

THE HEART OF HOPEWELL



MISSION

To enrich the lives of individuals with a range of physical and developmental abilities to experience a full life.

VISION

A community where all people can reach their full potential in supportive and caring environments

VALUES

Transparency

- Clear, Focused, and open communication

Innovation

- Ongoing learning and organizational transformation

Excellence

- A never-ending quest for continuous improvement in all aspects of our work

Person-Centered

- Partnering with individuals and families in a caring manner

Accountability

- Quality, professionalism, and responsibility in all our endeavours

LIVING OUR MISSION

By enriching the lives of individuals with a range of physical and developmental abilities to experience a full life everyday.



8

Service Locations

176

Individuals Supported

118

Employees

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WELCOME



Have something you'd like to share in the next newsletter?

The Heart of Hopewell will be published quarterly and is your newsletter, so if you have something you want to see or share, let us know! Connect with Melissa for updates and submissions: mbevcar@hopewellchildrenshomes.ca

THANK YOU

A big thank you to everyone who contributed to this edition of The Heart of Hopewell



A Word From Our Executive Director

Embracing the Spirit of Summer



Dear Hopewell Team,

I hope this message finds you well and in good spirits, basking in the joys of the Summer season.

This summer let's celebrate not just the sunny days and longer evenings but also the small victories we achieve together as a team. Our work is important and challenging work – we're helping people live their lives! This isn't a small feat by anyone's imagination. Whether it's a breakthrough with a challenging moment in someone's life journey, an inclusive and nurturing environment we work to create, or a heartwarming moment of connection with supported individuals – every little step counts. Our Hopewell team has always stood strong together, and I couldn't be prouder of the incredible work we do day in and day out to positively impact the lives of the individuals we support.

During this amazing time of year, let us seize the opportunity to not only create beautiful memories for our supported individuals but also to rejuvenate our own spirits and bond as a team. Together, we have built an exceptional support system for individuals and families in our network, and it's crucial that we take time to nurture our own well-being too.

I encourage each one of you to find moments of joy and self-care. Whether it's spending quality time with family and friends, indulging in hobbies that bring you happiness, or exploring the wonders of nature, take time to recharge and replenish your energy. Remember, when we take care of ourselves, we become even more capable of providing the exceptional support that individuals deserve.



In the spirit of growth, I also encourage each of you to seize the chance to develop personally and professionally. Attend workshops when able, embrace learning opportunities, collaborate with your colleagues, and share your insights. As a team, we can continuously improve our methods and create an even stronger support system for our supported individuals and their families.

A Word From Our Executive Director

Let's embrace the playful and adventurous spirit that comes with the season. Encourage supported individuals to explore, learn, and laugh. Let them know that we believe in their potential to achieve greatness and that we are here to meet them where they're at and to support them when needed.

Additionally, I want to extend my heartfelt gratitude to every one of you for your dedication and hard work. Your passion for creating a safe and nurturing environment is what sets Hopewell apart. Your commitment is a testament to the exceptional team we have assembled.



As we navigate the end of our summer season together, let's remain steadfast in our commitment to our core values of transparency, innovation, excellence, person-centeredness, and accountability. Let's continue to foster an environment where everyone feels valued, respected, and heard.

We have now received feedback from First30 about our recent employee survey and subsequent employee engagement interviews. We will be sharing these results with our entire team over the next quarter – please know that your participation in this process and feedback is invaluable and we want Hopewell to be the best place to work. This is a goal I can say that we all share. Together, we can continuously strive for excellence and growth.



I am truly humbled to be a part of this incredible team, and I look forward to the bright future we will continue to create together. Remember, it's our collective passion and commitment that makes a difference. Keeping our mission first and foremost top of mind as you walk through a Hopewell door should guide your every action and keep you focused on what we're all here to do: Enrich the lives of individuals with a range of physical and developmental abilities to experience a full life.

With gratitude and admiration,

A handwritten signature in black ink that reads 'maria'.

