



Carmichael Connection

April 2017

HEAD OFFICE
2219D McGarrigle Road
Nanaimo, BC V9S 4M4
Tel: (250) 585-2889 Fax: (250) 585-2861

CARMICHAEL ENTERPRISES RESIDENTIAL PROGRAMS LTD

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STAFF ANNIVERSARIES ~ CONGRATULATIONS

Submitted by: Mike & Carmela Taylor

Congratulations to the following people who have reached their 5-years with working at Carmichael Enterprises in 2017:

-  Ted B
-  Vaughn B
-  Hope C
-  Frank J
-  Kyle G
-  Jessica M
-  Brandie R
-  Sam R
-  Judy S

Congratulations to the following people who have reached their 10-years with working at Carmichael Enterprises in 2017:

-  Helen G
-  Stephen P

Your service has not gone unnoticed and we appreciate what you do day in and day out.

We can't say enough about your dedication and commitment to our persons served and Carmichael Enterprises in general.

Thank you for being part of our company! – Carmela and Mike



POWER & PRIVILEGE

Everyone has challenges!

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FINANCIAL CHECKUP

How Prepared Are You?

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STAFF SPOT LIGHTS



Birthdays ~ April 2017

- | | |
|---------|----------|
| Anthony | Cameron |
| Masja | Glenn |
| John M. | Patricia |
| Kevin D | Scott |
| Judy | Jessica |
| Joe | Mora |
| Della | Victory |
| Mallory | Jaimee |
| Shawn | |

Staff Draw Winners

- | | |
|----------|--------------------|
| JANUARY | Dayo |
| FEBRUARY | Tanisha & Pam T |
| MARCH | Sebastian & Curtis |



Welcome New Staff & Returns

- Willow Nate Jen Faith

RANDOM FAST FACTS



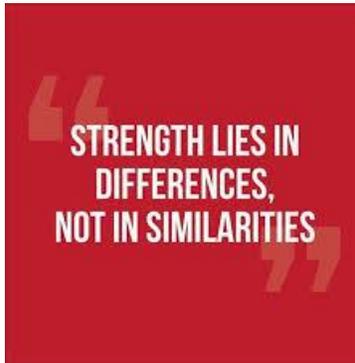
The Cadbury Creme Egg first appeared in 1971 and now dominates the market with approximately 500 million being made each year with over a third for export. Cadbury Caramel eggs then joined the range in 1994.



Bullet proof vests, fire escapes, windshield wipers, and laser printers were all invented by women.

OOPS!

If we have missed anyone off the Staff Spotlights please contact the office so we may correct in the next issue. Thank you!



POWER AND PRIVILEGE

Submitted by: Cathy Bontogon, Residential Coordinator

“Isn’t employment equity just another form of discrimination?”

“All they need to do is work harder. Everyone has challenges in life. It’s their own fault if they don’t succeed.”

The basic principle of Power and Privilege is that while it is true that everyone CAN succeed in life, some have advantages and some people face barriers based on what they are (or perceived to be) and not based on whether or not they have earned it. People who are not part of the dominant group live with the everyday reality of barriers and discrimination while the privileges of being part of the dominant group are often understood as “normal.” For the creation of a truly inclusive society, we need to eliminate barriers that prevent people from having an equal playing field and understand the conditions that created the barriers in the first place.

- If you have immediate family members who are doctors, lawyers, or other professionals take one step forward.
- If you ever tried to change your physical appearance, mannerisms, language or behavior to avoid being judged or ridiculed take one step backward.
- If you studied the history and culture of your ethnic ancestors in elementary and secondary school take one step forward.
- If, when you started school, you were speaking a language other than English take one step backward.
- If you were taken to art galleries, museums or plays by your parents take one step forward.
- If you ever attended a private school or summer camp take one step forward.
- If your parent(s) encouraged you to go to college take one step forward.
- If you grew up in a single parent household take one step backward.
- If you have ever been taken on a vacation outside of your home province take one step forward.
- If you have a parent who did not complete high school take one step backward.
- If your parent(s) own their own house take one step forward.
- If you were ever mistrusted or accused of stealing, cheating or lying because of your ethnicity, age or class take one step backward.
- If you primarily use public transportation to get where you need to go take one step backward.
- If you ever felt afraid of violence directed toward you because of your ethnicity take one step backward.
- If you ever felt uncomfortable or angry about a remark or joke made about your ethnicity but it was not safe to confront it take one step backward.
- If you or close friends or family were ever a victim of violence because of your ethnicity take one step backward.
- If your parent(s) did not grow up in Canada or the United States take one step backward.

What feelings do you have about where you line up? It is important that we are always considering the means to create true equality in the worksite and in our communities.

