

W I N T E R 2 0 1 5

COMMUNITY INTEGRATION SERVICES SOCIETY



News Link



MERRY CHRISTMAS!

Another year and another enjoyable Christmas Party! Many milestones were celebrated this year for our staff and clients. Congratulations Navjit (5 years), Pamela (10 years), John (15 years) and Brenda (20 years), we hope to see your smiling faces for many more years to come. As well, a big welcome from CISS to Adam! Merry Christmas from CISS!



From the Executive Director's Desk

By Shari

Merry Christmas to all of our readers, we hope that the season brings you together with family and friends in a joyous way. As the year draws to an end I feel content and happy with all of the great work that this organization has done over the past twelve months.

2014 has been a very busy year for all of us; but with it was a year that I would describe as being of *great collaboration*. Both on the North Shore and in Port Coquitlam staff worked together to achieve common goals. Together is better, stronger, and we definitely witnessed this when we saw the creation and upkeep of the garden at Melissa Park. A lot of love and hard work went into that garden and we all enjoyed the benefits as the summer grew into the fall.

2015 will be CISS' 25th Anniversary so keep your eyes peeled as we plan special events throughout the year. So many celebrations to come this year, including the retirement of our 20 year Office Administrator, Pam Galt, who by the way is not even close to 65 years old. Pam's last official business at CISS will be at the Annual General Meeting at the end of June 2015, everyone should plan to attend this very special celebration with the board of directors.

CISS went through an accreditation survey in October and successfully achieved a three year certificate. CARF Accreditation completed the survey and many of you may have met the two surveyors (Darrel and Jeff) either at our opening and closing meetings, in the field, or over the phone during a reference check.

The following recommendations were made as a result of the survey:

- CISS should implement a written cultural competency and diversity plan that addresses clients, personnel, and other stakeholders. The written plan should consider culture, age, gender, sexual orientation, spiritual beliefs, socioeconomic status, and language. The cultural competency and diversity plan should be reviewed at least annually for relevance and updated as needed.
- It is recommended that CISS include diversity training for all personnel upon hire and at regular intervals of employment thereafter.
- CISS should expand its written ethical codes of conduct to include ethical standards for contractual relationships.
- It is recommended that CISS implement policies promoting the rights of the clients to have access to their own records and informed consent or expression of choice regarding the composition of their service delivery team.
- CISS has a comprehensive accessibility plan that is reviewed and updated on a regular basis. However, CISS should include a section for assessing and identifying technology barriers for the clients, personnel, and other stakeholders.
- It is recommended that CISS develop a policy that specifies whether or not it has a role in the prescribing and dispensing of medications as well as providing physical control of medications self-administered by the clients. This might be achieved by amending an existing medication policy.
- CISS has implemented written emergency procedures for all of its service locations. However, CISS should ensure that unannounced tests of all emergency procedures are conducted at least annually on each shift and at each location.
- CISS has developed a comprehensive performance evaluation document based on job descriptions. However, CISS should ensure that performance evaluations are completed for all personnel on an annual basis.

The following comments were included in the report: On balance, CISS has made many adaptations in an ever changing service industry. CISS' staff, management, and board of directors are very committed to the steps necessary to implement quality services for their clients. Clients and other stakeholders are very satisfied with programs offered through CISS and show strong support for continued services. The organization is very committed to the overall health and safety of personnel and clients.

The next step is completion of a Quality Improvement Plan (QIP) which will document how we plan on addressing each recommendation. For a copy of the full report please see Pam Galt at Melissa Park.

Spotlights

Rae

By Brenda

Rae started with CISS 12 years ago and settled on the IDS 2 team. On November 10, 2014 Rae and her family moved on, to start a new journey in Medicine Hat, Alberta. Rae's smile and friendly disposition could light up any room. She had many dreams, worked very hard and accomplished so much through the years. Rae worked with the Kyle Kitchen and catering programs, creating menus and dishes while maintaining accounting and administrative duties. Rae volunteered her time shopping for the Transition House, shopping for the Maple Ridge Legion, setting tables at Hawthorne Seniors' Centre and offering hand massage services and a friendly face for the seniors at Burquitlam Seniors' Centre. Rae particularly loved working with children and became the weekly reader to kindergarteners at Central Elementary School. Rae took on a new challenge with Toastmaster (public speaking forum) where she volunteered to be "note taker" and completed her two minute speech. CISS turned to Rae to speak publicly at our events such as our open house and AGM. From everyone at CISS, we would like to wish Rae and her family all the best! You will be missed!



