to us. We are always searching for partnerships and alliances with others where we can make a difference in the lives of not only people we serve, but a difference in the lives of everyone living in the communities we serve. Over the past year, we have welcomed many organizations in to share our building and our Community Garden on Kerry Street. We have assisted in raising funds for other community organizations in need of additional funding. And, we have engaged in many, many community awareness events in both Prince George and Mackenzie. Together, we have and will continue to be curious and innovative in our approaches. We believe that some risks are worth taking – we embrace change and are always looking for great opportunities – opportunities to learn, teach, and share. We are very proud of the footprint we have left behind as we continually strive to be great neighbours.

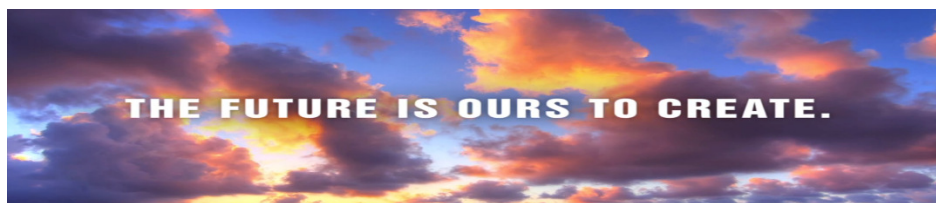
AiMHi encompasses a large group of people who support the mission, goals, and aspirations of the organization. We are extremely fortunate to have a dedicated group of volunteers which form our Board of Directors in governing the affairs of the organization. They are a group of people who are curious about what might be possible, are responsible and diligent in ensuring their obligations are met, and trusting and supportive of our management team in the oversight of a large group of employees in their day to day work.

Our management team is a group of people who are extremely hard working, intent in supporting the organization to be the best it can be, every single day. Throughout the year, they are faced with many challenges and they routinely meet these challenges head on. They are not afraid to take some risks in their pursuit to ensure they are accountable for the oversight they provide.

We are very proud of the day to day work done by AiMHi employees! Every day we see amazing examples of the difference they make in people's lives – in introducing people to new adventures, in teaching independence and resilience – in sharing happy and sad moments in time with others, and in just being there for people when needed. They keep their promises to people – they form lifetime relationships with people they support through difficult days. And they are often in it for the long term – our Long Term Service Awards each year are a testament to the longevity of these relationships.

Self-Advocates and Family Members keep us grounded in what is important in their lives. They hold us accountable to ensure we stay on track in meeting our Mission Statement and our Values here at AiMHi. They do not hesitate to let us know what better lives look like for them and we are constantly striving to meet these needs in the best ways possible. We are keen to learn from them as they support us well through our day to day work.

