

DECEMBER 2016

*"Freely you have received...  
freely give"*

Randy Gunnink  
CHAIR

Luke Vandenberg  
VICE-CHAIR

Karen Nobel  
SECRETARY

Len Bergsma  
TREASURER

Tyson Kamminga  
MEMBER

Julie Douma  
EXECUTIVE DIRECTOR

#### CCCS CONTACT INFORMATION

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1 (204) 745-3528

P.O. Box 367  
Carman, MB  
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#### DONATE ONLINE

PayPal account  
not required!



#### FROM THE EXECUTIVE DIRECTOR

*Julie Douma*

As we come to the close another year, we take time to reflect on this year in the life of Cornerstone. As an organization we continue to grow and change. Both the Partners & Pals event and our Winter Retreat have experienced changes in how we run these programs. We continue to rely on the many volunteers to make these programs a success from year to year. To those people we say 'Thanks!' for enriching the lives of our participants. It is great to see the joy on their faces.

Our program in Winnipeg also made significant changes this year. Three people entered our program there in 2016. We continue to plan for our new house and in the meantime enjoy our apartment. Twelve energetic staff members make the residence and day program run smoothly each day.

The Carman residence has continued to run as well with twelve enthusiastic staff members. The program there has seen very little change in this year but we continue to seek opportunities to be involved in lots of activities both at home and in the community.

To all of our staff: we are thankful for the support you provide each day. Personally, I am grateful for the opportunity to know our clients and work with them from day to day. They enrich the lives of all of us as staff. As many of you know, we love to have people visit and we encourage you all to get to know the people we support. Come share a cup of coffee with us sometime in the New Year! We also love to play games or sing songs and would love to welcome you into our homes. As we move into 2017, we ask the Lord for His continued blessing as we seek to serve Him in the work we do as we support our clients.

#### FROM THE STAFF AT CARMAN HOUSE

Here's a little bit about Carman's Cornerstone home  
There is plenty of space there to roam

Activities both inside and out  
That's what our days are all about

To help keep up our pop can supply  
Please feel free to drop on by

Whether in the home or in the yard  
We keep busy and work hard.

This year the veggies in the garden grew well  
And on our walks we are serenaded by the new school bell

There's plenty of opportunity  
To be involved in our community

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### FIRST RETREAT DAYS LUNCHEON

*Rosalynn Bergsma, Karen Nobel, Dawn VanVeen – Retreat Days Committee*

Winter Retreat has typically been known to herald in cold, unpredictable weather! Our first Retreat Day on Friday, December 9, 2016 was no exception to the rule! Friday was a clear cold day compared to the past few blustery, blizzard days, and so all participants from Carman, and Winnipeg were able to make the trek to Carman East Church, our venue, for the day.

Our "Dutch Bingo" family relations were really put to the test, when we all put on our nametags, with our Elf Names! Do you know who Sprinkles Twinkle Toes or Flirty McSprinkles and Cookie Angel Ears are, and to whom they are related?

We were honoured to have Mr. Nathan Kok and his Grade 11 Bible Class join us, bringing treats, a skit, some singing and socializing! Did you know "The 3 Little Pigs" are also in China! They even joined us in a crafty competition of drawing a picture relating to our Elf names, with prizes for the Top 4 winners!

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Everyone had a hearty appetite for lunch after a busy morning! No event with Elves would be complete without a Goodie bag with a few treats and a little gift to pamper everyone! Great fun was had as guests opened their special treats! James' birthday was also celebrated, complete with balloons and cake!

You will have to ask the Winnipeg group how the latest "member" of their home is doing? A few more games, chats and fun were had by all before it was time to wrap things up and head home! Time flew by and now the day is a memory, with anticipation of what may be in store for the future!

Thank you to Carman East for the use of the facility, the Grade 11 Bible Class and Mr. Kok for sharing your talents, introducing us to a wonderful new version of the well loved story "3 Little Pigs"! Thank you to the staff of CCCS for your care and dedication. Thank you to all who helped make this day a huge success!