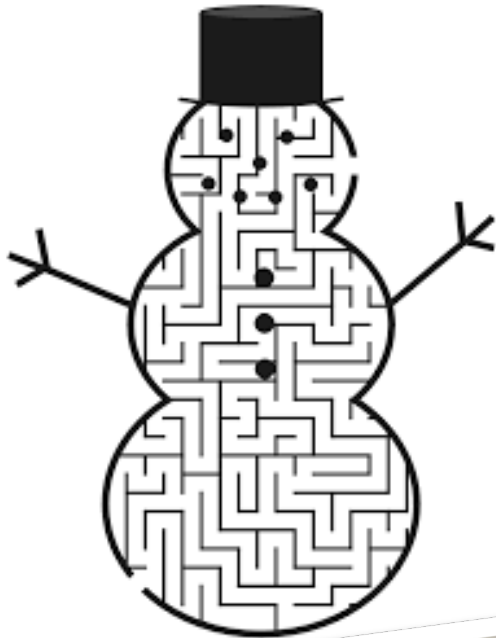
Darren

By Trish

For people familiar with our North Shore team, Darren is hard to miss. Darren towering at 6'4" is affectionately known to his team mates and clients as 'Big Darren'. Darren joined CISS as a casual employee in August of 2010. In early June, two years later, Darren accepted a permanent three day position in North Vancouver. Born in New Westminster and raised in Coquitlam; Darren is one of three siblings. Darren, known for his kind and accepting nature has provided HomeShare in his Coquitlam home for the past 7 years. Darren leads a full life which encompasses a passion for cars; physical fitness, cooking and frequent trips to California. In addition, Darren enjoys a large network of friends but most importantly, one very best friend in particular, his much-loved Doberman, Abel.



Winter Fun Page



Winter Riddles:

- Q:** What's the difference between an iceberg and a clothes brush?
- A:** One crushes boats and the other brushes coats!
- Q:** Why do seals swim in salt water?
- A:** Because pepper water makes them sneeze!
- Q:** What vegetable was forbidden on the ships of Arctic explorers?
- A:** Leeks!
- Q:** What do you call a reindeer with no eyes?
- A:** I have no eye deer.



Include Me BC

By Mary Joy

CLBC wants to help people lead good lives and become welcomed citizens in their communities. To learn what they are doing well and where services may be improved, CLBC completed the Quality of Life Demonstration Project in the Simon Fraser Region in 2011 and in 2012 & 2013 they started the Include Me project in the Simon Fraser Region and the Vancouver Coastal Region. Include Me allows persons with developmental disabilities to provide direct feedback about their quality of life through a discussion. In turn, CLBC and Service Providers, such as CISS, receive information that helps identify areas where services can be improved. The questions asked during the interviews were developed by Dr. Robert Schalock. Questions were based on 8 areas that measure a person's quality of life, with 5 additional questions

asking about overall quality of life, transportation and employment.

Include Me information sessions were held for staff in North Vancouver on October 27th and Melissa Park on October 31st and pizza parties on October 29th at Melissa Park and October 30th in North Vancouver. Everyone was able to ask questions, participate in an activity and view a slideshow.

Interviews were completed in North Vancouver during the week of November 17th to the 21st and at Melissa Park November 24th to the 28th.

Any missed interviews were completed December 8th. Everyone was well respected and appeared to not only to be interested in the sessions and interviews, but were enthusiastic when participating. The interviewers, Debbie and Frank were very professional. Both interviewers got along well with everyone and enjoyed having lunch at the sites. Some feedback I received from both the interviewers was that they really enjoyed working with CISS and found us to be very warm and open minded. They felt

welcomed and we made them comfortable.