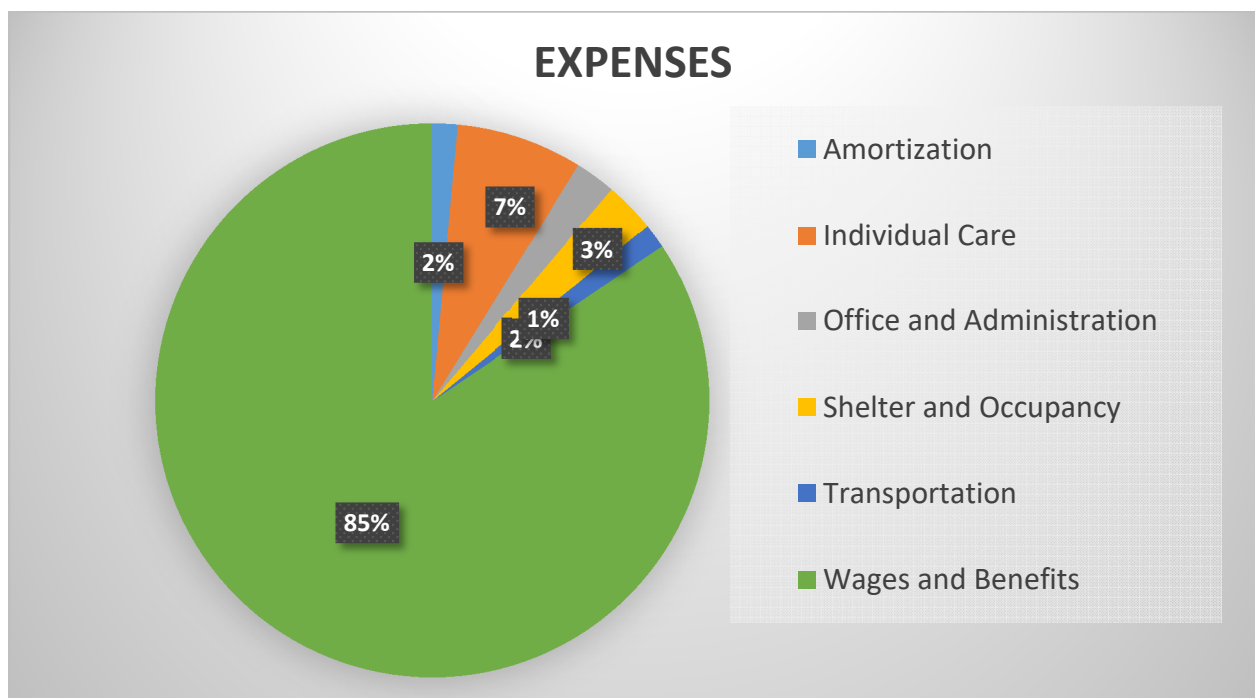
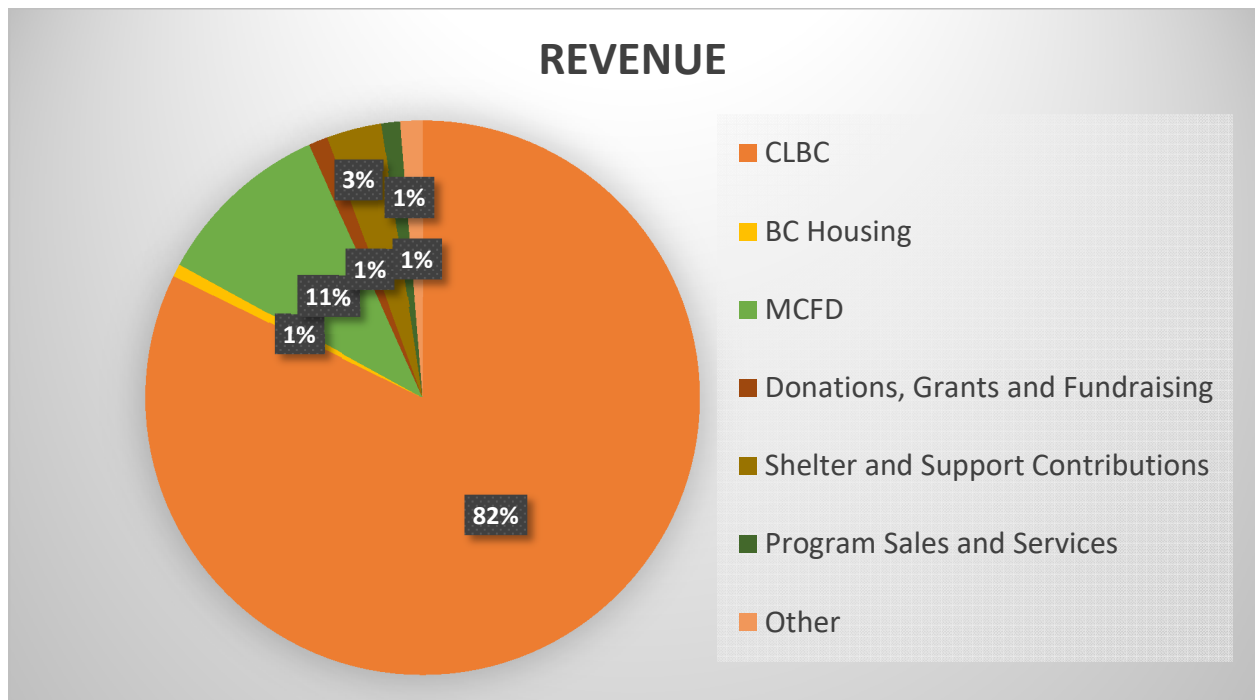
We would like to also take the opportunity to express our extreme thanks to our Government Funders; in particular, Community Living BC and MCFD. Without their support each year, the communities of Prince George and Mackenzie would be missing the really valuable support and services offered by Social Service organizations in BC. These organizations provide a safety net for many people and we are proud of the work that AiMHi continues to provide in these communities. We are excited with the direction we are heading in!



Brenda Peacock
Board of Directors – President

Melinda Heidsma
Executive Director

Financial Information



Meeting Minutes from our 2018 Annual General Meeting

Brenda Peacock, President, called the 61st Annual General Meeting for AiMHi – Prince George Association for Community Living to order at 5:54 pm.

Approval of 2017 Meeting Minutes

Moved by Mike Millard and seconded by Rory Summers to approve the 2017 Annual General Meeting Minutes for AiMHi – Prince George Association for Community Living as presented.

Carried

Auditors Report

Auditors from KPMG LLP, Corey Naphtali, presented the summarized Financial Statements for the year ended March 31, 2018 for AiMHi – Prince George Association for Community Living. The summarized Financial Statements are available at the membership desk.

Moved by Cheryl Knippel and seconded by Alex Summers to accept the Financial Statements as presented. Carried

Appoint Auditors

Moved by Mike Millard and seconded by Rory Summers that the auditing firm of KPMG LLP, be appointed as auditors for AiMHi - Prince George Association for Community Living for the fiscal year 2018/19. Carried

President's Report

A summary of the President's Report was provided. The full President's Report is included in the Annual Report.

Nomination Committee Report

Fred McLeod, Chair of the Nomination Committee, presented the Nomination Committee Report wherein the Nomination Committee put forward Rory Summers, Brenda Peacock, Paul Raines, Mary Parkin, Bryan Mix and Glen Schmidt for the open Board of Director positions (the full Nomination Committee Report is included in the Annual Report).

Moved by Fred McLeod, seconded by Rod Sutton to accept the slate of nominees put forward by the Nominations Committee. Carried

Recognition of Board Members

Members of the Board of Directors were acknowledged for their valuable contribution, support and commitment throughout the year.

