

THE
BONAVENTURE
BUZZ

Empowering Potential, together!

Welcome to the Buzz for February 2026! This issue of the Bonaventure Buzz, our monthly newsletter, will highlight all the happenings within and around Bonaventure Support Services. This edition features many upcoming events, our Leadership Award winners, a focus on Heart Month, and reminders of important dates coming up along with the Recreation Schedule plus loads of other tidbits of information!

As always, we welcome your input on future editions of the Buzz including articles you've enjoyed, favorite recipes, personal milestones, and anything else you'd like to celebrate!

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Land Acknowledgement: "Bonaventure honors the rich heritage and traditions of the Coast Salish people, on whose lands we work, live, and play. We are committed to respecting and learning from the cultures that shape this land, as we strive to cultivate a community rooted in understanding and inclusivity."

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From The Helm – Executive Director Christy Sudyko

As we move through February, we want to take a moment to reflect on the themes shaping the month and look ahead to what's coming. This time of year can bring unique challenges, which is why our focus remains on employee well-being, connection, and support. From Heart Month activities to the Employee Satisfaction Survey and the development of new program goals, your engagement and feedback continue to guide our direction. Thank you for everything you do each day—we look forward to the months ahead and the progress we'll make together.

February: Heart Month

Historically, February is often associated with higher levels of stress, lower energy, and increased reports of seasonal fatigue, making it an important time to refocus on wellness and self-care. In recognition of Heart Month, BSS encourages employees to participate in wellness activities that support healthy eating, regular exercise, and heart health awareness. We also encourage everyone to explore and utilize the wellness resources available through the Walmsley website as part of caring for both physical and mental well-being. Join the Walmsley Scavenger Hunt! Each week you participate, your name is entered for a chance to win a relaxing day at the Kingfisher Spa.

Employee Satisfaction Survey

As we launch this year's Employee Satisfaction Survey, we want to acknowledge what you continue to share with us: feeling recognized and valued matters. Your feedback highlights the importance of meaningful recognition, support, and fair compensation and benefits, all of which remain high priorities for BSS. The survey link has been sent via email and is also posted on SV—your voice plays a critical role in shaping our actions and priorities moving forward.

New Program Goals

BSS is actively developing new program goals for the year ahead, informed by employee feedback and organizational needs. These goals will focus on strengthening support, improving communication, and continuing to enhance the employee experience across our programs.

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HR Update: A Strong Start to 2026

Hiring has been off to a great start in 2026! Since the beginning of January, we have completed 11 interviews, with 6 new hires now beginning the onboarding process through Payworks. We're also excited to share that we have hired one of our practicum placement students, and we currently have two practicum students with us—please join us in making them feel welcome.

This year, there is a strong focus on building community connections to increase awareness of our sector and attract new people into the support field. Alongside this momentum, we have introduced several improvements to our recruitment and onboarding workflows. These updates are designed to make onboarding more cohesive, efficient, and convenient for new hires. By streamlining steps and improving how information is shared and completed, candidates are better supported from the offer of acceptance through their first days with us. We anticipate these enhancements will create a smoother experience for new team members while reducing administrative back-and-forth for everyone involved.

The HR Department would also like to thank Bonaventure employees for the timely completion of annual documentation. This year's collection process was made easier with our transition to Payworks, which organizes required documents into an easy-to-follow checklist and includes built-in fill and sign features—eliminating the need to print or use additional programs.

We are still waiting on a small number of outstanding documents. If that happens to be you and you need support, please don't hesitate to reach out to anyone on the HR team—we're always happy to help.

Christy Sudyko

Executive Director

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2025 Leadership Award Winners

In January, Bonaventure hosted a Leadership Luncheon to celebrate the incredible work all of our managers do, not only for their own busy programs, but to assist other managers navigate some of the difficulties that arise day-to-day. During the luncheon, we presented the Leadership Awards for Adult Housing, Youth Housing and Community Inclusion.