Maria Zegarac
Executive Director, Hopewell Children's Homes



Hopewell History



Hopewell Children's Homes was started in 1983 by John and Joanne Oosterhuis as a way of helping families in their community with children with disabilities. They did this by purchasing a large farmhouse in Ariss, ON, and becoming foster parents for these children. Initially, the farmhouse allowed them to provide care for four children and they did this while caring for their own family in the same home. As word got out about the individualized care that the Oosterhuis family provided, referrals continued to increase. They hired staff and took in more children with complex physical and medical needs. Hopewell continued its growth in supporting individuals coming out of institutions and by responding to urgent situations in the community.

On February 5, 2023, we marked a 40-year milestone for the Hopewell community. We have grown and flourished, currently having the privilege of supporting 34 individuals full-time in their homes within the Guelph-Wellington region.

As we envision the future of Hopewell, we look forward to a community where all people can reach their full potential in supportive and caring environments. We have seen a significant gap in our funding, yet an increase in demand for our services and needs for our residents. Every year our family continues to grow, as we have new individuals and families looking for our support. The generosity of donors, the work of our dedicated staff and volunteers allows us to enrich the lives individuals within our communities and offer them the access they need to have the good things in life. On the next pages, we've profiled a few photos from Hopewell's History. We look forward to 40 more years of service and growth!



Hopewell History



1983

Hopewell was started in **1983** by John and Johanna Oosterhuis.

Their goal was to help families in their community who needed additional support with their child living with a disability.



John and Johanna Oosterhuis visiting Hopewell, Ariss ON, 2022

1983

They purchased a large farmhouse in Ariss ON where they became foster parents to four children while caring for their own family in the same home. Johanna was a Registered Nurse who specialized in caring for children with disabilities.



The original Hopewell Home, Ariss ON, 1983

1984

Hopewell became a licensed group home in 1984.

As word got out about the individualized care that the Oosterhuis family provided, referrals continued to increase.



Building an expansion,
Ariss ON, 1986



Hopewell History



1983



They hired more staff and took in more children with complex physical and medical needs.

The Ontario government funded Hopewell's expansion which took in 8 more adults with disabilities from institutions that were being closed in Ontario.



Building Hopewell's Adult Wing,
Ariss ON, 1998

1990



After lots of hard work and help from the community, Hopewell opened its Adult Wing.

Hopewell became an incorporated charity in 1990.



Hopewell History



1983

Hope Home (Ariss, Ontario)

Established in 1983 in Ariss, a 16 bed adult and 5 bed children's supported living home offering total support to individuals with complex needs due to developmental, physical and other medical challenges. Comprehensive support includes 24-hour nursing staff and behavioural support staff.



2003

Stephanie Home (Guelph, ON)

Established in 2003, **Stephanie Home** was a 6-bed respite home for children with enhanced behavioural support needs due to developmental and mental health disabilities.

The home supported approximately 50 families by giving them a regularly scheduled break, in addition to helping with crisis situations.

Stephanie home has now transitioned to a supported living home supporting four (4) gentlemen. Comprehensive support is provided by a 24-hour behavioural support team.



Opening Stephanie Home Guelph ON, 2003



Hopewell History



Adult day support program (formerly called PlaySense)

2005

Established in 2005 with a generous grant from the four Guelph Rotary Clubs and the Trillium Foundation, and a donation from Ronald McDonald House. This program is fully accessible and adaptable for individuals or groups of all ages with developmental disabilities and includes community participation, social groups, evening programs, children's camps, and more. Our programs are person-centered and tailored to meet our community's needs.



Thank you to Guelph Rotary Clubs and all who have supported Hopewell's adult day support programs throughout the years.



The rotary clubs of Guelph Joint Centennial Project 2005
Cheque presentation. December 2005

Elmira House (Guelph, ON)

2012

Established in 2012, *Elmira House* (formerly *Ooster House*) was named in honour of Hopewell founders John and Johanna Oosterhuis. The facility is a 6-bed respite home for adults.

Comprehensive support is provided by a 24-hour behavioural support team.



Hopewell History



Wilton House (Guelph, ON)

2014

This home came into service in 2014 and is a supported living home that supports four (4) ladies. Comprehensive support is provided by a 24-hour behavioural support team.



Gowdy House (Guelph, ON)

2018

This supported living home was established in 2018 and supports three (3) gentlemen.

Comprehensive support is provided by a 24-hour behavioural support team



Hopewell History



Montana House (Guelph, ON)

2018

This home was established in 2018. Formerly a supported living location, December 2022 saw this home transition to accommodate our children's respite program.