Toastmasters

By Katrina

Chantal is a member of the "Burnaby Toastmasters" Group. "Toastmasters" is an internationally recognized club that empowers individuals to become more effective communicators, resulting in greater self-confidence and personal growth. Chantal and her support staff attend club meetings each Wednesday. Club meetings provide a positive and supportive environment to learn the basics of public speaking, to practice listening skills, to increase communication skills and develop leadership skills. The Toastmasters program requires its participants to prepare and give a total of ten (4-10 minute) speech projects. Each speech is designed to develop a different skill. They also give members an opportunity each week to build "quick thinking" skills by giving a 1-2 minute impromptu "Table Topics" speech based on the chosen theme of the weekly meeting.

Participants are also required to take on various roles such as Timer, Grammarian or Speech Evaluator.

Chantal has become quite comfortable with the other members of the club and seems to be enjoying attending these weekly meetings. She has confidently taken on the role of "Timer" on numerous occasions and has given several Table Topic speeches. Chantal's next challenge will be to deliver her first speech project – called the "Icebreaker". The "Icebreaker" speech is intended to give club members some information about you, your interests and your ambitions. She is hoping to give her first speech at the beginning of the New Year. Chantal's support staff has noticed an increase in her self-confidence and communication skills since joining this group.



How to Stop Procrastinating

By Pam

Wikipedia defines procrastination as “the practice of carrying out less urgent tasks in preference to more urgent ones, or doing more pleasurable things in place of less pleasurable ones, and thus putting off impending tasks to a later time, sometimes to the ‘last minute’ before the [deadline](#).” Procrastination is something we all do, yet we may not even realize we’re doing it. In our own minds we create all sorts of reasons that supply us with enough logic to justify why we cannot complete the task at hand. It’s an easy way of getting stuck. By recognizing these avoidance tactics is the first step in dealing with them. Try following these tips to help motivate yourself in completing those jobs that you have avoided doing and hopefully you find before you know it they’re done.

1. Stop trying to create the perfect plan for tackling the task/job. It is in our nature to not want to make a mistake, be rejected, feel disappointment or failure. This of course does not exist however by constantly planning and re-thinking our approach to completing the perfect job is actually our way of protecting ourselves. Perfectionism is one of the biggest reasons for procrastinating so stop thinking and start doing.

2. We all want to make the right decision. Our fear and anxiety often make us sit idle and not take action which is unnatural because we want to do right. When we don’t take action, we then feel bad, which doesn’t align with our thoughts and we become conflicted. We tell ourselves over and over that we are a confident individual; however it is the confident actions that really build a confident

person. By procrastinating you actually lower your self-esteem and are sending signals to yourself that you are less of a person.

3. Break down the job into sections or parts and then focus just on one part to make the job less overwhelming. As you complete each part you will feel a sense of accomplishment and often will keep going and get the job done.

4. Start with the most challenging task first thing in the day to get it out of the way. Once it is done you will be more relaxed and the rest of the tasks on your to-do list will feel a lot easier to move through.

5. When you sit down to work be prepared and make sure that you have everything you need. By doing so you will not be distracted of having to move around and possibly coming in contact with other people wanting your attention, or being distracted by other things. Being fully prepared is a powerful motivator for completing a task.

6. Think about the negative impact if the job is not done on time. Fear and desire are great motivators of human behavior and sometimes you can motivate yourself into action just by reminding yourself of what negative consequences will occur, and who and what will be impacted if you do not get things done.