Recognition of Employees Years of Service

Employee Recognition Awards for 5, 10, 15, 20, and 25 years of service were presented to employees which attended the meeting. Employees recognized are listed in the Annual Report.

Annual General Meeting was adjourned at 7:07 pm.



Report from the Nominations Committee Chair, Fred McLeod

We would like to offer a big thank you to all of the volunteers who have served on the AiMHi Board of Directors over the past twelve months. The time and dedication of these individuals has been significant to another successful year of operations for the Association.

Each year, approximately half of the Board of Director positions become vacant for election. Five of the current Board members, who are in the midst of their two-year terms, have affirmed their commitment to complete their term as follows:

Brenda Peacock, Bryan Mix, Paul Raines, Rory Summers and Glen Schmidt.

Three of our departing Directors whose terms have expired this year have agreed to let their name stand for another two-year term. They are:

Mike Millard, Fred McLeod and Holly Kavanaugh.

The Nominations Committee is pleased to put forward our recommendation to fill a seat on the AiMHi Board.

Cleo Lajzerowicz

I have lived in Prince George for over 20 years. My husband and I moved to Prince George to open a bike and ski store in the late 1990s. I spent the first decade of my life in Prince George working in Forestry Research and getting my Masters in Natural Resource Management. My husband and I both did a career change with the shift in economy and I was accepted into the Physiotherapy Program at UBC and he went on to the Northern Medical Program to become a local Family Physician.

After training, I came back to the North and I worked in the Hospital, and spent five years at the Child Development Centre after which I opened my own practice, Physio in Motion. My area of interest is Pediatrics and neurological conditions; I work with a variety of children and adults with special needs. I run a mobile clinic and see people in their homes, care facilities, and other community places. I do group exercise classes, such as the COPD SOB group at AiMHi, and I work for School District 91 and 60.

I have two young children and we enjoy the aspects of active life that Prince George has to offer.

AiMHi's Board of Directors has put forth Cheryl Knippel (who was elected by the Prince George Self-Advocates Caucus) to fill a seat on the AiMHi Board.

Cheryl Knippel

I moved to Prince George from Saskatoon, SK many years ago. I received my Dogwood (Grade 12), approximately 10 years ago with an overall average of 96.5%. I am extremely proud of this accomplishment. I also attend Toastmasters and meet with my club every Thursday, in the AiMHi main office. I am also a hostess for the Classic Car Club. You can find me most week days, either in the snack shop or in the Caucus office.

Our Board of Directors has confirmed their support of these Directors in continuing to govern AiMHi by serving on our Board through the next year.



Finance Department

2018 was a year of progress for the finance department. In January, we welcomed a new Finance Assistant, Sarbjeet who manages accounts payable and accounts receivable. Together, Karan and Sarbjeet manage the financial accounting functions for AiMHi including, accounts payable, accounts receivable, banking, petty cash, account reconciliation, donation tracking and receipting, BC Housing rent subsidy administration as well as internal program audits. We are proud of the high degree of accuracy in our financial processing. In 2018-19 we processed 6,541 vendor invoices and 1,943 customer invoices and 659 petty cash reconciliations.

Destiny and Darcy continue to take good care of the payroll and benefits administration. The role of the payroll department is critical to ensure all employees are paid accurately and on time and in compliance with all legislative requirements. Payroll works collaboratively with the HR department to ensure compliance with the collective agreement and supports the management team with training of their payroll accountabilities.

AiMHi offers fully paid benefits to our employees such as Extended Health, Dental, BC Medical Services Plan (MSP), Group Life Insurance, AD&D benefits. In addition to managing this comprehensive benefit plan, payroll also supports employees in retirement planning. We participate in the Municipal Pension Plan and offered MPP training to all employees this year which helped employees better understand their pension options. This year, AiMHi moved our RRSPs, Tax Free Savings options to Industrial Alliance and opened access to all employees to be able to make contributions to their chosen savings plans through payroll deductions.

This year, we also continued moving from paper to electronic internal financial reporting including all monthly financial statements and implemented quarterly service hour review reports and annual budget overviews using ShareVision. The T4's were available electronically via ComVida for the first time in addition to electronic pay stubs being available for all employees.

In December, we implemented Electronic Fund Transfers in our Adagio Accounting software. This is an exciting change that most of our vendors are very pleased about. We anticipate over time this will create cost savings in no longer needing to print and mail paper cheques.

KPMG presented the final audited Financial Statements at our AGM. We ended the fiscal year in a healthy financial position which has allowed us to plan for future development projects.



In January, the Management Team viewed a free webinar from the BC Psychogeriatric Association Promoting health and well-being among adults with intellectual disabilities as they age. Presented by Nancy Jokinen

Human Resources Department



WORK WITH US!

- HR worked with Integris Credit Union to have this digital sign placed at Fifth and Central Street.
- One of our exciting additions was the creation of an Applicant Referral card that employees can hand out to potential future employees.

CARF Site Survey – October 2018

Human Resources would like to highlight that during the CARF Site Survey it was identified that the HR Department is a “strength of the association”. HR went through the survey with no recommendations pertinent to their department.