TRAVEL COVERAGE

Submitted by: Carmela Taylor, Executive Administrator/Co-Owner

Many of us love to get away and travel outside of the province or country. Whether it's a relaxing vacation to an exotic location or an adventure in an exciting new country, it's a good idea to have travel insurance. But did you know if you have been treated for a medical condition, you must contact the travel assistance provider in advance to confirm whether you are still covered?



Travel Coverage When Injured or Sick

You Must be Medically Stable!

Generally, travel coverage is for immediate medical treatment for a sudden, unanticipated injury or sickness or a new medical condition, which occurs while you (or your dependent) are travelling outside your province of residence. It also covers a specific medical problem or chronic condition determined to be medically stable prior to departure. You (or your dependent) are not considered medically stable if there has been:

- Treatment or tests for any new symptoms or conditions 90 days before departure
- Increase or worsening of any existing symptoms
- Changes in treatments or medications (other than normal adjustments for ongoing care)
- Hospital admittance for treatment of the condition
- Scheduling non-routine appointments, tests or treatments for the condition or an undiagnosed condition

A doctor's note confirming you are safe to travel may not be enough. Please contact your provider to confirm if you are covered prior to travelling, or it could result in denial of a claim. You will find contact info for your provider on the back of your oneCard.

What's NOT Covered:

Along with limitations on pre-existing medical conditions, many providers generally do not cover the following:

- Accidents or illness as a result of "abuse" of drugs or alcohol
- Complications during the last months of pregnancy
- Non-emergency or elective healthcare you can obtain at home
- "Risky" activities such as bungee jumping and rock climbing
- Self-inflicted injuries
- Travel to countries with government travel advisories
- Trip cancellation costs
- Injuries sustained while committing a crime

What is Covered:

While it may vary from provider to provider, generally most travel insurance policies cover accidents and unanticipated sickness and/or disease. This usually includes emergency medical at the hospital or a doctor's office, any necessary prescription drugs and diagnostic services, and medical evacuation (usually by air ambulance). Be sure to bring your oneCard while travelling so that you have emergency contact info available to make a claim if you do become injured or sick while travelling.

UP COMING EVENTS



WORLD AUTISM DAY

April 2, 2017

<https://www.autismspeaks.org/what-autism/world-autism-awareness-day>



CARF Canada

Achieving and Maintaining CARF Accreditation in Employment & Community Services, Behavioural Health, and Child & Youth Services

Dates: April 19-20, 2017

Simon Fraser University at Harbour Centre
515 West Hastings Street
Room 7000
Vancouver, BC V6B 5K3

<http://www.cvent.com/events/achieving-and-maintaining-carf-accreditation-in-ecs-bh-cys/event-summary-a308481d1f31451da11dbc0d0375b84d.aspx>



EASTER HOLIDAY

Good Friday
April 14th

Financial Check-up

Submitted by: Carmela Taylor, Executive Administrator/Co-Owner



LifeWorks

How prepared are you for life's financial ups and downs? Is your budget uncomfortably tight? Is debt dragging you down? From tips on saving for an emergency to paying back student loans or sticking to a budget, LifeWorks has advice, resources, and tools to help you get a handle on your money worries and boost your financial wellness.

Contact us any time, 24/7, to connect with a consultant for support and resources. Log in to www.lifeworks.com to take quizzes, [Do You Have Debt Problems?](#) and [How Financially Resilient are You?](#), or to access online tools to help you spend and save wisely, and strengthen your financial future.

- Listen to our new podcast, [Managing Your Money in a Changing Economy](#), featuring Lynnette Khalfani-Cox, a personal finance expert and author of numerous books, including *Zero Debt: The Ultimate Guide to Financial Freedom*. She shares tips for students, those nearing retirement, and for everyone in between, on how to manage your finances in a fast-changing world.
- Listen to [Building Your Financial Resilience](#), featuring Barbara O'Neill, PhD, CFP®, or our full-length recording [Taking Charge of Your Money](#).
- Access tips: [Avoiding Money Conflicts as a Couple](#), [Getting Out of Debt](#), [Taking Charge of Your Money](#).
- Read articles: [Achieving Financial Well-Being](#), [Quick Tips for Setting SMART Financial Goals](#), [Online Tools to Help You Budget](#), [Helping Your Children Become Financially Responsible](#), [Understanding How Emotions Can Drive Spending](#).

Visit www.lifeworks.com.

Please refer to your LifeWorks wallet card for telephone number and website username and password.

Carmichael Connection

Serving Nanaimo to Campbell River

Randi's Place ~ Wellington Place ~ Oceanside Place ~ Creekside Place ~ Shamrock Home ~ Hammond Place ~
Uplands Home ~ Harbourview Place ~ Matt & Dan's Home ~ Buckley Bay Home ~ Bronte's Home ~
Outreach Home ~ Sherbourne Home ~ Nim Nim House ~