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### OAKVIEW UPDATE

There has been much activity at Oakview in the past months:

The blended residential/commercial permit required far more work than expected with the addition of a sprinkler system and a complete upgrade to the electrical system. Demolition and framing are complete as well as sprinkler, plumbing and electrical rough ins. Just before the big snow we were able to get concrete ramps poured at the front door and the back door.

After completing the required round of inspections, the city surprised us by transferring our permit into a complete commercial permit, thus requiring a fresh round of inspections. We are in the process of having those completed right now and we hope to move into the drywall stage soon.

A big thank you goes out to the many volunteers who gave of their time and talents to get us to this point!

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### FROM THE TREASURER

*Len Bergsma*

The year 2016 is coming to a close and it is time to once again review the many blessings that the Lord has given to Cornerstone. We are thankful for the continued government funding that we receive each month. For this current year, we have received \$420,000.00 in government support. For the most part, this covers the bulk of our day to day operating expenses. We do rely on extra donations from our membership or other donors to cover extra costs including home renovations, vehicle purchases and other capital items. So far this year, we have received \$101,000.00 in general donations, while we budgeted for \$150,000.00.

The Board was able to meet with the deacons from all 5 supporting churches in November. This allowed the deacons to see and hear firsthand what the needs of Cornerstone are and to ask many questions. Everyone had an opportunity to tour the new Oakview home in the midst of the renovations. We appreciate the cooperation and the communion of saints that is evident in these types of meetings.

There have been many changes this past year which are not always easy to budget for or predict. A home was purchased in Winnipeg and is currently undergoing many renovations. As anyone who has done renovations knows, it is difficult to predict what all needs to be done, but when you have government regulations that are sometimes unclear, this becomes even more difficult. These extra changes will result in increased costs before we are able to use this home. We expect that our renovations will be close to \$100,000.00 by the time the home is complete.

As we draw close to the end of another year, we ask you to consider whether you can financially support the work of Cornerstone. To receive a tax receipt for this year, donations must be dated no later than December 31, 2016. Cheques can be mailed to the address found elsewhere on this newsletter or you can also donate using credit card via the link found on our website. We appreciate having regular monthly donors as well. For regular, automatic monthly donations, please follow the link on our website.

Please continue to remember the work of Cornerstone, especially in your prayers. As we celebrate and remember the gift of the birth of our Saviour, let us also remember those around us who the Lord has placed in our care.



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2016 CLIMATE ASSESSMENT UPDATE

The board is actively working with the feedback received from the climate assessment completed earlier this year. We appreciate the feedback from our employees and are following up on several areas of improvement. We recognize that Cornerstone continues to grow rapidly and there have been some inconsistencies in the development and management of the programs. At the same time it is evident that we are blessed with an engaged and caring staff that makes a difference in the lives of our clients every day.

One of the items of feedback is increasing communication at all levels of Cornerstone, from the board to management to staff and between our programs in Carman and Winnipeg. We are endeavoring to improve the openness and sharing of information and priorities on a regular basis. We are currently reviewing the roles and responsibilities of the board and staff to ensure alignment with our current needs as Cornerstone continues to grow.

We continue to ensure that training and development of our employees is a high priority. Through external seminars and courses or by bringing in government professionals to lead in-house training it is important as an organization to continuously learn and improve. We have also completed a revised Respectful Workplace Policy and communicated it to all staff. Our programs are growing and client needs changing continuously and it is essential that our staff can successfully carry out their daily responsibilities.

From the feedback it is clear that Cornerstone has many employees who care deeply and who are working diligently to develop our client programs. We are encouraged to have the support of an engaged membership from whom we have also received feedback and advice. It is our responsibility as board to ensure Cornerstone maintains a Christian work environment where employees are empowered to provide client care at the highest standard. We rely on guidance and blessing of our Heavenly Father in our work and request your prayers as we continue to develop our programs at Cornerstone.

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