Dawn Martynyk
Adult Housing



Natasha Ellis
Youth Housing



Rich McCarthy
Community Inclusion



2026 Leadership Team

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ADULT HOUSING LEADERSHIP AWARD – DAWN MARTYNYK

We are truly honoured to share with you why this manager has been chosen by their peers for the Adult Housing Leadership Award. This recognition comes directly from the colleagues who work alongside them every day, and their words reflect the deep respect and appreciation they have for the way they lead.

This leader truly lives up to their name... DAWN.

You are a bright and steady presence, bringing warmth and calm into every space you enter. You are deeply committed to the dignity and well-being of the individuals you support, and you consistently go above and beyond to advocate for both them and your team. You create environments where people feel safe, heard, respected, and valued, guided by a strong moral compass where your words and actions are always aligned. You mean what you say, and you follow through on your commitments.

Beyond your leadership, you bring genuine kindness and connection to your work. You are a natural communicator who builds strong rapport with coworkers, families, and our individuals. Your advocacy is unwavering, and you ensure that voices are heard and needs are met.

Dawn, you open your program at every opportunity to spread awareness and normalize having our homes embedded within residential communities. You actively invite the City of Parksville council to join, learn, and better understand the work we do and the people we serve, bridging understanding through openness, education, and relationship-building.

While balancing the responsibilities of both a youth and adult home, you approach your work with passion, optimism, and a growth mindset. Your compassionate nature and infectious laugh create a welcoming and supportive environment. Your leadership consistently reflects reliability, ethical practice, sound judgment, and accountability, even in the most complex situations.

Dawn, you are an outstanding leader, a fierce advocate, and an exceptional human being. For all of these reasons, it is truly an honour to recognize and celebrate you as the recipient of the

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YOUTH HOUSING LEADERSHIP AWARD – NATASHA ELLIS

From the very beginning, this manager has shown incredible dedication. From the moment she joined our management team, I have felt confident in her ability to lead with fierce competence. She models exactly what it means to support youth with tenacity, consistently advocating for what is best for them. She is an exceptional teacher, deeply knowledgeable, and carries confidence that allows her to speak up and advocate without hesitation. Watching her lead is inspiring and sets the tone for the entire team. That is why it is an honor for me to present this award to Natasha.

Natasha, you are the definition of dependable.

You are focused, organized, and always thinking several steps ahead. When challenges arise, you face them head-on with confidence and determination. You are someone I can always count on, and beneath your no-nonsense approach is a heart of gold. The feedback I've heard from your team echoes what I have always known. Staff consistently share how supported and empowered they feel. They speak to how you notice their efforts, provide honest and balanced feedback, and celebrate strengths while thoughtfully addressing areas for growth. People feel safe coming to you, knowing you communicate clearly and without judgment, even in difficult situations. Your calm, solution-focused approach helps your team navigate challenges with confidence.

I've also received feedback from your fellow managers. They say you are someone they can turn to for guidance, who brings practical, thoughtful solutions, and consistently demonstrates integrity and high standards. They note that your presence creates a ripple effect—strengthening practice, enhancing team culture, and raising the bar for leadership across programs.

Natasha, you lead by example every day with courage, humility, heart, and a fierce commitment to doing what is right for the youth and the team. You embody the very best of leadership. It is truly an honor to present you with this Leadership of the Year award. You are deeply deserving of this recognition, and I am extremely proud to have you on my team.

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COMMUNITY INCLUSION LEADERSHIP AWARD – RICH MCCARTHY

First off, I want to start by saying this was not an easy decision. The CI leadership team is strong, and each leader brings their own flair to the table. They all care deeply about the work, the individuals we support, and their teams, and each brings unique strengths to their role. However, this person stood out not just to me, but to team members and colleagues across the organization. Their name came forward repeatedly, including from leaders who themselves have received multiple nominations. When people who are already doing great work stop and say, “No really, this person,” it gets your attention.