Respite supports are provided to families who have children with enhanced behavioural support needs due to developmental and mental health disabilities.



This location will support approximately 50 families by giving them a regularly scheduled break, in addition to helping with crisis situations. Comprehensive support is provided by a behavioural support team.

Grange Home (Guelph, Ontario)

2022

This is Hopewell's newest location that opened in November 2022.

Three (3) gentlemen moved in late 2022; we are anticipating welcoming a new resident in 2023.

This home has a Specialized Support Team to ensure supports are aligned to meet the needs of residents.





Thank you to everyone who supported us at our 40th anniversary carnival on June 24th. We had lots of fun listening to music, eating great food, and enjoying our fun games. Thank you to everyone who worked so hard to make this day happen!

We would also like to thank our sponsors, without their support this incredible event would not have been possible!

Lead Sponsor: Reid's Heritage Properties
Carnival Partner: Prime Care Home Health
Music Sponsor: Cadence's Staffing Services
Fun Zone Sponsors: Cargill, Gallagher, Anchor Rehab, Even Construction
Raffle Sponsors: Labatt, Emkal, The Tire Pros, RLB, Chartered Professional Accountants, Hopewell Board of Directors, The Ten Spot
Food Truck: Fo'Cheezy



40th Anniversary Carnival



Hopewell's 40th Anniversary celebrations culminated with a carnival held on Saturday June 24, 2023. An amazing day was had by all!



The gentlemen from Grange volunteered their time on June 22nd to help pack up goodie bags for the carnival guests. They also helped hand them out at the carnival to the first 100 ticket buyers!



Hopewell's carnival was attended by a special guest - pictured here is A, enjoying one of his animal creations



Teamwork makes the dreamwork here at Hopewell during a competitive game of tug of war at the!



40th Anniversary Carnival



Staff and volunteers enjoyed the sunshine at our carnival celebrating Hopewell's 40th Anniversary. Without the support from our staff and volunteers we would not be where we are today!



40th Anniversary Carnival



Supported individuals and members from our community enjoyed some amazing music from the band Beautiful Noise.

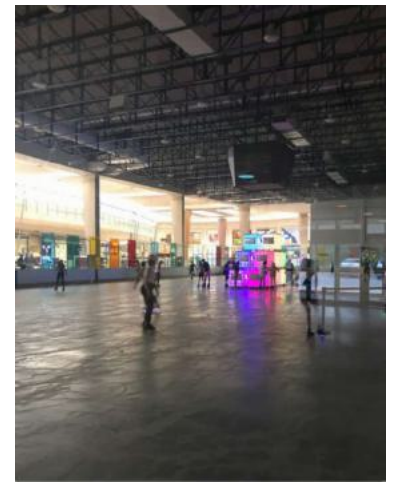


Everyone was cheesin' for Fo'Cheezy food truck!



Pictured here is J enjoying his pink lemonade which was a huge hit at the carnival!

COMMUNITY-BASED PROGRAMS



There are always tons of activities going on in our Adult Day Program. If you're ever in need of a manicure, S will be happy to help.

Some of our individuals at Montana this summer have been enjoying outings at the park, car rides to and from excursions like roller derby, and relationship/social building over a game of jumbo Jenga!



Pictured on the left is J, enjoying being with his team on the soccer pitch. This league has given J the opportunity to make new friends and try something fun.

SUMMER FUN

We sure have some natural-born swimmers at Hopewell. Not only is swimming a great form of exercise for all of us, but it's a great way to beat the heat this summer by going in for a quick dip in the pool to cool off!



HOPEWELL CAFE



There is a lot of hard work and preparation that our individuals at the Day Program do for Hopewell Cafe to be such a success! Pictured on this page and the following page is some of the individuals preparing the food and delivering it so staff members at different locations can enjoy a Friday lunch.

