

FAMILY SERVICES of PEEL



Newsletter May 2016

FAMILY SERVICES of PEEL
Since 1971

TRANSFORMING LIVES IN PEEL

IN THIS ISSUE

Celebrating 45 Years

In 1971, Family Services of Peel (FSP) was incorporated to assist individuals, couples and families experiencing stressful life adjustment problems that they were unable to resolve alone. Over the years organizational efforts were focused on access to services for populations that were either underserved or for whom there existed a significant gap in service. Today, FSP is proud to be a multi-service agency, providing professional counselling, employment support services, support for people with developmental disabilities and their families, support for victims of violence and abuse, and educational programs.

Theme: Violence and Trauma

For our upcoming annual general meeting in June, we chose a theme that is prevalent in the community... violence and trauma. As our keynote speaker, Monica Riutort's presentation will focus on the breaking of the spirit: trauma... past, present and future. What are the deep roots of violence and trauma? Do

we have proper service responses in this area? What are the opportunities and the changes for the future?

Monica is the Manager of Peel Institute on Violence Prevention and a Preceptor at the Faculty of Medicine, University of Toronto – Mississauga Campus. Previous to these positions she was the Executive Director at the International Society for Equity in Health. She lectured and managed the Global Programs at the Department of Family and Community Medicine, University of Toronto and acted as Co-Director of the Regional Health Centre at Women's College Hospital. Monica also assisted in the establishment of the first WHO Collaborating Centre in Women's Health in the Western Hemisphere where she developed an international program for the Pan American Health Organization. Through the years, Monica has worked locally, nationally and internationally on primary health care, violence against women, and health equity issues.



A Note of Thanks

Because of two outstanding people our SIL clients were able to enjoy a holiday season event without any financial concerns.

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Where Youths Come to Succeed

YOP – This innovative program focuses on increasing each client's marketability by providing them with current skills, resources and information for success in the workplace.

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A Message from the Executive Director

I would like to take this opportunity to acknowledge the work being done by our staff and volunteers, who provide the best possible services to the residents of Peel.

The purpose of a newsletter is to keep the reader informed and aware of what is happening within an organization. Family Services of Peel is in a constant state of flux, with new programs being introduced and the steady growth and change in other service areas.

In 2015, we were fortunate to expand our employment programs with the Ready, Willing and Able Program and the Youth Opportunities Program. Although funding concludes in 2016, with successful results, we hope that the programs will be renewed so that we can continue to provide services to our clients.



The Peel Institute on Violence Prevention continues to receive validation from beyond the borders of Peel Region. The Global Symposium on Violence Prevention will be held from June 22 to 24, 2016 at the University of Toronto – Mississauga Campus and attendees are coming from many different geographical areas including the Caribbean, Europe and South America.

Partnerships and new endeavours are part and parcel of who and what we are at Family Services of Peel and we consistently look at how we can best serve the residents of Peel. With this in

mind, we are looking forward to an innovative and successful fiscal year.

UPCOMING EVENTS

45th Annual General Meeting
June 13th, 2016
Living Arts Centre

Global Symposium on Violence Prevention
June 22nd to 24th, 2016
University of Toronto – Mississauga Campus

A Note of Thanks



Supported Independent Living clients at the Living Arts Centre in December 2015.

It's wonderful when we get an opportunity to thank the special individuals who come forward over the holiday season to do something special for the people that we support.

Over the past few years, our 23 clients in the Supported Independent Living Program organized a holiday lunch, with their own money from their disability pension (their only income), to celebrate the season with family and friends.

However, the 2015 seasonal lunch was different. John Nalli, President of People Store Staffing Solutions and Steve Fava of Fava Insurance Brokers approached Family Services of Peel and asked what their companies could do for

our 23 clients. In an attempt to alleviate some of our clients' financial concerns, especially over the holiday season, we asked if they could sponsor the lunch, and they readily agreed.

Because of John Nalli and Steve Fava, everyone had a very enjoyable buffet lunch at The Living Arts Centre and our clients were extremely pleased that they could save their money for other necessities.

Overall, we had a wonderful event, made possible by two individuals who are dedicated to the notion that we are all part of a community.

Success Story

The following account is from the perspective of a Youth Opportunities Program staff member.

This story began at our Employment Ontario (EO) office, where a client was referred to the Youth Opportunities Program (YOP) because EO staff believed that this individual would benefit a great deal from the program. The first time I met with the client to conduct the YOP intake and registration process she was very shy but eager to participate in this program. During the interview she revealed why it was important for her to succeed in life.

When she was 15 her parents made a difficult decision. They decided to send her to Canada in the hope that she would have more opportunities and a better life. Prior to her departure they instructed her that they made arrangements for two people to pick her up at the airport, and these individuals would look after her well-being. When she arrived in Canada, two men met her in the Arrivals section and then directed her, as well as a few other girls, to a van parked outside of the airport. As soon as the teenagers entered the van, police officers exited from unmarked police cars and swarmed the vehicle, taking the two men into custody.