From my perspective, Rich brings consistency, integrity, and a calm presence that anchors both staff and programs. When challenges come up, often loudly and without warning, Rich doesn’t react. He listens, pauses, and responds thoughtfully. There’s usually a clear plan, follow-up, and a steady “we’ve got this” energy.

What stands out to me most about Rich’s leadership is the way he pairs clear accountability with genuine care for people. He holds high standards without ego, supports his team without micromanaging, and approaches complex situations with logic and empathy. His team echoed this again and again, sharing that Rich truly listens, follows through, and stepped into a challenging role with confidence and care. Rich also leads with heart. He consistently puts both the individuals and his team first, while keeping the bigger picture in mind. He’s always thinking about how change can make things better. And as one team member put it, Rich isn’t “all flowers and sweets” there’s a real fire under him, and trying to slow him down is like stopping a shopping cart with a bad wheel on a downhill slope.

He’s also intentional about growth, supporting his team’s long-term goals and trusting them to lead groups, host events, and take ownership, while remaining present to guide and support. Team members shared how heard, trusted, and supported they feel, noting how approachable and present Rich is, even when things are difficult.

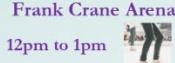
Rich, speaking directly to you for a moment : you bring calm when things are messy, clarity when things are hard, and a steady presence people rely on more than they probably say out loud. You challenge in ways that make people better, not smaller, and you somehow keep everything moving forward without making it feel heavy. You carry a lot, you do it with care, and you make the work, and the people doing it, better because you’re here. I’m extremely proud and grateful to have you on my team.

For all of these reasons, it is truly my honor to present the CI Leadership Award to Rich McCarthy.

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HEART MONTH

February Month

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1 <u>Community Events:</u> Boardgames Afternoon
2 Heart Month KICK-OFF Walmsley Scavenger hunt	3 Tasty Tuesday	4 "Andy's" Wellness at 1 Employee Appreciation Draw!	5 Beach Time Rathtrrevor Park 2:00pm to 3:30pm 	6 Weekly Wellness	7 <u>Community Events:</u> Ageless Motion Workshop Intersection of Art & Mental Health	8 <u>Community Events:</u> Boardgames Afternoon Intersection of Art & Mental Health
9 Walmsley Scavenger hunt	10 Tasty Tuesday	11 "Andy's" Wellness at 1 Employee Appreciation Draw!	12 Cold Water Plunge Long Lake 2:00pm to 3:00pm 	13 Weekly Wellness	14 <u>Community Events:</u> Valentine's Day  Sip and Putt Intersection of Art & Mental Health	15 <u>Community Events:</u> Boardgames Afternoon Ayurveda Winter Practices Heart-Centered Retreat
16 	17 Tasty Tuesday & Walmsley Scavenger hunt	18 "Andy's" Wellness at 1 Employee Appreciation Draw!	19 Yoga Southside CI 2:00pm to 3:00pm 	20 Weekly Wellness Skating Frank Crane Arena 12pm to 1pm 	21 <u>Community Events:</u> Intersection of Art & Mental Health	22 <u>Community Events:</u> Boardgames Afternoon Intersection of Art & Mental Health
23 Walmsley Scavenger hunt	24 Tasty Tuesday	25 Pink Shirt Day "Andy's" Wellness at 1 Employee Appreciation Draw!	26 5th Annual Bake Off Head Office 1pm-3pm 	27 Weekly Wellness	28 <u>Community Events:</u> Wellness Expo Intersection of Art & Mental Health	

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Recreation Program

Check out what your Recreation Program has planned for you this month!