HOPEWELL CAFE



Home Updates

Adult Day Program

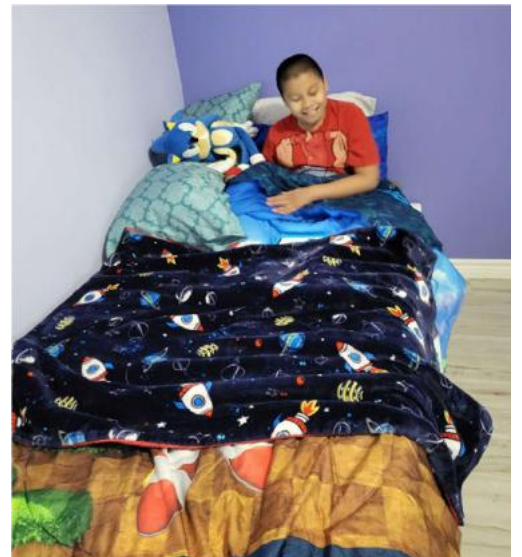
The Adult Day Program was very busy this summer. Our program enjoys a variety of weekly activities including a weekly swimming trip, cooking days, and community engagement. Earlier in the summer we headed to St. Jacobs Farmers Market where we had the chance to meet farm animals, check out the vendors, and enjoy the nice summer weather.

Our Adult Day Program also created our very own food delivery service this summer called Hopewell Café. Once a week our day program prepares and delivers freshly made lunches to our Hopewell staff teams. Hopewell staff are able to sign up in advance to place their orders. This new program has allowed our clients to further build upon various life-skills including measuring, portioning, using cooking tools, and preparing yummy food for others.

Community Respite Updates

Children's Respite has been running 3 social groups a week since the spring of 2023. Kids have learned how to cook, and play a myriad of sports and recreational games, as well as experimenting with science with everyday household items.

As we round around the corner of Summer, we are starting a new theme for August and September. On Tuesday nights we will be running a water-themed social group for kids 6-18 starting August 8. Wednesday nights are a lower intensity night for kids 6-18, starting August 9. Thursday nights are our teen nights. Fun games and activities for kids 12-18, starting August 10. Each night runs from 5:30-7:30 @ 109 Surrey St. These group nights run for 7 weeks through to the end of September.



This individual spent his first time away ever from home in July. It was a huge success and a much-needed break for his family.

Home Updates

Montana Home

Montana Home Children's Respite is running at full capacity. Montana home runs Fridays-Sundays every week; we have opened two 1-night stays during the week for the summer to alleviate any stressors families may feel during these summer months to give them more opportunities for overnight respite.

We are fully in the swing of Summer and have many fun excursions planned; some excursions our respite clients have really enjoyed was the Hopewell Carnival on June 24th, exploring Virtual Reality, trips to swimming pools within the community, and of course the Hopewell pool.

At Mapleton's Organic farm: kids enjoy the petting zoo where they can get in the pen with the goats, feed and pet the milking cows and explore the maze to the pirate ship on the grounds of the farm. They finish off their day with a picnic and freshly made ice cream, all funds spent at Mapleton's go directly back into the farm to help feed and care for the animals.



These individuals have been enjoying their time out in the community exploring virtual reality. Virtual Reality aims to immerse the user in a lifelike or fantastical world, giving them a sense of presence and the feeling of being "inside" the virtual space.



This picture was taken inside the heart of the maze at Mapleton Farm. These individuals used each others strengths to find their way to the pirate ship!

Home Updates

Grange House

It has been a fun-filled summer here at Grange. Our most recent adventures included a Toronto Blue Jays game, Canada's Wonderland, and a boat ride in Oakville! The gentlemen at Grange also like to spend weekends at the beach and hiking.

If you are ever in the mood for a balloon fight please let us know when you can stop by!

All of the residents in the home are also getting more involved in the Adult day program at Hopewell and are participating in the community through volunteering.

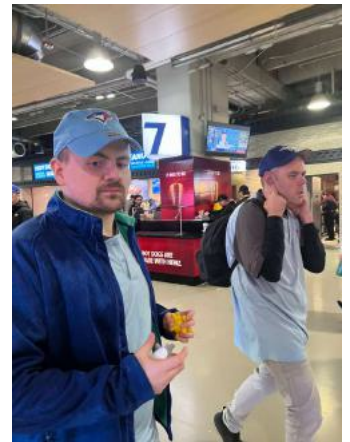
We are looking forward to a great fall after a wonderful summer at Grange!