UNBC Career Fair March 6, 2018

Employee recruitment

- We continue to participate in community job fairs and events. Some events are focused on employment and sometimes we are just there to get our name out there! Community awareness! We have noticed an increase in qualified applications.
- This continues to be one of the most important roles of HR.
- The market for employees is moving within a ferocious and competitive climate and we need to be very assertive and creative with our recruitment methods.
- Community partnerships: We continue to market to students and volunteers to provide awareness and opportunities to see what this great place is all about!

Employee engagement

- HR continues to do check-in with new employees and learn what works for them and identify opportunities for improvement.
- Employees participate in the “keep me engaged at work” interviews.
- We used our creative side to pick scenic photos and had AiMHi cards created for managers to hand out to new employees.
- Monthly relief meetings are well attended and include training and some fun team building!! Got to have some fun at work!



Bringing new people into the Association

W E L C O M E

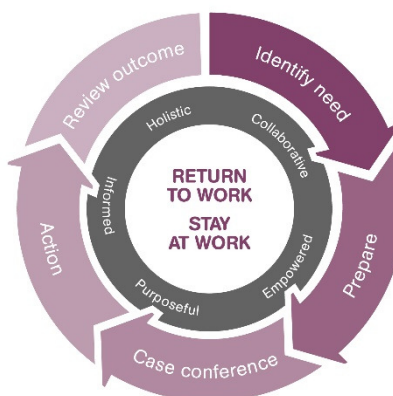
Employment orientation is always a “work in progress” to make it the best experience for new applicants.

- We introduced a “welcome aboard gift bag” that has some exciting AiMHi swag for new employees.
- AiMHi has demonstrated its mission to “be one of the best places to work” as we experience welcoming a number of returning employees.
- We continue to work on the culture of having applications for posted positions versus having new employees always moving onto the relief list. This has lowered the number of employees on the relief list, but that is our intent. We now have more employees in regular part-time positions. We all know the benefits of having employees who have regular schedules, are part of the department team, receive steady paycheques, who provide continuity of services for persons supported which result in better quality of services.
- Having a manager with the main accountability role being to manage the relief list has proven to be effective in having a productive and better supported relief list and employees.

Return to work

- Our stats show how well the agency is doing in promoting a culture of having employees get back to work as soon as possible. Managers have continued to work on relationships with employees while they are off which has promoted a short turnaround of employees being off. This intervention process demonstrates a successful program.
- We continue to receive compliments and recognition from DMI (Disability Management Institute) and received a written evaluation from CSSEA recognizing the agencies growth in this area.

RETURN TO WORK CASE CONFERENCING



In February, “Health Topic Thursday” was introduced. Our first presentation was from Bonnie and Yoko of the Heart and Stroke Foundation. They had the group laughing and moving.



Operations Department

This year, the Operations Department serviced 1,195 Work Orders: an average of 99.6 per month, or 4.98 per work day. This is an increase of 8.7% over the previous year.

Our Main Office saw a major renovation project again this year – our roof was replaced and insulated. This involved resurfacing the roof itself, adding insulation, and adding a set of cables to all of the girders throughout the building. These cables were then tensioned to strengthen the roof structure. This work was done by Admiral Roofing.

The Davie Street Housing development project continued to progress this year, with the servicing design being prepared by McElhanney Consulting. The bid package is now ready to be sent out in the early part of 2019. The architects (Chernoff Thompson) have completed the design work on the houses themselves, and this package will be ready to go out to bidders once the servicing has been completed.

As we did in 2017, we hired a contractor for a block of time (spanning two months this past year), rather than for individual projects in an attempt to get more capital work completed. The contractor, JRS Construction, completed a variety of projects in that time, including replacing the roof and renovating the washroom at our house on Garden, renovating a bathroom at our house on LaSalle, and replacing the windows at our houses on Campbell and Lemoyne.

We also replaced the roof at our house on North Kelly this past year. A new well house, well pump, and pressure tank was also installed at this property in the summer, in conjunction with the neighbour. Both of these projects was performed by Cantilever Construction.

Quality Assurance

2018 was an exciting year for AiMHi and Quality Assurance. We hosted our 6th CARF Accreditation Site Survey October 15th-17th with 7 wonderful surveyors. The surveyors spoke with people we support, families, employees and stakeholders. All of our programs and homes enjoyed a visit from one of the surveyors during their 3 days in Prince George. One surveyor also enjoyed traveling to Mackenzie to see the great services provided in that community. AiMHi was again successful and received another 3 year certification including our new homes for children and youth (Community Housing and Shelter Services) which were accredited for the first time. We have already started preparing for our next survey in the fall of 2021.



The March Health Topic was presented by Shelley Anderson with the many benefits of Yoga! She led the group through yoga poses that anyone, at any fitness level can do.



Home Sharing

We are very pleased with the number of long term matches we have in our Home Share program. As of December 2018, we had 49 people being supported through this program. We had referrals for 8 new people in December of 2018. We had 7 new matches during the 2018 year. In 2018, nine people exited the program. Of those nine, one person passed away, one moved to a staffed home, two were incarcerated and the remaining



five went to more independent living situations. We have increased our ability to transition people to new providers rather having to rely on the agency for help. We continue to provide services in Quesnel and area and look for creative ways to promote the program to recruit for local providers. We continued to raise community awareness about the Home Sharing Program and are appreciative of the support and efforts from our existing contractors in promoting this program through word of mouth.

