

WENDAT

Community Programs

Providing Services for Seniors and Adult
Mental Health Services in North Simcoe-Muskoka



April 2022

WENDAT UPDATE

It has been some time since our last newsletter. Since we published that newsletter, most of our time and energy has been focused on the ever changing protocols and directives around COVID-19. Since December 2021, almost 50% of our staff have had COVID, been exposed to COVID or needed to take care of family members with COVID making it necessary for them to isolate and be absent from work. There have been staff shortages in every program. In addition to absence related to COVID, Wendat has experienced an unprecedented staff turnover rate of almost 26% in the past year. We have also had staff absences for maternity leaves and long term medical leaves.

We appreciate our client's and partners patience as we have done our best to continue to provide all our programs and services while following COVID-19 protocols and dealing with staff shortages. Our staff are to be commended for continuing to provide high-quality service despite these challenges. At the end of the 21-22 fiscal year, we met or exceeded all our program targets except group attendance and this is directly attributed to covid protocols dictating that we have smaller groups due to social distancing requirements. What this actually means is that staff who were at work were often performing at 1.5 times their usual workload. They covered for each other and managed to keep everything going. We are very lucky to have a group of dedicated, loyal, hard-working staff.

We are working hard to fill vacancies left by departing staff, those on maternity leave or medical leave and we have welcomed many new staff. We continue active recruitment to fill the remaining openings.

On April 1st, 2022 Wendat launched a new strategic plan for 2022—2025. You can see a high level summary of this plan inside this newsletter. Not surprisingly, staff retention is a high priority for Wendat. To achieve that goal, Wendat has hired Ladder HR, a Human Resources firm to complete several projects including a compensation review, an overhaul of our performance management system and implementing and managing out annual staff satisfaction survey.

We are very pleased that the Boston Pizza/Wendat Charity Golf Tournament will be held on Monday June 27th, 2022. We are very grateful to Andy Staffen and Boston Pizza Midland for bringing this event back after a two-year absence.

WE are very excited to announce that we paid of the mortgage on the Lorna Tomlinson Residence for Seniors in July 2021.

Andrea Abbott-Kokosin, Executive Director (pictured above)

At a Glance Strategy Map

Mission

To provide high quality care and support services to adults experiencing mental illness or age-related challenges in the Simcoe-Muskoka area.

Vision

Our vision is to empower people to achieve their optimal health and well-being in the community where they live, work and socialize.

We have realized this by:

- Attracting and retaining the best staff;
- Building more fulsome and reciprocal relationships with community partners that avoids service duplication;
- Enhancing awareness so that people in our communities know who we are and what we do;
- Serving our population without delays or wait lists;
- Supporting clients in a way that enhances their quality of life;
- Securing funding and resources to provide excellent service levels.

Priorities

1. Attract & Retain Staff

- 1.1 Ensure that pay, benefits and vacation are comparable to similar positions & orgs in a 50 KM radius
- 1.2 Increase wages to appropriate levels
- 1.3 Maintain Wages

2. Build Awareness

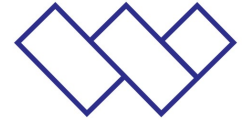
- 2.1 Ensure that partners, donors and clients know who we are and what we do

3. Collaborate with Community Partners

- 3.1 Work with partners to:
 - ⇒ reduce service gaps and avoid service duplication
 - ⇒ Educate partners about scope of Wendat services
 - ⇒ ensure clients get connected to all appropriate services to meet their needs
- 3.2 Develop/improve data collection and quality
- 3.3 Work towards one shared digital health record



Canadian Mental Health Association
Mental health for all



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CMHA Mental Health Week May 2-8, 2022

When someone is struggling, you don't have to fix it. **Just be there.**

Before you weigh in, tune in.



#GetReal

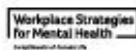
about how to help.

mentalhealthweek.ca

Major Sponsor



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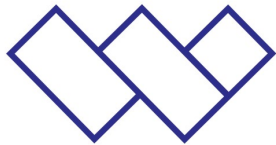


Media Partners



ROGERS tv. OUTFRONT/

The mental health crisis line can be reached at 1-855-310-2673.



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Providing Services for Seniors and Adult
Mental Health Services in North Simcoe-Muskoka

Adult Mental Health
and Main Office
237 Second Street
Midland ON L4R 4P4
phone 705 526-1305
fax 705 526-9248

info@wendatprograms.com

Lorna Tomlinson Residence for
Seniors and Senior's
Support Services
44 Dufferin Street
Penetanguishene ON L9M 3P7
phone 705 355-1022
fax 705 355-1026

www.wendatprograms.com



Thank you!

Wendat has been fortunate to be a recipient of funds raised in the Tiny Township Mayor's Golf Tournament for the last 4 years. We appreciate this very much and hope to be involved again this year.

The Lorna Tomlinson Residence for Seniors' has been a recipient of funds raised by the SEGBay Golf Tournament since 2018. We look forward to participating again this year.



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