“Tomorrow is often the busiest day of the week” (A Spanish Proverb)

These tips were taken from the following sites: www.positivityblog.com, www.lifehack.org, www.unstuck.com and www.briantracy.com

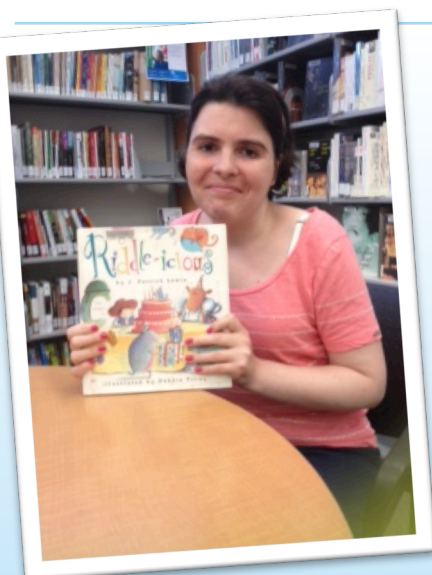
Book Review

RIDDLE-ICIOUS by J. Patrick Lewis, Illustrations by Debbie Tilley

By Laura

Riddle-icious is a book of 28 poems that will delight anyone who likes a good rhyme and a good riddle. There are clever clues in Lewis’s poetic puzzles and Tilley’s funny illustrations. Here is an example: “This sky high pirate steals gold from the sun, hides moon-silver, captures stars, one by one.”

Answer: A Cloud



Go-Getters Update

By Jeff

The Go-Getters are getting going again. After a bit of a hiatus this year, the group reconvened in early December to plan how they would be more active in the New Year. Victoria, Elisa and Mark were eager to take on leadership roles with the group and will work together to plan meetings. The group plans to have a speaker come in early next year to help them learn about the work of other self-advocates groups.

Members of the group spoke strongly about advocating for their rights, and are currently in the process of identifying which types of rights they would be most interested in learning more about. Armed with this knowledge, the members of the group are interested in advocating for their own rights and the rights of other people with disabilities.



Costco Lion's Club Volunteer Position

By Brook

Since the end of October, Mike and Johnny have been volunteering with the Lion's club. They are helping shop for meat draws at Costco in Coquitlam. Every Friday, Mike, Johnny and staff meet up with the Lion's club members at Costco and head to the meat department. A large rack of meat is brought out and plastic bags are distributed amongst the group. Michael and Johnny help to package the individual meat packs (like steaks, roasts and chicken thighs), and place into boxes for individual meat orders. Once the meat is packaged, Mike, Johnny and staff make their way to locate and retrieve multipacks of eggs and bacon that go into the orders as well. From there they head to check out and then they help transfer the goods into the Lion's club vehicle.



Fresh Slice and Dong Ku

By Mary Joy

On October 29, 2014 Dong Ku began to work for Fresh Slice Pizza. Dong Ku went to Freshslice with his staff Bijan, they met with the Manager of the Store and negotiated for Dong Ku to learn how to make pizzas. It was agreed that Dong Ku could train with his staff to make pizzas and to fold boxes. It was trial and error in the beginning as Dong Ku is a very fast worker. The pizzas need to be made in a certain way which takes some time to learn. Right now Dong Ku is perfecting the dough, learning to take his time and do the job well. Dong-Ku's goal is to complete the tasks methodically so that the job is done properly. The speed of the task is not the goal. Dong-Ku is learning patience, he will oil the pizza pans, place the dough on the pans, rack the pizza pans until he has done 40 pans. When Dong Ku has completed the tasks, he completes his clean up and puts the dough into the cooler. If Dong Ku has time he will make pizza boxes and place advertisements on the top of each box. Dong Ku took pictures of his tasks on his iPhone and showed his mom. He says he is very happy doing the pizza job. Dong Ku will work towards making full pizzas, one step at a time. Way to go Dong Ku on a job well done.



Suggestion Box December 2014

By Shari

Over the past four months there were five suggestions made through the suggestion box

Suggestion: Have famous people come to CISS to check us out

Great suggestion, we certainly could invite some famous people to some of our events. I will pass this on to the Social Committee so they can find out if anyone at CISS knows of any famous people who could come out to see us. Thank you for the suggestion.

Suggestion: Staff working in the Kitchen and Catering should have food safe!

Yes, you are correct; one person in the kitchen must have food safe, it is mandatory. Cooking programs where we are selling food or serving the public must meet food safety standards. Please remember that several clients also have been trained in Food safe practices as well. If you are not sure about who has it on your team please see your manager. Thank you for the suggestion and the reminder.