We celebrate our long term matches through appreciation events and during our quarterly visits. We continue to strive to ensure we are making the best matches for people and that we are connecting people with common interests and life styles that are compatible.

Our contractors report that they feel well supported. Our regular monitoring and follow up with both the person and the Home Share family ensures everyone's interests are being considered and respected and people are safe and healthy. We pride ourselves in working to provide the best possible support with ongoing assistance and resources to these families to ensure they will always feel they have help when they need it and have all of the tools they need to be successful.

We review and check all legal requirements and our Funders policies as well as connecting with other organizations to ensure that we are following Best Practices and abiding by all of our contractual requirements. We provided our contractors with a contract template for their use when using respite services. To help our contractors stay up to date and on top of their contractual requirements and best practices we continue to provide them with a monthly news update and provide each of them with a spreadsheet to aid them in ensuring they are renewing their pre-requisites as required under their contracts in a timely manner.

Infinite Employment Solutions

2018 was a year of successful networking and inclusive employers!

For three years, a person together with their IES worker, advocated with persistence for a customized position in a coffee shop. It was her dream job to be part of a, “coffee team” greeting customers, wiping tables and handing out samples. This year, a manager recognized the need at his Starbucks location (Pine Centre) and they began the process of working with Infinite Employment Solutions hiring café attendants! This is the first for Prince George as no Starbucks location has ever hired for this competitive position. As job coaching commenced for 2 people, a manager who opened a second Starbucks location in Quesnel, observed this successful endeavor. He was interested in the process of hiring for café attendants. IES reached out to an employment agency in Quesnel. Workers there contacted Starbucks and started the process of hiring café attendants at both Quesnel locations! To date, one person is employed at each of the four Prince George Starbucks locations!

“I am pleased that a large corporate entity such as Starbucks, was able to partner with AiMHi – one of our city’s most well-respected and purposeful social agencies.~ Sean Farrell, ED of Community Arts Council



The following is a correspondence from Sean Farrell, the Executive Director of the Community Arts Council. Sean's correspondence speaks volumes toward positive networking and community inclusion while recognizing two community partners - Starbucks and AiMHi.

"As a Prince George community member and daily customer of several local Starbucks stores, I am writing to share my appreciation for the Cafe Attendant program recently implemented in Prince George. I admire the work that was done to bring this very important initiative to our city. Ours is a community that cares, and I am pleased that a large corporate entity such as Starbucks, through the leadership of local staff, was able to partner with AiMHi, one of our city's most well-respected and purposeful social agencies. Thank you both for the wonderful work you do every day."

~ Sean Farrell, Executive Director - The Community Arts Council of Prince George & District

Not long afterwards, the same Quesnel employment agency contacted IES with a possible job lead. They recently had a visit from a manager of 7-Eleven in Prince George who was interested in looking into having someone tidy the coffee tables and Slurpee stations. The agency currently supports an individual for a 2-hour shift doing similar duties. We approached the manager of the 7-Eleven on the corner of 15th Avenue and Central Street. This location hired two people and the Hart Highway site hired one!

Infinite Employment Solutions (Prince George & Mackenzie) continues to celebrate our participation in MentorAbility. For the 2nd year, we have the highest participation numbers in the country!

IES and Work BC Mackenzie celebrated two repeat community businesses in 2018. Eight people maintained or began their employment journey at Duz Cho and four at the Mackenzie Co-Op.

Twin Rivers asked to partner with Prince George IES for suitable candidates to pick up garbage blown outside the areas around the Foothills Landfill. Twin Rivers hired three people at very competitive wages!

One person had a very busy year promoting his artwork under a self-employment initiative. He was interviewed by CLBC and hosted his first solo art exhibition at the Two Rivers Gallery.



April's Health Topic was presented by Patrick, a pharmacist from IDA Hart Drugs. He shared helpful information on quitting smoking.



Community Options

The Community Options Team has grown to 13 employees this past year. The team has carried out a very positive approach in representing the agency and the people supported when partaking in activities and events within the community, as well as establishing and maintaining community partnerships and relationships.

Our drop in group has had a very busy year in offering a variety of activities and events. A definite highlight within the group is the specialty themed luncheons. Monthly activity calendars are created with input and ideas from the group.



The Friday Friend's group are involved in various activities within the community. The group has taken part in Aboriginal Day, pot lucks, curling, mini golf, billiards, and dances with overall fun for everyone. The group hosted well attended dances and received positive feedback from attendees and management. The annual *Festival of the Trees* event was well attended by many people from Community Options.

A Halloween Dance was held and attended by many people who dressed in costume. Members of the Co-options team dressed as Muppet characters. Everyone seemed to enjoy the participation of the staff.

Community Options held successful cooking, canning and baking groups, with many participants involved in all aspects of the group. The Christmas baking group was such a success, a second group was started and quickly filled up. The costs were kept to a minimum, with the participants receiving the treats to take home to share with family over the holiday season. Canning groups were held to teach a cost effective and healthier alternative to store items. The group participated in picking apples to make apple sauce, syrup and jelly. The canning group was successful in making maple beans, various jellies, syrups, pickled carrots and beets. A community partnership was established with a local thrift store to purchase jars at a substantial cost savings.



