

Bonaventure Support Services Ltd.

# The Bonaventure Buzz

## From the Helm

Christy Sudyko, Executive Director



Alas! The long awaited, much anticipated 2023 increases have finally been applied. Thank you all for your incredible patience and tolerance while we waited approval to roll out the new rates.

The economic climate, financial challenges, wars in the Middle East, and an increased mental health awareness has added to a person's stress levels and feelings of a strong sense of uncertainty. Resilience, the process of adapting well in the face of adversity, is vital in these high stress times.

Tips to help foster resilience in tough economic times:

- Allow yourself to have feelings and grieve your losses;
- Make connections;
- Keep things in perspective;
- Be mindful of good things in your life;
- Maintain a hopeful outlook;
- Identify your resources and strengths;

*Geese showcase extraordinary teamwork through their V-formation flights. Each bird takes turns leading, benefitting from reduced air resistance. Similarly, our culture at Bonaventure embodies collaborative synergy. We believe in shared leadership, where every team member plays a crucial role, creating a powerful and harmonious work environment. Together, we soar to new heights, just like a flock of geese in perfect formation.*



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**Walmsley's Employee and Family Assistance Plan (EFAP)** is available for ALL employees that hold a position or line and have passed their probationary period (three (3)-months). EFAP services cover a wide range of counselling services for personal issues and challenges including; Individual and family crisis, grief and loss, stress and anxiety, career and work, drug and alcohol abuse, anger, couple and marital difficulties, accidents, emotional trauma and depression.

Bonaventure welcomes a new Community Housing Program in Parkville: FairWinds; a limited mobility home. Their success and opening of this new program is largely due to our new member of the leadership team, the program manager for FairWinds, Dawn Martynyk. It has been an absolute pleasure working with Dawn's enthusiasm, passion, curiosity and organizational skills. She has created an environment that truly feels like a home.

I also want to 'introduce' you to the new Director of Community Housing, Antoinette Janzen! Antoinette has been with Bonaventure for 5 years and has proven herself to be an absolute gem to all of the programs in which she has worked. Thank you for your continued dedication to all of our individuals!

In preparation for the flu season, all programs and services should have reinstated enhanced infection prevention and control (IPC) measures. For all other Bonaventure Programs, masks will be provided and strongly recommended. Please be respectful to those that choose to wear a mask during work. If there is an outbreak, or suspected outbreak, or at the recommendation of the health authority Programs may be required to implement mandatory mask wearing for a determined amount of time.

# EMPLOYEE FAMILY ASSISTANCE PLAN



Bridging on to Christy's 'From the Helm' update, the following link provides some fantastic readings that help us understand the various aspects of the EFAP . Please take some time to access these foundations of support! The link is presented by Walmsley, our provider of the EFAP:

<https://www.walmsley.ca/blog.html>

Below is an example of one of the topics covered:

Empathy is a fundamental human quality that holds immense significance in our personal and collective lives. It is the ability to understand and share the feelings and perspectives of others, enabling us to connect with and support one another. Here, we explore why empathy is important in various aspects of our lives, from personal relationships to societal cohesion and global harmony.

In personal relationships, such as friendships and romantic relationships, empathy allows us to truly understand the thoughts and emotions of others in our lives. When we empathize with someone, we validate and acknowledge their experiences, which strengthens the emotional bond between us. This validation creates a sense of trust and safety, enabling honest communication. Empathy is also a great way to start friendships off on the right foot, showing the other person you care about them and acknowledge their importance to you. On the opposite side of the same coin, empathy plays a pivotal role in finding resolutions in situations of conflict. When we empathize with those we are in conflict with, we can better understand their perspectives and motivations. This understanding can pave the way for reconciliation rather than escalating disputes. While oftentimes difficult, asking someone where they're coming from and attempting to see their side of an issue can be what finally resolves the conflict.

Empathy can also be highly effective in the workplace. When leaders possess empathy, it enables them to connect with their team members in more meaningful ways. Leaders who understand and appreciate the concerns and needs of their employees are more likely to create a positive and productive work environment. Empathy can also promote teamwork by fostering a culture of cooperation and mutual support among team members. This is especially true in workplaces where there are repetitive tasks, which can lead to infighting or petty squabbles. Empathy in these situations can bring employees to a better understanding of each other, making the workplace one of acceptance over tension.

Empathy not only benefits others but also contributes to our own mental health and well-being. When we practice empathy, we develop emotional intelligence, which helps us manage our own emotions more effectively. By connecting with others on an emotional level, we experience a sense of fulfillment and purpose, enhancing our overall quality of life. We will see our social circle expand and confidence increase knowing we are part of something much bigger than just ourselves.

As you can see, empathy starts within ourselves and blooms outwards into the world. When practicing it, we can see improvements in our own confidence as well as forging stronger friendships, creating healthier workplaces, and overall making the world a better place. To learn ways to increase your empathy and emotional intelligence, talk to a counsellor at Walmsley. We're here to help.

# WELCOME TO HEAD OFFICE

Bonaventure Support Services is pleased to introduce our Bookkeeping Assistant, **Miranda Orth**, to the Head Office team. Miranda comes to us from Vancouver Island University's STEPS Forward program, part of the BC Initiative for Inclusive Post-Secondary Education partnership. Miranda has her bookkeeping certificate through VIU and is learning valuable, hands-on skills—supported by Trina and Devon.





# IN THE COMMUNITY





# IN THE COMMUNITY



# IMPORTANT DATES

## REMEMBRANCE DAY

Saturday November 11, 2023

## Bonaventure's Holiday Party

Wednesday December 6th 2023

5pm–9pm

Cavalotti Lodge

2060 East Wellington Road, Nanaimo

Please RSVP to Sarah by **November 25th**  
[reception@bonaventuresupport.com](mailto:reception@bonaventuresupport.com)

## CHRISTMAS DAY

Sunday December 25th 2023

## BOXING DAY

Monday December 26th

## NEW YEAR'S DAY

Tuesday January 1st 2024



# LEST WE FORGET



## "In Flanders Fields"

by Col. John McCrae,

In Flanders Fields The poppies blow  
Between the crosses row on row  
That mark our place; and in the sky  
The larks, still bravely singing, fly

Scarce heard amid the guns below.  
We are the dead, short days ago  
We lived, felt dawn, saw sunset glow,  
Loved and were loved and now we lie  
In Flanders Fields.

Take up our quarrel with the foe  
To you, from failing hands , we throw  
The torch, be yours to hold it high.  
If ye break faith with us, who die  
We shall not sleep, though poppies grow  
In Flanders Fields.



# Andy's Page

As some of you know, I have spent most of the year training for Ironman Canada, originally scheduled for August 27th in Penticton BC. Due to the wildfires and smoke in the area throughout the month of August, that race was cancelled just a week out from the scheduled date...I was in Oliver during the end of July and saw the Eagle Bluff fire first hand and it was frightening!



I was given the option to transfer to a selection of races and chose Ironman Arizona, being held this week on November 19th...I want to thank everyone for their support as I continue to train! The journey is almost complete, can't wait to hang my bike up for a while!! Anyone wishing to follow along on race day can download the Ironman Tracker App and search for me under Ironman Arizona!