Suggestion: Rotate managers shifts so one manager here until 4:00 p.m. All managers are gone. Nobody for debriefing.

Managers begin their day early, (most before 7:30 a.m.) reviewing and monitoring schedules and making adjustments so that all shifts are covered and that employees and clients are informed of the last minute changes, it can be very hectic in the early morning to assure that everything is ready for the day. It can be difficult for replacement manager to manage these types of changes due to their lack of knowledge or up to the minute information about the program they are taking care of.

In reviewing this situation I found the following details:

Out of 36 regular employees, only 8 work until 4:00 p.m. but not every day. Most employees working until 4 only do so some days each week. Some staff work this shift do so as they pick up clients who live in Maple Ridge and drive them into the office. In most cases this shift is at the request of the employee.

Every year the Health & Safety Committee send out a Risk Assessment Survey asking employees about their experiences in dealing with critical incidents in the work place. In the current year a question was asked: "Was a debriefing of the incident(s) with the Program Manager requested?"

There were a total of 27 surveys completed and out of the 27, 7 people responded "yes", 9 people responded "no", 9 people did not answer the question because they did not report any incidents of violence (in the survey) and 2 people did not answer the question, even though they reported at least one incident of violence.

Staff assess their situation and reach out for the support that they need. This is taught in the Non Violent Crisis Intervention Training and is affirmed through the 1:1 meetings with the manager when talking about critical incidents. Staff need to remember that their manager has a cellular phone which they can be reached at until 4:00 p.m. daily. If an employee needs to report an incident or have any type of support they can reach their manager in that way, please remember they are accessible to you.

Considering that all current clients are finished being supported by 3:00 p.m. it would make sense that all employees finish their shift by the same time, therefore; I will have each manager review with their staff their administration schedule and make adjustments accordingly. In the past we did not have enough equipment or space for everyone to work the same shift however now that we have the computer stations at each site there is plenty of room for everyone.

Suggestion: Could we please get a Canada Flag and Pole for Melissa Park?

Yes, great idea. What a wonderful idea. I would like to hang on to that suggestion until our AGM celebration since it is our 25th Anniversary we want to make it special and this could be one of the things that we do in unveiling our Canadian Flag. Thanks for the suggestion.

Suggestion: *More and more I am noticing dirty dishes either in the cutlery drawer or in the cupboards. I was taken aback to learn that what I thought was a dishwasher is merely a sanitizer, CISS clients have been assigned kitchen duty tasks and I think it is unfair to ask them to clean other people's dirty dishes. Given that CISS has a catering program, why don't we have a proper dishwashing machine? If a new one is not in the budget, Poco Appliances has very good used and reconditioned units and they are just around the corner on Kingsway. In the interim I think individuals should be responsible for their own dirty dishes.*

Thank you for bringing this topic for discussion. Actually, although everyone states that the current unit is for sterilizing only, it actually injects soap during the process – the large jug is under the sink takes care of that for us. If you visit the Kyle Center or any other kitchen which is set up as industrial you will find the same type of units. Some of the people working on the cleanup program have done so at their request or their families request during their goal setting annual planning meeting. This type of work is good practise for paid employment work. I will have someone look into this situation more closely to assess what our best options are and we can get quotes of the best type of unit, installation and delivery as well. In the meanwhile no matter which appliance we use and even if we get a good dishwasher it will not take care of the cups being put in, done correctly and rinsed if it will be a lengthy time until it runs a cycle so we will still need to address the problem of people taking care of their own dishes, I will leave this to the teams to sort out.

The suggestion box is located on every site and is open to anyone who wishes to make a suggestion.