Volunteering is a huge part of the Community Options group. People are able to volunteer based on their strengths. This creates a more successful learning experience for everyone.

Kaitlyn wanted to make a quilt for herself. She has fond memories of a patchwork blanket at her grandparents' home. She made a quilt reflective of the one she remembered as a child.

Community Options held weekly outings and events over the summer. Everyone was involved in developing a calendar of events and activities that included inviting other community groups to join in.

Every Voice Choir has expanded to include 7 seniors' homes with 125-150 seniors participating in sing-alongs. The interaction is positive and the seniors look forward to the weekly entertainment and visits.

Small Changes has had a successful year with people developing healthier lifestyles, choices, weight loss, information sharing and guest speakers. The group has also taken part in healthy menu planning and cooking.



The *Sewing Group* has had a busy and productive year, while establishing partnerships within the community. The group has sewn quilts and sleeping sacks for women and children in crisis. Toddler sized themed blankets for a daycare for their "nap time", monthly themed baby blankets for New Beginnings and they have been asked to do mending within the group. The ladies have worked together as a group showing their creativity. All items made are donated to community agencies or groups to fulfill a need. The group has received donations of material, and used clothing, basing the theme of the group as an "upcycle".

Community Options Rocks! 😊

**May's Health themed Management Team meeting
was about *Fun in the Sun* . . . but not too much!**

Life Skills

Life Skills has a dynamic and energetic group of people served and employed! When these people get together, we hear....What's Happening?...What's New? Here is a look....

We are a strength-based, person-centered program that focuses on the positive qualities and accomplishments of each person. We provide opportunities for people to learn about themselves, explore their strengths and challenges, develop interpersonal communication skills, employability skills and build relationships with others.



In February, Dot found some time to ice fish. Hoping to catch the big one!



A group of people attended the Sikh Temple. We learned about a new culture, religion, and enjoyed some yummy food.



Tours of CKPG Radio Station



June's Health Topic included a small garden party where we discussed Sun Safety Tips.



AiMHi Children's Lifeskills

JULY 21ST, 2018 TO AUGUST 25TH, 2018
TIME: 11:30 - 1:30



THE *culture* GROUP

Week 1: Hello in Different Languages (*PG Library*)
Week 2: Culture Day (*Columbus Community Centre - \$5*)
Week 3: Multicultural Games (*Rainbow Park*)
Week 4: Coat of Arms (*AiMHi Craft Room*)
Week 5: Let's Share a Meal (*AiMHi Kitchen - Bring a Dish to Share.*)
Week 6: Community Tour (*TBA*)

Contact Ellen or Jenn to join: 250-564-6408 ext. 278

COME JOIN CHILDREN'S LIFESKILLS
FOR A CHILDREN'S
NEW YEAR'S EVENT



Happy New Year

Friday December 28th, 2018
12PM-2PM



Josh and Jen cooking as part of the Food Skills Program.

This is a 6 week program offered by Adult Life Skills, in partnership with the Diabetes Association.



A group joined a few Spruce Kings Hockey players and coaches for a tour of the Christmas Lights around Prince George.

Family Support

Family Support assists families to access funding, community support and services. We help develop advocacy skills and provide advocacy support.

We help develop an understanding of behaviors and how to manage them. We provide support with custody and family maintenance, and have assisted with federal and provincial court funding programs. We have assisted with home renovation grants, services for the deaf and hard of hearing, as well as to help procure funding for various hearing devices.

Family Support helps to prepare the families to build confidence to move forward by developing the skills needed and creating the confidence and ability to become increasingly independent without needing our support.

Take your Goal out of your Imagination

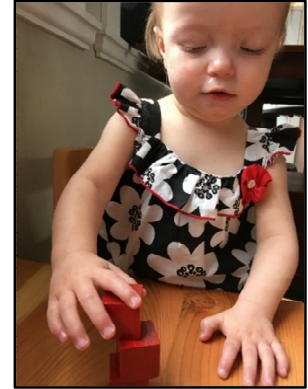
Wait up, where did that year go? It's hard to believe a whole year went into planning a huge vacation goal for these three wonderful ambitions and determined ladies! All their planning and saving paid off! The day had arrived for these ladies to embark on their journey. They travelled in the spring of 2018 all the way to Toronto and Niagara Falls, Ontario. Their travel goals are now a wonderful memory along with their photo books, which they will treasure for years to come.



It all started with the love of water falls for one of the ladies. Soon the group formed and the planning began. They made a dream/vision board of all the great touristy places that they wanted to visit. Places like Niagara Falls, Toronto CN Tower, Ripley's Believe It Or Not Museum, Toronto Blue Jays game, Ripley's Aquarium, Casa Loma Castle, and The Butterfly Conservatory are all places that went on their dream board and locations they visited. It is amazingly possible to take your goal and dream out of your imagination just like that!