Any questions, please contact Becca via email
recreation@bonaventuresupport.com

February 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 Sun catchers DIY 1-4 	2	3 Batting cages 1-2 	4 Oliver Woods 1:15-2:45	5 Fitness Friday 12:30-2 	6	7
8 Valentines cards and Crafts 1-4 	9	10 Bus to beban pool 12-2 	11 Oliver Woods 1:15-2:45	12 Valentines Day Bingo 12:30-2:30 	13	14
15	16 Closed Family day	17 Cooking Club Chicken Kabob 11-2	18 Oliver Woods 1:15-2:45	19 Heart Month Activity	20	21
22 Batting cages 1:30-3:30 	23	24 Self Advocacy 1-2 Be an Upstander not a Bystander	25 Oliver Woods 1:15-2:45	26 Eat the Movie 5-8	27	28

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Important Dates to Remember

STAT HOLIDAYS

Monday, February 16th, 2026 – Family Day

Friday, April 3rd, 2026 – Good Friday



Tuesday February 10, 2026 – Head Office Boardroom



BE A UPSTANDER NOT A BYSTANDER

JOIN US AT
SELF ADVOCACY

FEBURARY 25TH
1-2



Kindness is the true strength;
stand tall and stand together
against bullying

Eat the movie

Shrek

2

Join us as we Eat what's
on our screen a fun twist
on a great movie

Feburary 27th
4-6

Barons Cl



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OLIVER WOODS



OPEN GYM

1:15-2:45

THURSDAYS

MEET US THERE!

THE 40 STOPS ON UPLANDS

“UPLANDS- PRIMROSE”
OR



“UPLANDS- EDGEWATER LANE”

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Art Program



Marble Painting



Valentines
Pompom monsters & Handmade
Valentines



Wild and Free



Diamond art
keychains

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Marble Painting

Marble Shaving Cream Painting is a fun, sensory art activity where food colouring is swirled into shaving cream to create colorful, marbled patterns. Paper is gently pressed onto the surface to transfer the design, making each print completely unique. This hands-on project encourages creativity, experimentation, and exploration of color while creating beautiful, one-of-a-kind artwork.

Valentines Pompom monsters & Handmade Valentines

Join us in Art this week as we create handmade Valentines and Valentine pom-pom monsters! Participants will design and decorate their own Valentines and envelopes using craft materials, then get creative making playful pom-pom monsters full of personality. This fun, hands-on activity encourages creativity, self-expression, and plenty of Valentine's Day cheer.

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Wild and Free

Come and explore your creative side with Wild & Free Wednesday. Individuals are welcome to expand their creativity in a space that promotes artistic freedom. Come and create without boundaries with multiple mediums technique and styles.

Diamond art keychains

Diamond Art Keychains are a fun, creative craft where participants use tiny, colorful gems to create sparkling designs on keychain templates. By placing each gem, you'll bring your design to life with texture and shine. This relaxing, hands-on activity is suitable for all skill levels and results in a bright, durable keychain that's perfect for personal use or gifting.

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Spotlight on Global Traditions

VALENTINE'S DAY

HISTORY, CULTURE, AND TRADITIONS

VALENTINE'S DAY IS CELEBRATED EVERY YEAR ON FEBRUARY 14 IN MANY COUNTRIES AROUND THE WORLD. TODAY, IT IS OFTEN ASSOCIATED WITH LOVE, FRIENDSHIP, AND CARING FOR OTHERS, BUT VALENTINE'S DAY HAS A LONG AND INTERESTING HISTORY.

THE HOLIDAY IS NAMED AFTER SAINT VALENTINE, A PERSON BELIEVED TO HAVE LIVED IN ANCIENT ROME. THERE ARE DIFFERENT STORIES ABOUT WHO SAINT VALENTINE WAS, BUT MANY BELIEVE HE HELPED PEOPLE EXPRESS LOVE AND KINDNESS AT A TIME WHEN IT WAS NOT ALWAYS ALLOWED. BECAUSE OF THIS, VALENTINE BECAME A SYMBOL OF CARING AND COMPASSION.