Art Workshop at Mollie Nye

By Mary Joy

On Wednesday mornings some members of our North Vancouver programs participated in an Art workshop, held at Mollie Nye House. One of the staff, Nina, put in a proposal to do an art workshop for three months. We were very lucky to have some friends donate some of the art supplies. We had great participation from the individuals including one client from a program at Melissa Park and one individual from the community. Three staff from North Vancouver put on the Art sessions. Nina led a T-shirt craft, where the participants decorated and designed their own T-shirt. Another project was learning to make cards, everyone was so creative. They also did pumpkin decoration. With Trish, the participants worked on acrylics on canvas and cupcake decorating, as well as Trish and Natalie assisted everyone to put their artwork on magnets, by copying their work to the computer using Photoshop. Everyone received a certificate of participation. Thank you to everyone who participated and organized the workshops, especially Nina, Trish and Nathalie for their leadership. We discovered we have many talented individuals whose artistic qualities blossomed.



Fetal Alcohol Spectrum Disorder

By Hannah

The term 'Fetal Alcohol Spectrum Disorders' (FASD) describes a range of birth defects that can occur in any baby whose birth mother drank alcohol anytime during pregnancy. It is estimated that FASD affects approximately one percent of Canadians. 'FASD' is not a diagnosis, but refers to a group of conditions. Even though each condition—or disorder—has unique features, all cases of FASD can result in physical, mental, and behavioral problems, as well as learning disabilities. The medical diagnoses of FASD include:

- Fetal Alcohol Syndrome (FAS)
- Partial FASD (pFAS)
- Alcohol Related Neurodevelopmental Disorder (ARND)

<http://www.canfasd.ca/>; <http://www.fasdcenter.samhsa.gov/>;
<http://sogc.org/guidelines/alcohol-use-and-pregnancy-consensus-clinical-guidelines/>; <http://www.phac-aspc.gc.ca/hp-gs/index-eng.php>; <http://www.fasdoutreach.ca>; <http://www.fasworld.com>

How to prevent FASD?

FASD is 100% preventable developmental disability among Canadians. The only sure way to prevent FASD is to totally avoid alcohol while trying to get pregnant, or during pregnancy. Canada's new 'Low-Risk Alcohol Drinking Guidelines' advise that there is no safe amount, and no safe time, to drink alcohol during pregnancy.

How to cure FASD?

FASD cannot be cured and has lifelong impacts on individuals, their families, and society. But with proper diagnosis, treatment, and a support network of family and friends, many people with an FASD can learn coping skills and have an improved quality of life.

Impacts of FASD:

The brain damage that results from FASD often means that people affected by FASD have a hard time learning new skills and controlling their behaviour, learning from experience, understanding consequences and getting along with others.

How is FASD diagnosed?

Diagnosing FASD can be difficult. If a birth mother drinks during pregnancy, being honest about her drinking will help her doctor avoid a wrong diagnosis. For the child, early diagnosis results in better outcomes. A doctor can make a diagnosis alone, but may also seek opinions from other experts. The best treatment for FASD will involve a range of healthcare professionals, such as psychologists, speech pathologists, social workers, and certain kinds of therapists.

Every September, British Columbia marks FASD Prevention and Support Month and Day (Sept 9). On the ninth day of the ninth month, people in BC and around the world mark the day to help raise awareness about the dangers of drinking while pregnant. The day was chosen to symbolize the nine months of pregnancy.

Consumer Satisfaction Article

By Pam

In the past four months (August to December 2014) there have been 23 client surveys completed and returned to CISS.

Question	Yes	No	No Response	
Did you have help to fill out this survey?	21	0	2	
Who helped?	Family or Caregiver 12	CISS Support Staff 10	Peer 0	Home Support Worker 1

The measuring range for the survey was: Awesome or Okay/Good or Terrible which was demonstrated through face symbols (see our web site <http://www.gociss.org> for a view of the survey tool).

Question	Awesome	Okay or Good	Terrible	No Response
The Social Committee plans parties and events that I like.	15	8	0	0
List of suggestions for the Social Committee: Going out for coffee, bowling and pizza party, more parties, events that could include my brother and sister sometimes, birthday parties, Christmas parties, none at this time.				
I like the programs that I do at my program.	17	6	0	0
I set my own individual goals at my ISP meeting.	12	10	0	1
I get to try new things at my day program if I want.	12	11	0	0
I like the way my staff help me at my day program	17	6	0	0
My Program Manager listens to my complaints	17	6	0	0

What do you like the best about CISS?