Infant Development Program (IDP)

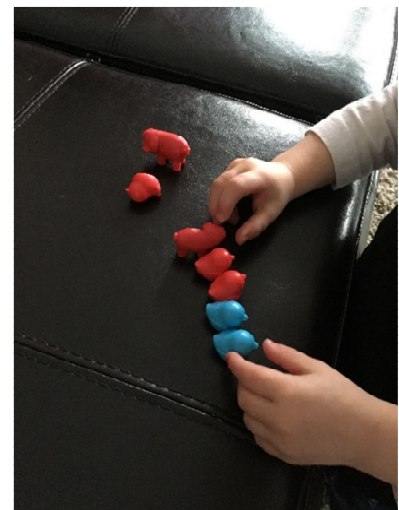
We would like to introduce you to Payton. She is one of over 4000 children who have received service through the Infant Development Program since 1979. The following information is a summary of Payton's journey and the multi-dimensional role that the Infant Development Program has had in her life.



January 2018: Payton and her twin sister have been with the program for about 19 months now. As the family's consultant, it is a balancing act offering the right amount of support without adding to the already incredible demands that come from raising premature twins. In January 2018, the family moved into a new home. They had been staying with relatives off and on for about four months, so everyone was eager to settle into their new home and establish many of their routines that were sacrificed during the long transition. Payton has eczema and significant allergies that require the family to always have an EpiPen on hand. Slow weight gain has become a concern so in addition to IDP, physiotherapy, speech therapy, occupational therapy and the support of a paediatrician, Payton also visits with a dietician through UHNBC. This is a lot for a busy family to take on. The focus for IDP is supporting Payton's developmental needs, particularly around communication, and to assist the family in navigating the numerous appointments they have every month.

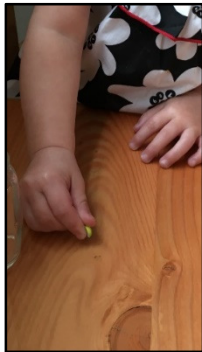
February 2018: Payton and her family are enjoying their new home; even without having any interior doors! Dad's job takes him out of town often and the family simply hasn't had the time to get to any projects around the house. Mom has also been called back to work temporarily so they are patching child care together through family and friends. This month, the family's goals still focus around Payton's significant food allergies, her slow weight gain and supporting Payton's communication goals. Given the incredible demand for speech services in the community, Payton does not have regular access to speech therapy so IDP does what it can to support Payton's communication goals through our visits. The family also approved some revisions that were made to a previous developmental assessment and copies of the final report were left for the family to share with the rest of their intervention team.

March 2018: Payton continues to add more words to her vocabulary. Her communication is not where it needs to be quite yet, but all of the effort that the family is putting in to being good models for language is slowly paying off. Payton and her sister now attend a family daycare during the times that both mom and dad are working. It has been difficult to find child care because both mom and dad work extremely long days on shifts that change according to the projects that are happening at work. The family still worries about Payton's slow weight gain. They pretty much have to tell their story all over again and start on a new course of action because Payton's previous dietician went on maternity leave. Payton has been waitlisted for speech therapy. She is currently fascinated with sorting and she enjoys collecting a variety of little toys throughout the day. Pretend play is beginning to emerge as well.



Sorting and Classifying

April 2018: Payton has mastered pretend play! She sequences four to five ideas to create lovely pretend play scenarios. Doll houses and barns are particular favourites at this time. This is very encouraging because of the language opportunities that are generated during play. Unfortunately, Payton's daycare struggled to support the family around Payton's dietary needs so the family made the difficult decision to remove them. They now have someone who comes into the home to watch the girls and it seems to be working out well so far. Their child care plan will have to change when mom is required to return to work more permanently.



Pincer grasp

May 2018: We administered another DAYC-2 assessment this month. This is Payton's third assessment since the program first began visiting with the family so we are really starting to see a clear picture of the changes that Payton has made along with the trajectory of her development. The assessment tool that we use does not correct for prematurity and it is fantastic to see that most of Payton's skills fall within the average range for her age. Communication remains our main developmental focus.



Adaptive crayon

June 2018: This month, the family reviewed the report from the DAYC-2 that we did in May. As with previous assessments, the family will share the report with other members of their intervention team. Payton's language was assessed by a Speech and Language Pathologist (SLP). The SLP is pleased with the progress that Payton has made and does not need to see her again unless the family has concerns. The family is looking forward to doing some camping together over the summer months.

July 2018: Payton is now putting her words together into two and three word statements. The family still struggles to understand what is contributing to Payton's eczema and allergies. In addition to food, it looks like Payton may also have allergies to some medications. This became an additional concern after experiencing a difficult spring season that was filled with frequent and recurring bouts of illness. The family could really use some continuity around Payton's dietary needs so a goal for IDP is to find any private dieticians in the community who might be able to provide more consistent consultation. Unfortunately, there are not many private dieticians who offer paediatric consultation. We are hoping that Payton's occupational therapist can provide some insight instead.

August 2018: Payton has been referred once again to a dietician. This time, their goal is to safely re-introduce dairy into her diet. While it would be great in her weight gain for Payton to have more food choices available to her, the family is concerned that dairy will exacerbate her eczema and allergies. The family is once again searching for a good fit for child care now that both parents will be working full time. The search is complicated by the fact that their work schedules often require intense periods of long hours paired with other periods of time where little or no work is required.

September 2018: The family finally got an opportunity to spend some time camping! For this reason, we did not schedule any visits this month. They have arranged for a trusted friend to come to their house and care for Payton and her sister now that both parents are working full time.