Stephanie Home

Our Stephanie home residents have experienced many exciting activities such as their in home music therapy, baking, gardening, working out at the YMCA and visiting local parks. They also have been on many outings outside of Guelph to the Toronto Zoo, going out to sporting events such as the Toronto Blue Jays game, Toronto Rock game, and Harlem Globetrotters basketball game!

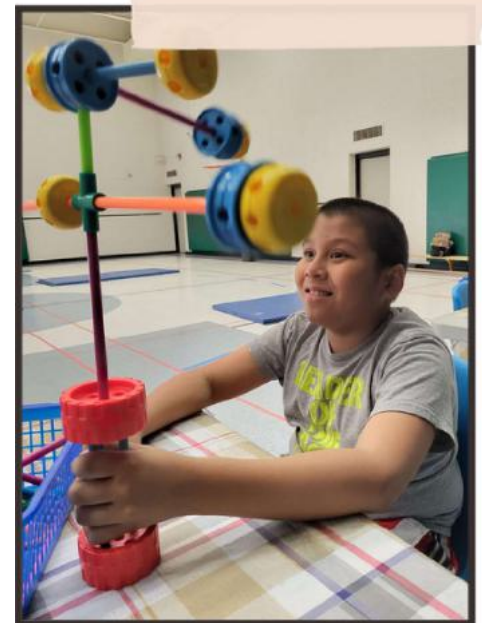
The gentlemen also have enjoyed watching live theatre performances, and making regular trips to the Sky Zone trampoline park!

The Stephanie Home gentlemen really enjoy creating décor for their home and the outdoors this summer! They also have been taking advantage of the weather and utilizing the Hope Home pool! We have some natural born swimmers that love the sensation of the water and is a great way for the men to engage in physical activity!



Summer **DAY CAMP**

This summer, Hopewell had the pleasure of welcoming many children from the Guelph/Wellington area, and engaging them in a fun filled camp program.



The kids attending summer day camp have been extremely busy over the past 8 weeks and have had lots of fun playing both indoor and outdoor games from swimming, to making music and karaoke parties, to becoming scientists and creating sensory experiments, and more!

Summer DAY CAMP

8 WEEKS
OF INDOOR AND
OUTDOOR FUN



Animal Week



Nature Explorers



Sensory Week



Under the Sea



Hopewell Summer Games



Music & Movement



All Around the World



Science Week



WELLNESS INITIATIVE



Exercise and movement are extremely important in maintaining physical and mental health -for all of us. Hopewell's residents are enjoying their new exercise equipment purchased with grant funding thanks to Guelph Community Foundation!

PAST EVENTS



NATIONAL CAREGIVER DAY



On April 4th, we celebrated the caregivers that support a loved one living with a disability. They play a critical role in providing physical, emotional, and mental support to family members, partners, and friends in need.

Thank You to All of Our Caregivers



GUELPH-CHAMBER OF COMMERCE AWARDS OF EXCELLENCE



June 15th, 2023



Not-For-Profit of the Year Award

FINALIST

We were honored to be recognized as a finalist for the Guelph Awards of Excellent Not-For-Profit of the year award! Thank you for recognizing the hard work and quality supportsthat Hopewell has been providing for the past 40 years. We are proud to be members of this community!

Thank you!



PAST EVENTS

At Hopewell's Annual General Meeting held in June 2023, the Hopewell team celebrated the successful conclusion of another year by coming together for a group photo.



Thanks goes out to Hopewell's Board members for their volunteerism and leadership. You are awesome!

UPCOMING EVENTS



**Reid's Heritage Properties and AJDL
Development Group Presents**

3RD ANNUAL CHARITY GOLF TOURNAMENT

PROUDLY SUPPORTING
HOPEWELL CHILDREN'S HOMES

MONDAY, SEPTEMBER 25TH 2023

Whistle Bear Golf Club
1316 Dickie Settlement Rd
Cambridge, ON N3H 4R8

***Our goal is to raise funds for the
following items needed:***

- A Full-Size Mobility Vehicle - \$91,000
- An Accessible Minivan - \$60,000
- Generators (for all locations) - \$40,000
- General Donations to the Home Repair and Renovation Fund (This will allow Hopewell to plan and complete crucial repairs needed to keep their homes in top condition)



Meet the Grange Home Team

EMILY



Fun fact: I love elephants

Favourite part of fall: I love going for hikes in the fall, everything is so pretty!

