

Communitas Strategic Direction



People & Culture

We strive to create a work culture in which people join, grow, contribute, work, are connected, and feel appreciated.



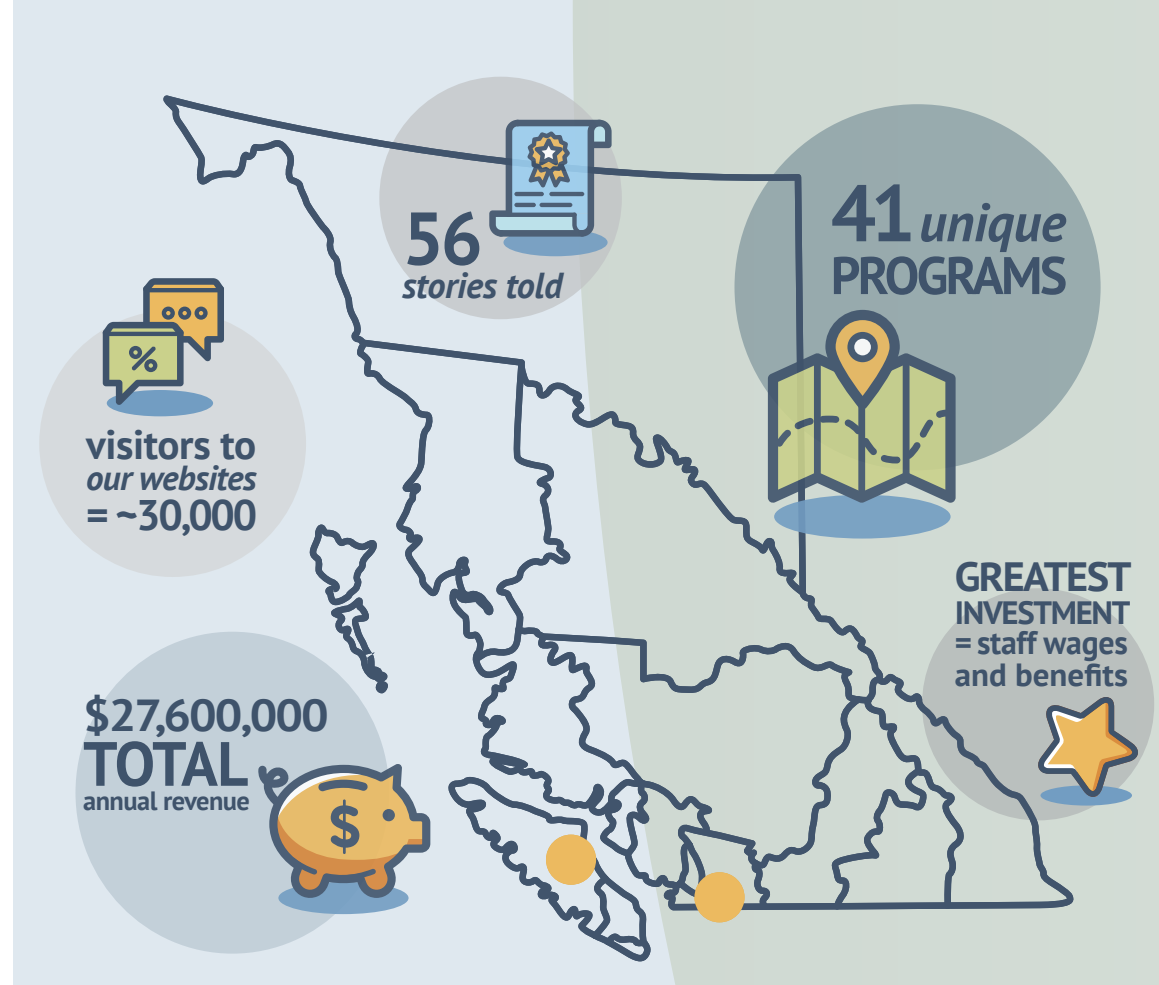
Quality Services

Our services embrace a person-centred approach and will demonstrate and celebrate relevant, cutting-edge best practices.



Infrastructure Resourcing

Our resources are designed to serve people – not the other way around – and we will invest in infrastructure that adds value to our services and to our staff.



COMMUNITAS
at a Glance
learn more at communitascare.com



COMMUNITAS 2021/22 Overview

"I value working for a faith-based organization where my personal faith in Jesus and work environment share the same values. I love being part of something much larger than myself, supporting people and providing homes with families where they feel safe and loved."

Ida, Home Share Coordinator



"Being part of this wonderful community is a blessing to me. It is more than a workplace, it's a place where I learn and grow and I serve people of all abilities."

Joanne, Residential Support Worker

"I like the work/life balance that I experience at Communitas and I like how my job allows me to give back to the community by sharing significant experiences I've had."

Richard, Peer Support Worker



Heart of Communitas



"Honestly, if it wasn't for Communitas, I don't know where I'd be. It was and still is a family for me. I've met people I would not have met otherwise. It gave me a safe place to be."

Judy, Brain Injury Drop-In Participant and Artist



870
PEOPLE
SERVED



100%

of families agree that their supported person gets to spend time with people who are important to them



"I'm doing really well mentally and spiritually. Living here has been really good for me."

Curby, Assisted Living Resident and Musician



Heart of Communitas!