She subsequently was placed into foster care and was shuffled from one home to the next, until she was 18 years old. It was at this point that she decided to pursue environmental studies because it was an area that she was very passionate about. She worked in the fast-food industry and did odd jobs in order to pay for her tuition, rent and other expenses.

Years later, as a recent environmental studies graduate, she did not have professional work experience and she was encountering a lot of difficulty finding employment, as well as volunteer positions in her field. In addition, she was no longer employed at

the fast food restaurant and had no means of income. At the end of our meeting I advised her that we would do our best to find her a placement in or relatively close to her field.

Two weeks after she registered for YOP she commenced the program workshops, which would last three weeks and entailed learning about interview and job preparation techniques, résumé writing, and job search strategies. She was excited about what was in store for her in the weeks to come and where she would eventually be placed.

Weeks after completing the workshops, the YOP Job Developer and I were searching for an employer that would give our client an opportunity to gain work experience in her field. Day after day we contacted employers in soil testing and in the field of environmental studies but we were unsuccessful in our search. Unfortunately, six weeks passed and our client still was not placed. She would frequently visit us at the office and call me about her placement status. Discouraged about the lack of prospects, the client stated that at this point she was willing to find employment in any field.

That same day I had a conversation with the EO Job Developer and he mentioned that there was an employer he had made a connection with a while ago, who was in the environmental field. The following day he connected with the employer and introduced her to me. The employer was very interested in the Youth Opportunities Program and asked me to send her our client's résumé.

She was impressed with the client's qualifications and invited her for an interview, where she was subsequently offered a placement with the organization. Overjoyed to be finally placed in her field, our client stated that she was so pleased with the support and patience of the EO and YOP staff. After

her 16-week placement ended the employer offered our client a full-time permanent position.

I think that this success story is an indication of two things, the passion of Family Services of Peel employees and the length that EO and YOP staff will go to, to not only make sure we're persistent in finding meaningful work for our clients and following-up with employers, but most importantly, to provide informative workshops in order to prepare our clients with the essential skills and confidence to unlock their potential.

UPCOMING EMPLOYMENT ONTARIO WORKSHOPS

Job Search Strategies
June 3rd

Workplace Culture
June 7th

Customer Service Skills
June 8th

Second Career
June 9th

Résumé and Cover Letter Writing
June 10th

Boosting Confidence
June 14th

The Beginner's Guide to LinkedIn
June 17th

Interviewing Techniques (Part A)
June 21st

Interviewing Techniques (Part B)
June 24th

Job Search Strategies
June 28th

All workshops are open to registered clients, at our Mavis/Eglinton location.

YOP – Where Youths Come to Succeed

Youth Opportunities Program (YOP) – This innovative program, for youths between the ages of 15 and 30, focuses on increasing each client's marketability by providing them with current skills, resources and information for success in the workplace. YOP also provides free counselling to the clients via Family Services of Peel's clinicians.

The curriculum for the workshops was developed in-house and when the YOP team proceeded to deliver the program in the community, the response was phenomenal. Family Services of Peel received many applications from youths, and community partners and employers

contacted the agency to learn more about the program.

Partners included Legal Aid Ontario, the Mississauga Library System, Peel Regional Police, and the Ministry of Government and Consumer Services – Ontario, who delivered half-day workshops and spoke to the youth participants on various life-skills. Dixie Bloor Neighbourhood Centre also stepped in to assist us with referrals and mentoring of the participants.

Activa Clinics and Garda Pre-Employment Background Screening Solutions are two signature corporate partners who graciously participated in

the Youth Opportunities Program. Activa Clinics trained eight participants and hired two of them full-time. Garda Pre-Employment Background Screening Solutions conducted free employment-related police background checks for the participants and also hired one client full-time.



By the end of the 3rd Quarter of the 2015/16 fiscal year,

YOP had exceeded its targets by graduating 43 participants (107.5%) from the Group-Based Employability Skills module.

Workplace Wellness – Get Moving!

Does your job involve being sedentary most of the day? Well, research now shows that the human body is not meant to be still. Prolonged periods of inactivity is associated with a wide range of health risks. Even regularly going to the gym *after* work won't undo the damage caused by long periods of muscle immobility. But the good news is that you can easily offset the health risks of a sedentary job by slight, but frequent episodes of moving around throughout the workday. These brief and easy-to-do movements are called non-exercise activities. Even the slightest muscle contraction has been

shown to control blood sugar and cholesterol levels. What follows are some suggestions of minor movement activities to incorporate into your day, whatever the nature of your job or degree of physical mobility.

Change Things Up

Every hour, try to move differently from your usual position – stand up tall, angle your head as high as the neck allows, or extend your arms as widely as possible. Even just purposely taking a very deep breath expands the rib cage. Another quick and effective activity is the abdominal squeeze: take a deep breath and tighten your abdominal muscles, pulling them in towards your spine as you exhale.