How long have you worked at Hopewell?: 6 years

STEPHEN



Fun fact: I can juggle and ride a unicycle

Favourite part of fall: That I don't feel bad about spending my free time inside

How long have you worked at Hopewell?: About 2 months

STEVE



Fun fact: I can sound like the frog with my voice

Favourite part of fall: Driving my convertible and detailing cars when it is cooler out.

How long have you worked at Hopewell?: Over two years at Grange. Love it!

BEN



Fun fact: I sing, love music and enjoy playing video games

Favourite part of fall: The leaves changing color, and the cool weather

How long have you worked at Hopewell?: 8 months

ANTHONY



Fun fact: I love the gym, music and dancing

Favourite part of fall: Fall fashion and the cool weather

How long have you worked at Hopewell?: 8 months

OTHER STAFF

- Muhammad
- Justice
- Kwame
- Martin

Standing Ovations



What Is The Standing Ovation Program?

A program to recognize the hard work and commitment that Hopewell staff are putting forward every day.

Staff can nominate fellow coworkers to show their appreciation. At the end of each month, all nominees will be recognized and nominations shared with staff. In addition, each nomination is a chance to be the monthly prize winner.

What Can I Nominate Someone For?

Many reasons! You may want to recognize someone for their teamwork, creativity, flexibility, kindness, or assistance.

Who Can I Nominate?

Any Hopewell staff member.

How Do I Nominate a Fellow Coworker?

Staff - check your emails! You will find the QR code and link to the nomination form at the bottom of the monthly email containing the nominees and winner, as well on the posters located at every Hopewell location.

What Does Someone Win?

One nominee will be picked at random to receive a Hopewell swag item and a \$25 gift card.



May

Nominees:

Carmen N, Emily N, Grace MC, Hanna C, Ireti A, Kerri B, Sarah W, Kaety G, Emily S, Melissa B, Luke B, Megan R, Erin C, Caitee B, Phila S, Lauren T, Hanna, Arielle B, Joanna C, Mylene M, Hallie S, Vanessa C, Jenna E, Joseph E, Amara B, Nicole R-G, Rahel T, Amanda B, Michelle H,

Winner: Mylene M

June

Nominees:

Jenna E, Vanessa C, Joanna C, Michelle H, Emily N, Nicole R-G, Anthony O, Martin P, Ben B, Jessica J, Melissa B, Sarah W, Adam L, Lauren, Emily S, Hanna, Emily N, Kerri B, Brandon R, Sydney W,

Winner: Kerri B

July

Nominees:

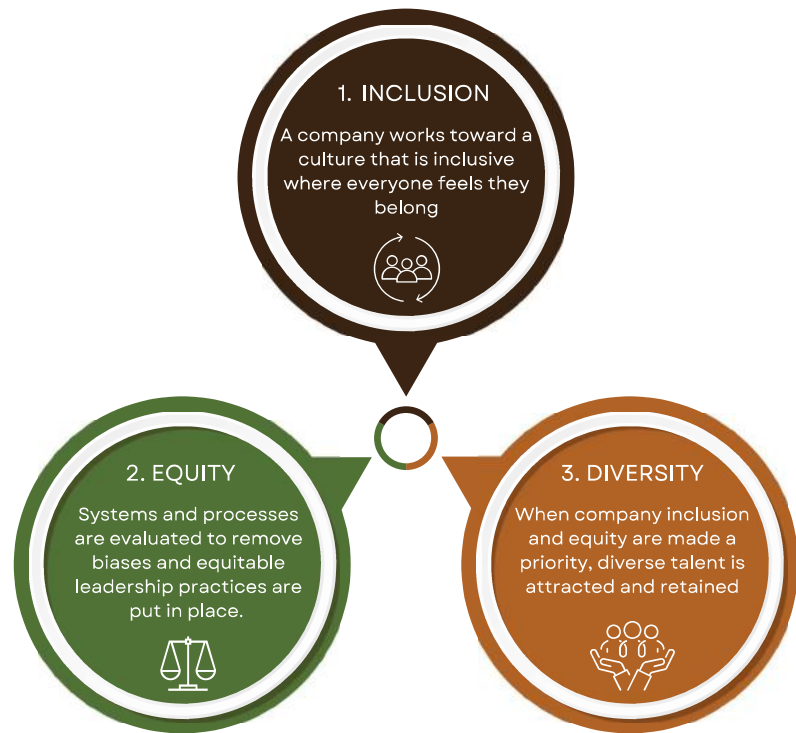
Anika B, Anthony O, Ben B, Kwame F, Jessica J, Angela L, Ana M, Vanessa C, Joanna C, Amara B, Dustin L, Nicole R, Heather H, Michelle H, Emily S, Sarah W, Gayle D, Arlene R, Steve S, Melissa B, Louise P, Maria Z, Adam L, Emily N, Denna DB, Luke B, Phila S, Brandon R, Sydney W, Alicia R, Caitee B, Erin C, Sara P, Vanessa, Jenna E, Lauren T, Cassandra R, Hanna C, Rahel T