Over this past year we have been celebrating and highlighting a different colleague at Communitas each week. Every Monday morning we post another beautiful picture and short reflection by one of our staff members, which has been such a fun way to learn more about one another and see the various gifts that people bring to their work at Communitas. Over the year I have discovered another side to our staff members. For example: Amanda has a passion for good coffee; Sheila has been with us for over 15 years because of the people; Laura is always up for any new adventure; Zach also teaches Brazilian Jiu-jitsu; and Sarah's growing book collection is a passion many share!

The Heart of Communitas is more than an opportunity to showcase Communitas employees. It is also a chance for you to get to know us through the stories and through our people-centred focus. It is an opportunity to invite you – or other people that you know – to join us on this journey, combining a heart of service with a variety of career opportunities. We look for people who share our vision and mission.

This year we launched our 2022 strategic direction with a priority focus on human resources. **We believe that quality services emerge from quality people** and our initial commitment to core values is a key requirement of our recruitment process.

As staff, board members, and stakeholders offered input into our strategic goals, they reaffirmed these values as the cornerstone of who we are. You, as stakeholders, told us that creating abundant life for all abilities and offering all people a place to belong, grow, and contribute – in the name of Jesus Christ – was central to our work. As in 1974 when Communitas first established these values, we continue to see our values as an integral part of the service we offer.

Moving out of the pandemic, we are beginning to dream again about the future and the services we can provide and **we are excited by the opportunities to serve**. And while we are dreaming, we will continue to celebrate the Heart of Communitas with you and each other.

Thank you for being a part of this community of care,

Karyn
Chief Executive Officer,
Communitas



Krista has been described as having a heart the size of Abbotsford and as someone who genuinely wants to see people succeed. It's these qualities that make her a wonderful staff person but she'll tell you it's the people she serves who have made her love coming to work for the last 20 years.

"I like working at Communitas because it is a faith-based organization and it is person-centred. It feels like family here because you get so close to your colleagues and the people we serve."

Edwin, Residential Support Worker



96%

of people at Communitas said that their work brought a feeling of satisfaction & contribution



93%

of Staff agree that they feel appreciated & **VALUED** by their team



"In my 33 years at Communitas, I have had the opportunity to support individuals no matter what their story, who they are, or where they are in their journey of life. It matters to me how I live. It is an expression of my faith."

Jonathan, Life Skills Worker



PEOPLE & CULTURE

When Your Calling Finds You

Abigail Guenette's calling was so much a part of her life that she didn't realize it could also be her career. She began with Communitas as a Residential Support Worker, a role that came easily to her because her brother, Alexander, lives with developmental disabilities.

"Life with Alexander was sometimes challenging but he also taught me to be patient, compassionate, and the value of looking on the bright side," she says. "He has helped me develop my gift for relating to and interacting with people who live with disabilities."

Abigail's life experiences have confirmed for her that she was meant to be a caregiver and work with people. She has loved her work as an RSW and values the authentic interactions she can have each day with the people she serves. Having recently completed Communitas' Manager-In-Training program, Abigail now serves as a manager of one of our homes. As she reflects on her experiences, Abigail is grateful for the way her life experiences have shaped her and given her this unique career opportunity.



"Growing up with my brother developed in me a gift for relating to and interacting with those who have disabilities. I'm grateful for the opportunity to be able to bring those gifts to a career."

Abigail, Manager



QUALITY SERVICES

Variety of Support Creates Abundant Life

Marina loves to be active, going for walks, hitting the gym, or meeting friends for picnics. This may seem surprising but despite what some might call limitations, Marina lives an abundant life. What makes that possible, is the support she receives from the dedicated staff and contracted caregivers at Communitas.

The Speers family have been Marina's Home Share providers for more than a decade. She is a loved and valued member of the Speers family and the family is enriched by the experience of having Marina in their lives.

Marina also receives services through Communitas' Community Inclusion (CI), which enables her to get out into her community and make connections. This weekly support allows the Speers family to focus on her daily needs while giving Marina a chance to meet new people and try new things.

Both her family and her CI workers enjoy being a part of Marina's life and recognize the way that she enriches theirs. Karen Hough is one of her CI workers.

"Marina is a joy to serve and makes every day of CI an absolute blessing."



"Having Marina in our lives has been a wonderful experience. She is an amazing young lady who lights up a room when she enters it."

Kim Speers, Home Share Provider



95%
of Staff feel
that their job
challenges
them and
helps them
GROW



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your gift makes a difference
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"I love coming to work every day and making a difference – where else can you go to work and be told that you matter in the lives of others?"

Sheral, Life Skills
Counsellor, Acquired
Brain Injury Manager



INFRASTRUCTURE RESOURCING

One House, Two Floors, Many Stories

If the walls of your house could talk, what stories would they tell you? For one house owned by Communitas, the stories would be stories of welcome, transition, challenges, and above all, person-centred care. The house is one of many physical resources that are vital to the delivery of this care and as an organization, we recognize the importance of having the right resources to support the people we serve.

"Our assets exist to serve the community and the people we support – not the other way around. We are grateful for every opportunity we have to steward our resources with a people-first approach," says Karyn Santiago.

This specific house, purchased in 1987, continues to support people on their journey of life. It has been a residence for people living with developmental disabilities, fetal alcohol syndrome disorder, and mental health challenges. It has served as a space for both 24/7 care as well as day services. In its 30+ years with Communitas, it has been a hard-working, necessary resource. And while it has only two floors, it has many stories to tell.



"The house was literally an answer to prayer. It provided us with the space we needed to meet the wide variety of needs of the people we served."

Claudette, former manager,
Choices and Connections

MORE STORIES
at a Glance
Communitascare.com/stories/