Take the Longer Route

Do you drive to work? If so, don't spend time circling the parking lot looking for the closest spot. Instead, park further away and get a little more movement in at both ends of the workday. And while you're at work, why not take the longer

route to the washroom or to the photocopier?

Walk and Roll

Form a walking/rolling lunch group. Whenever the weather cooperates, head outside on lunch or break for a walk and roll. You'll be more likely to go if you've made a commitment to your co-workers. Bad weather? Go up and down a couple of flights of stairs, if you can.

Making a habit of incorporating these and other physical activities into your workday will not only increase your energy level and alertness throughout the workday, it will also enhance and improve your health overall. Now start moving, turning, stretching, bending and deep-breathing!



LIONS FARMERS MARKET

Commencing June, through to October, each Wednesday, staff will once again be treated to fresh fruit from the market.

Engaging Our Youth

At each point in our work life and in our personal journeys we come across individual stories or people who challenge, motivate and encourage us to transform not just our immediate environment but also the larger world around us. Trendsetters: tearing down walls and building bridges with new concepts, theories and even organizations, they allow for the possible. In each instance, age or domicile is not a factor. It is the drive, determination and dreaming of a better world that makes it all possible.

One such individual who has made things possible and who chooses to use her skills and energy to rethink our world is Pia Mancini. The 33-year-old has worked for thinktanks, in public policy and on a range of political campaigns. But in recent years she has devoted her time to launching non-profit organizations and venture-backed collaborative projects that could change the way citizens engage with politics all over the world. In her own words, "There's so much that is out of sync between the state, the government and the younger generation," she says. "A huge divide exists between how we organize and communicate in our everyday lives, and how these old institutions expect us to interact with them."

As a young person with strong political opinions and knowledge, Mancini often finds herself defending her generation against accusations of apathy and disinterest towards democracy and politics. "If there's something that we're not as a generation, it's apathetic," she says. "We are not engaging with the current political systems, but that's not the same thing. The avenues that political institutions propose for us to engage with are extremely poor."

In our world of technology and ideology that has morphed so intensely since the 1990's it is but the changing of times and

attitudes that will allow us to engage in this world to make it a better place. Deriving motivation and energy from our youth is a sure method of moving us forward. In highlighting Pia it makes us think of engaging our youth to lead us towards what will be their tomorrow.

Excerpt on Pia Mancini taken from the article published in The Guardian, entitled, "How one woman's app is changing politics in the digital age".
<http://www.theguardian.com/women-in-leadership/2016/feb/23/how-one-womans-app-is-changing-politics-in-the-digital-age>



2016 Service Awards

5 Years

Deon Ambersley
Halyna Spagnolo

10 Years

Sunanda Mohanty

15 Years

Shelley Fotos

Team Building

In mid-May, the management team participated in a team building event at Culinaria Restaurant. The food was delicious, the service outstanding, and a great time was had by all. A special thanks to Sarah and Chef Anthony.




Achievements

In mid-April, Franca Vettese successfully completed the CN Tower climb in support of the World Wildlife Fund.

In October, our United Way Fundraising Committee worked diligently to surpass last year's goal and organize fun and entertaining activities that everyone enjoyed. All that hard work resulted in Family Services of Peel winning the 2015 Outstanding Agency Campaign Award! Congratulations to the team.

A special thank you to Family Services of Peel's Families and Schools Together volunteers, who took on the extra workload and assisted in making the F&ST cycles so successful.

Mission, Vision, Values and Contact Information

Mission Statement	Through leadership, collaboration and innovation, we support families and individuals in Peel to transform their lives.
Vision Statement	Transforming Lives in Peel
Values	<p>Responsiveness Excellence, Leadership, Innovation Service Accessibility and Inclusion Partnership and Collaboration Engaging Community Client Driven Transparency</p>
Intake Department	905-453-5775
E-Mail	fsp@fspeel.org
Web	www.fspeel.org
	https://www.facebook.com/Family-Services-of-Peel-163434633676036/
	https://www.linkedin.com/company/family-services-of-peel
	https://twitter.com/fspeelca

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Head Office

151 City Centre Drive, Suite 501
 Mississauga ON, L5B 1M7
 Phone: 905-270-2250 | TTY: 905-270-7357 | Fax: 905-270-2869

Employment Services Office

640 Eglinton Avenue West, Unit 201
 Mississauga ON, L5R 3V2
 Phone: 905-366-0322 | Fax: 905-366-0325 | E-Mail: eos@fspeel.org

Brampton Office

60 West Drive, Suite 201
 Brampton ON, L6T 3T6
 Phone: 905-453-5775 (By Appointment Only)

Malton Office

6870 Goreway Drive, Unit 201
 (Malton Medical Group)
 Mississauga ON, L4V 1P1
 Phone: 905-453-5775 (By Appointment Only)