Winner: Gayle D

EQUITY, DIVERSITY, AND INCLUSION (EDI) SPACE

At Hopewell, we are focused on fostering a more inclusive and equitable work environment where everyone is comfortable showing up as they are. As a result of this focus, this fiscal year's operating plan includes the development of an organization-wide EDI Action Plan because we know it's not only the best thing to do but it's the right thing to do.

This priority work is possible due to Hopewell receiving \$80,068 in federal grant funding from the Community Services Recovery Fund. Over the next year, we will work closely with the Canadian Centre for Diversity and Inclusion (CCDI) to help us accomplish this important goal. **Our first step is taking a 'diversity pulse' of our team.** I will invite our entire team to please participate in the survey that will be launched in the Fall 2023. Your input into this process is valuable.



Why is an EDI Action Plan important to us? It provides a structured and strategic approach to fostering a more inclusive and equitable environment. More specifically an EDI Action Plan:

- Promotes Inclusivity
- Enhances Organizational Culture
- Attracts and Retains Talent
- Mitigates Bias and Discrimination
- Enhances an organization's Reputation
- Empowers Marginalized Groups
- Catalyst for Cultural Change

Look out for communication around our Diversity Meter Survey in October 2023.

Thank you again for your participation – this work will make our organization better!

EXPLORING SOCIAL ROLE VALORIZATION (SRV)

Unfortunately, people with disabilities face many structural, cultural, and attitudinal barriers to inclusion. Our current society is one that values health, competence, productivity, and affluence. People who do not meet these characteristics are often seen as less valuable. The theory of Social Role Valorization (SRV), suggest that people with a developmental disability experience disadvantage as a direct result of their devalued status within society. The SRV framework is based on the notion that the chances of having a great and enjoyable life are more readily available and accessible to people who have valued social roles within it. What is a valued social role? This refers to the position someone holds in their community that affords them the status of being worthwhile, accepted, and actively contributing.

Our information sharing so far on SRV has focused on what socially valued roles are, and what contributes to the good things in life (September 2022 issue) as well as the power of our social roles and the reasons why social roles are so important (March 2023 issue).

SRV can be understood as a set of beliefs and practice standards that analyze and shape the social roles of a person or group, with the goal of enhancing their image and competencies. Why is enhancing one's competencies important?

Competency enhancement is crucial for attaining socially valued roles for individuals with developmental disabilities because it empowers them with the skills, abilities, and confidence necessary to actively participate in various aspects of life. Here's why competency enhancement is important for achieving socially valued roles:



- 1. Increased Independence**
- 2. Improved Self-Esteem**
- 3. Enhanced Social Interaction**
- 4. Meaningful Participation**
- 5. Job and Vocational Opportunities**
- 6. Community Inclusion**
- 7. Choice and Autonomy**
- 8. Reduced Dependence**
- 9. Positive Perception**
- 10. Long-Term Success**

How can YOU participate in enhancing the competencies of our supported individuals?

- Person centered approach to support
- Teaching life skills
- Using adaptive technology
- Enhancing social skills



H♥pewell Heroes

When you donate monthly to Hopewell Children's Homes, you become a Hopewell Hero. You are enriching the lives of individuals with a range of physical and developmental abilities in our community to reach their full potential and experience a full life.

Hero Spotlight

"At times I struggle in public when I'm randomly asked to donate to a cause I'm not affiliated to, nor do I know the organization's culture and intentions.