I like CISS very much
They help me with my needs, I am so happy at day program
That I get to work with people I like
Swimming, golfing, good friends
Safe, friends, peers, new office
Walking outside
Meeting up with my peers
Going for walks in nature
Hawthorne, Coffee House, walks
Staff and cupcakes on Thursdays, working at Korna (pet shop)
The variety of activities that I am offered
Spending time with my peers, participating in fun activities daily
CISS very well listen to consumer, staff are very nice, programs are very well made
Likes the day programs, program manager
CISS is close to my home and I get to go out everyday
I get to hang out with my friends, go to Kyle Kitchen, go swimming, work at Boston Pizza
Good location, landscape work, Kyle Kitchen
Going out to do fun things, seeing my friends
My support
Lap top

What do you not like the best about CISS?

Nothing
Walking with people I don't like
Nothing at this time
Schedule changes
Peers that are loud
Nothing!
Nothing
There has been a lot of new staff lately. Sometimes I like to challenge the staff especially at meal times.
Facilities are not enough
Sometimes I'm tired in the mornings and I don't like getting up
I don't liked to be teased. I don't like it when people give me questions. I don't like to be touched
People touching or bugging me
Peers going near my bags
Touch TV
Working on Fridays

Do you have any suggestions or ideas?

Would like to be involved in new activities
No
No
Nothing at this time
No
Activities with animals, trips to McDonalds
More picnics and BBQ's
I am able to provide some money if needed, for other activities or transportation
To develop more individual programs
More events that include my family
I like to go for a walk and play basketball with staff and go to the park
No
None at this time
Medical pills



JAVA WITH FRIENDS

COME JOIN THE FUN!

THURSDAY 12:15 – 1:30 PM

PLACE MALLAIRDVILLE

1200 CARTIER ST.

COQUITLAM

\$3.00 ADMISSION

CONCESSION ALSO AVAILABLE

(COFFEE, POP, CHIPS)

LIVE MUSIC, DOOR PRICES, DANCING,
OPPORTUNITIES TO SOCIALIZE

****Please note the increased cost
of admission to \$3.00 starting January 8, 2015****

BRAVOS

To Renee and Tanya from Jeff: After a toilet clogged at the end of the day, Renee and Tanya got out the mop and plunger and took care of the it!

To Ramiro from Pam: During the summer and on a weekend, Ramiro came in to paint the stairs at Melissa Park and also applied gripping material to make them safer. He insisted on not being paid as he wanted to donate his work to the society.

To April from Nina: When bringing her client to the North Vancouver Art Workshop, April provides great artistic and hands on assistance to all clients participating!

To Rob from Brenda: Rob went above and beyond his duties. A client's house van broke down. Rob didn't hesitate to take the client home in his own vehicle on his own time! Thank you Rob

To Brenda from Rob: Upon leaving work, Brenda saw a group home's van had broken down, leaving two clients stranded on the side of the road in the cold. Brenda stopped to make sure they were ok and offered to drive a client home; not knowing when a cab would arrive. Brenda went above and beyond in her efforts to assist.

To Reina from Lee: For including Chantal in seeing "Mary Poppins" with her family on the weekend!

WE NEED YOUR SUPPORT!

Please support CISS by donating to our 2015 fundraising campaign.

Name: _____

Address: _____

Postal Code: _____

Phone: _____

Enclosed is a cheque or money order (made payable to Community Integration Services Society) for the amount of:

\$25 \$50 \$100 other _____

Your charitable receipt will be sent to the above address.

Thank you for your contribution!

Members of the Newsletter Committee include: Brook, Nicole, Nina and Jeffrey.

Layout by Kimberley S.

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If you would like to submit an article, picture, or creative work e-mail your submission to: jbattle@gociss.org

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www.gociss.org

*CISS has enhanced our website; you can now view it on your mobile device.

Community Integration Services Society

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