October 2018: Payton and her sister still enjoy gymnastics and have added a dance class and art program to their activities. The family is receiving a lot of information around diet and weight gain from the dietician, paediatrician and occupational therapist. With different priorities, it is a lot of information to consider and sometimes the family struggles to know which direction to take.

November 2018: Payton now has a more broad range of foods that she can eat! The results are not yet apparent in Payton's weight gain, but the family is hopeful that with a wider range of foods, perhaps Payton will begin to put on some weight. Unfortunately, mom experienced a health scare that required her to go to Emergency a few times. Between the demands of work and the family, mom made the difficult decision to step back from work for the time being. Sometimes the stress and pressure builds up so gradually, that one cannot see the signs until the symptoms force their way to the surface.

December 2018: We did our fourth developmental assessment in December. All areas of Payton's development fall within the average score range. She has been discharged from speech therapy and physiotherapy but is still being followed by her paediatrician and a dietician. Payton had a long bout of recurring illness throughout much of November and December which required frequent visits to the paediatrician and family doctor. During the course of her treatment, it was discovered that Payton's adenoids or tonsils are chronically inflamed. She has now been referred to an Ear, Nose and Throat specialist for possible surgical removal of her tonsils and adenoids. It will be interesting to see if anything changes regarding her diet and weight gain if the surgery proceeds. Payton and her sister will celebrate their third birthday in May 2019. Over the course of the next six months, the program will work with the family to ensure that a smooth transition from the program takes place. It is bitter sweet and nostalgic when the time comes for consultants to part ways with little ones and their families.



**August's Health Topic was
"Weighing Less does not always
equal Healthier".**



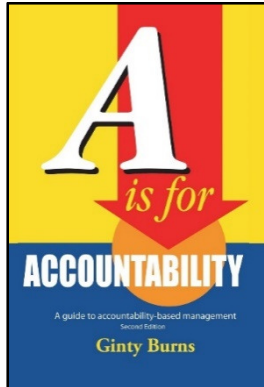
**September's Health Topic was
"What is a Healthy Weight and
What is a Healthy Lifestyle?"**



**In October, we explored Healthy Eating and Eating
Competence. We learned there is a lot more to
Healthy Eating than choosing the right foods.**



Management Team



2018 was a big year of changes as the Management Team continues to work towards effectively working within an Accountability Based Management System.

We have been working to learn new ways to look at our work and although we are continuing to do the same work, we are doing things differently and holding each other and ourselves accountable for the work assigned to us and our various roles within the organization!

Our Direct Care Directors have been working on sharing information with the employees through team meetings and Managers are sharing information with their teams around the Accountability Based Management System and slowly implementing accountability language and practice in their day to day work.

AiMHi is accountable to the people we serve to uphold the promise of a good life. It is clearly stated in our Mission Statement and we are continually striving to do just that each and every day!

We have made some significant strides and look forward to continuing our work in this area over the next year, particularly in the area of Person Centered Planning where we have begun working on implementing our Accountability Based Practices. We look forward to seeing some of the exciting new opportunities for people in the near future!

There have been many new relationships formed for people this year as we worked through some planning for people and fostered opportunities for people who typically do not spend time together to engage with one another and we have seen some really great friendships form creating many new opportunities for people.

These Directors have continued to get out to various departments and homes to visit, join in with team meetings and provide opportunities for people to get to know us, who we are and what role we play within their team.

We have been striving to instill the importance and the value of exhibiting kindness, respect, and dignity in service provision and how we are all accountable to ensure people are receiving good quality services that meet their needs. We have an amazing organization with a wonderful group of employees who do such really important work each and every day. We see good things happening for people and we look forward to continuing to build on these opportunities over the next year.

Employee Recognition Awards

30 Years

Nadia Cote
Wendy Goyer

25 Years

Barbara Giesbrecht
Gail Horwath
Geri Angus
Sharon Harrison

20 Years

Ann Neault
Clint Parsons
Connie Wilchek
Lindsay Hill
Vanessa York

15 Years

Chantelle Wood
Dawn Taylor
Desire McCarthy
Destiny Heidsma
Editha Butt
Heather Umperville
Kyla Dawes
Lakhvir Nahal
Lil Nydegger
Nora Acayen
Petra Reszat
Roy Nielsen
Tessie Cox

10 Years

Diane Hawn
Elizabeth Morales
Eren Eggleton
Jasbir Bhullar
Jay Cartmell
Kortni Ducharme
Maria Barnes
Matt Prosk
Rachelle Garvin
Robin Repp
Ronda Marceau
Troy Knox
Tyler Newstead

5 Years

Akossi Assimenou
Amanda Nelson
Ashleigh Lestage
Ashley Petkau
Blair Reggentin
Brenda Bianggos
Cheryl Webster
Grayson Walker
Hannah Ogirala
Harpreet Nagra
Jason Sanders
Jaylene Spitzl
Jennifer Melnick
Joan Boyden
Josephine Abella
Julie May Lomboy
Karan Osborne
Lailyn Hogan
Melanie Riedel
Mercy Frost
Olubisi Koledoye
Sarah White
Shamandeep Kaur



In November, Hart Drugs hosted a Flu Clinic at
AiMHi and 120 people were immunized.
2018 was 100 years since the global pandemic of
the “Spanish Flu” of 1918!