With Hopewell, I've seen firsthand the fantastic work they do, and how important donations are to this amazing organization. Donating monthly to Hopewell gives me the confidence and reassurance that my donation is being put to great use."

-Hopewell Hero Monthly Donor

To learn more about becoming a Hopewell Hero, please visit our website at hopewellchildrenshomes.com/donate or contact us directly at lsweeney@hopewellchildrenshomes.ca

We would love to hear from you!

CAREER OPPORTUNITIES



Are you looking to make a difference in your community?

We want the best, most passionate people working for us.

If you are a change-maker, advocate, innovator or want to make a difference in people's lives, we want you!

Whether you've just started out in your field or looking to shift gears - Hopewell may have an employment opportunity for you!

Our employees make a difference in the lives of people with a developmental disability every day. Join our team and let's work together to create a community where all people can reach their full potential in supportive and caring environments.



Feel free to send along your resume and introduction or any questions you have to our HR Administrator, Lesley:

lzeilder@hopewellchildrenshomes.ca

For more information on careers, student placements, or volunteering and how to apply – check out our website:

www.hopewellchildrenshomes.com



Human Resources (HR) Update

ENHANCED RECRUITMENT PROCESS

JOIN US



The pandemic has shifted labour markets across the world and in all sectors. At Hopewell, we continue to find staffing a major challenge and a key driver of financial strain. Utilization of agency staffing adds additional unfunded costs that are unsustainable. This has prioritized our work around a more streamlined and timely recruiting processes.

Our new process is focussed on responding to applicants in an almost immediate manner and seeing them through the recruitment and onboarding process within a set period of time. We know people want to work at Hopewell; it's our job to ensure we respond to them as soon as possible. As a result, we have dedicated more resources to recruitment, simplified the screening process, and increased our orientation to weekly (from bi-weekly). Remember to refer your family and friends to work at Hopewell - if they stay for 6 months or more, you will receive a \$250 prepaid credit card as our Thank You!

EMPLOYEE SURVEY RESULTS

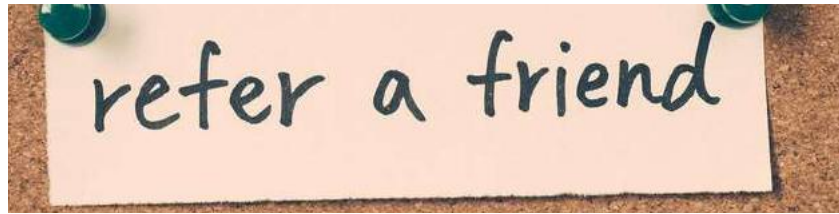
Our Employee Engagement survey and focussed one on one interviews has provided valuable, enlightening, and humbling feedback, input, and comments from our Hopewell staff. It has provided a better understanding of the challenges and opportunities to build employee satisfaction, morale, and retention.

We are focussed on learning what measures need to be implemented to make our culture great and for Hopewell to be **THE** best place to work. We are also focussed on developing a plan to address the challenges that came out loud and clear through the survey. Our goal is to ensure our plan includes the key elements of: clear communication, clarity of roles and responsibilities, transparency, team building, training, and support to ensure a cohesive and respectful work environment.



We will be sharing the results of the survey and our plan with all staff in the coming months. Stay tuned!

Hopewell's Employee Referral Program



We recognize that our amazing staff are the key to our success. We couldn't do what we do without you! We also know who better to help us recruit more great people to Hopewell than our own wonderful team members.

How the Employee Referral Program works:

- You refer a friend for an open job posting **and**
- Your friend is hired **and**
- Your friend stays with Hopewell for 6 months (or longer!), **then**
- You get a \$250 prepaid credit card

The Fine Print:

Upon making the referral, please let HR know a great candidate is coming our way by:

- Printing this form out
- Filling in the details below
- Returning it to Lesely Zeidler at lzeidler@hopewellchildrenshomes.ca as soon as possible
- The program does not apply to internal staff members applying for positions within Hopewell



Date:	
Your name:	
Your work location:	
Name of friend referred:	
Job posting title:	

Questions?

- Please reach out to Lesley Zeidler at lzeidler@hopewellchildrenshomes.ca for any other questions.

We Appreciate Your Help!



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