OVER TIME, VALENTINE'S DAY CHANGED FROM A RELIGIOUS DAY INTO A CULTURAL CELEBRATION. BY THE MIDDLE AGES IN EUROPE, PEOPLE BEGAN TO CONNECT VALENTINE'S DAY WITH ROMANCE AND RELATIONSHIPS. WRITTEN LOVE NOTES, ALSO KNOWN AS "VALENTINES," BECAME POPULAR DURING THIS TIME.

IN THE 1800S, PRINTED VALENTINE'S DAY CARDS BECAME WIDELY AVAILABLE, MAKING IT EASIER FOR PEOPLE TO SHARE MESSAGES OF AFFECTION. TODAY, PEOPLE OFTEN EXCHANGE CARDS, FLOWERS, CHOCOLATES, AND SMALL GIFTS TO SHOW APPRECIATION.

VALENTINE'S DAY IS CELEBRATED DIFFERENTLY AROUND THE WORLD:

- IN JAPAN, IT IS TRADITIONAL FOR WOMEN TO GIVE CHOCOLATES, AND MEN RETURN THE GESTURE ON A LATER DATE.
- IN FINLAND AND ESTONIA, VALENTINE'S DAY FOCUSES ON FRIENDSHIP RATHER THAN ROMANCE.
- IN SOME CULTURES, THE DAY IS ABOUT SHOWING APPRECIATION TO FRIENDS, FAMILY, AND COMMUNITY MEMBERS.

VALENTINE'S DAY IS NOT ONLY ABOUT ROMANTIC RELATIONSHIPS. IN MANY CULTURES TODAY, IT IS ALSO A TIME TO CELEBRATE FRIENDSHIP, KINDNESS, AND CONNECTION. PEOPLE MAY USE THE DAY TO SHOW CARE FOR OTHERS IN WAYS THAT FEEL MEANINGFUL TO THEM.

• VALENTINE'S DAY CONTINUES TO EVOLVE AS CULTURES CHANGE. WHILE TRADITIONS MAY LOOK DIFFERENT FROM PLACE TO PLACE, THE DAY REMAINS A TIME WHEN PEOPLE REFLECT ON RELATIONSHIPS AND HUMAN CONNECTION THROUGHOUT HISTORY AND ACROSS CULTURES.



Valentine's Day

AROUND THE WORLD

MATCH EACH LANGUAGE WITH THE CORRECT TRANSLATION OF "I LOVE YOU".

____ 1. Ich liebe dich	A. Norwegian
____ 2. Te amo	B. French
____ 3. Miluji tě	C. Polish
____ 4. Jeg elsker deg	D. Filipino
____ 5. Wo ie ni	E. Italian
____ 6. Je t'aime	F. German
____ 7. Seni seviyorum	G. Swahili
____ 8. Nakupenda	H. Czech
____ 9. Ti amo	I. Japanese
____ 10. Mahal kita	J. Turkish
____ 11. Kocham cię	K. Chinese
____ 12. Aishitemasu	L. Spanish



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Accreditation Matters

Achieving accreditation shows the public and funders/regulators your commitment to continuously improve services, manage risk, and distinguish your service delivery.

These valuable benefits and unique advantages are the greatest return on your accreditation investment:

Assurance to persons seeking services and funding sources, referral agencies, and the community that a provider has demonstrated conformance to internationally accepted standards.

Person-focused standards that emphasize an integrated and individualized approach to services and outcomes.

Improved communication with persons served.

Evidence to federal, state, provincial, and local governments of commitment to quality of programs and services that receive government funding.

Management techniques that are efficient, cost-effective, and based on outcomes and consumer satisfaction.

Guidance for responsible management and professional growth of personnel.

Support from us through consultation, publications, training opportunities, and newsletters.

The value of accreditation goes beyond conformance.

Accreditation positively impacts your business and services in many ways. These benefits, combined with the strength of our internationally accepted standards and consultative peer-review model, are distinguishing factors that make CARF the accreditor of choice for health and human service providers.

Business improvement * Risk management * Funding/contract access * Positive visibility

Peer networking * Accountability * Insurance premium savings * eLearning support