

2011 Christmas Greetings from the President

Every year at this time, I find myself reading back through the year's Cosmo Communicators, remembering and reflecting on how the year at Cosmo went, month by month. God has truly blessed this organization in so many ways. Right from its beginning 40 years ago, straight through to the present day, God has provided the people. People who had the passion to get it launched and who have the creativity, patience, persuasion and perseverance needed to keep it thriving and growing. The evidence of this great blessing is clearly seen in its results. This has been a particularly incredible year, filled to the brim with all kinds of different challenges and unique opportunities. Some sadness for those we lost and fondly remember, but also joy in our achievements, especially the supreme triumph of a significant milestone successfully reached this year. As I recall the 40th Anniversary Street Festival held in September, I cannot help but stand in amazement of all the people who were involved and taking part – staff, participants, volunteers, dignitaries, performing artists, school children, passers-by, and the list goes on. I know I speak for the entire Board of Directors when I say that Cosmo exists today because of the all the people who have come over the years and who continue to come to partake in, or foster, our person-centered focus that ensures each person's dignity and respect while creating diverse and exciting opportunities that both challenge and support. Whether we be excited Program Participants, or caring Staff, generous Volunteers, loving Families and Caregivers or willing Community Partners, this "Miracle on 34th Street", called Cosmo exists because we all work together, and we are blessed. Christmas is a time of thanksgiving, joy and anticipation as we look forward to the many seasonal activities that bring such enjoyment to all. On behalf of all the Directors of this Board, warmest wishes to all of you for good health, a wonderful holiday season and a happy New Year.

Gary Nickel
President of the Board

Merry
Christmas

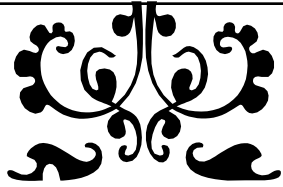
Season's Greetings from the Executive Director

Much has happened in our 40th year and I am grateful for the support provided by staff, Board members, volunteers, participants and their families. Their support and passion made this a truly memorable year.

For the first time in 8 years, we all celebrated Christmas dinner on the same day. The walls rocked with good vibrations!

Christmas is a time of thanksgiving, joy and anticipation as we look forward to the many seasonal activities that bring such enjoyment to all. Warmest wishes to all of you for a wonderful holiday season and a happy New Year.

Peter Gerrard, Executive Director



A pessimist, they say, sees a glass of water as being half empty; an optimist sees the same glass as half full.

But a

giving person

sees a glass of water and starts looking for someone who might be thirsty.

Congratulations

Congratulations to all the participants who received their service awards on Dec 16th, 2011 in a special ceremony and tea.

65 awards were given to participants with 40, 36, 35, 30, 31, 26, 25 years of service.

Congratulations!

Congratulations to Cosmo Bus Driver Fregon Ezekiel who became a Canadian Citizen on November 24, 2011. He has been with Cosmo for 5 years.

Best Wishes

Best Wishes to Pat Misener former Director of Groups Homes for Elmwood Residences Inc. All the best in your retirement.

Staff Awards
for 2011

30 Years

Denise Young

25 Years

Carey Teichroeb

15 Years

David Hassall

Rosario Tenorio-Ruiz

10 Years

Garry Janzen, Trisha

Lazaro, Lesya Swystun,

Tony Watson

5 Years

Debbie Chodak, Deidre

Dennis, Fregon Ezekiel,

Janice George, Linda

Lawrence, Dave Parkalub,

Amy Plowman,

Amanda Shulist

Seasons Greetings from the Program Division

It's hard to believe that yet another year has passed. Where has it gone, and why has it passed us by so quickly? I think the answer lies in the fact that we just never seem to have time to sit down and relax as there is always something new and exciting going on. We have such an amazing staff team leading and directing new initiatives and opportunities. Here are just a few of our accomplishments:

- Increased opportunities to go swimming and exercising at the Leisure Centres
- Boxing and exercise classes with Nelson Boxing
- Out of town tours to such places as Humboldt, Batoche, Pike Lake, Prince Albert, Regina and etc.
- Yoga, dance, fitness and horticulture classes
- Coffee is sold on Tim Horton's Fridays
- We are in the process of producing a cook book of all our favourite recipes
- We expanded the Therapy Program by offering more assisted walking, exercise and tilt table programs. In addition, a summer student was hired to increase fitness opportunities.
- Music Makers and Rhythm Band continue to be offered and loved by all
- Sewing classes, literacy and baking programs continue to be offered
- Another wheelchair van has been added to our fleet so that more community based outings can be offered
- We continue to organize 19 bus runs daily to get people to and from work
- We welcomed 19 new participants to Cosmo and assisted 21 students from 7 high schools with transitioning to Cosmo
- Daily mentoring, mediating, coaching and assistance by ITP with the interpersonal relationships of our participants
- Expanded our Community and Enriched Program offering alternative community based opportunities such as volunteering, regular recreation, therapy, shopping and etc.
- Working from home continues to be offered at Sherbrooke, in our Cosmo at Sherbrooke Program
- We continue to mentor future professionals through student placements from the Social Work Program, Disability Support Worker Program and the Bridging the Gap Program.
- We have started to streamline our participant records in an electronic format
- Staff training opportunities continue to be offered

This was all made possible by the organized, creative, compassionate and energetic staff in our team. Thank you Dave, Bev, Tiara, Marla, Helen, Anna, Charlotte, Shauna, Chelsea, Jennie, Jamie, TeeJay, Donna, Cal, Blake, Ashley, Wes, Dana, Adrienne, Janice, Fregon, Nan, Garry, Luda, Jim, Richard, Jillian and Ricquelle. What an amazing year.

-Randine Graf
Programs Division Manager

Make a Great New Year's Resolution **Volunteer at Cosmo in 2012**

Over the past 40 years Cosmo has relied on the ingenuity, creativity, support and dedication of volunteers. Without volunteers Cosmo would not have provided the countless opportunities that are available to adults with intellectual disabilities in Saskatoon today. As Cosmo moves into the next 40 years those opportunities will continue to grow. Be a part of the success. Volunteer. Contact Cosmo to find out how you can be a part of something greater than yourself!

Call 664-3158 email: volunteers@cosmoindustries.com

Season's Greeting from the Contracts Division



“Teamwork divides the task and multiplies the Success”.

This quote applies to the many successes achieved within the division this year. Some of these successes include the staff assisting the participants to reach their vocational goals. At the start of 2011, all of the participants met with their direct support workers and chose a specific work goal that they wanted to accomplish for the year. With assistance from the staff, the participants worked towards their goals, utilized their skills and pooled their talents in completing work for various businesses within city. The key to satisfying our customers is to provide quality service, knowing the details of the job and meeting the expected deadlines. We have many repeat and faithful customers as well as new customers who bring a variety of opportunities.

Besides the Contracts areas, the cafeteria provided quality training for participants who had a desire in learning tasks around food preparation. Along with the staff, the participants created delicious meals for participants and staff building wide to enjoy.

In addition, the Community Work Group program is another success that focuses on working with participants out in the community. All the jobs coaches provided intense coaching techniques to the participants they supported in the community. The participants in the program had the opportunity to work at the various placements to enhance their skills. These opportunities helped them develop greater independence and expand on their skills that can often lead to independent placements in the future. For all these successes, everyone can be very proud for all they have achieved!

Aside from all the work, the Contracts Division, both staff and participants, do have fun not only day to day but we stop production on occasions to join in on planned group activities, one being especially memorable is celebrating the 40th year.

As the year ends, we can reflect on these many accomplishments and strive to do more great things in the upcoming year of 2012.

From the Contracts Team & Participants, we would like to wish everyone a Wonderful Christmas and may 2012 bring everyone a year of Prosperity & Happiness!

-Theresa Paydli
Contracts Manager

Skipping Stones



By Brian Stones, Contracts Area Participant

It's beginning to look a lot like Christmas and well I have a lot of work to do. I just love working at Cosmo and it is true we are the Miracle on 34th street and I am proud to say I was able to be a part of it. Of course you know I love Cosmo Industries because just like me all of us have a place,

I recently joined Rhythm Band. I have enjoyed being part of Rhythm Band. I am very happy to see our new conductor- Russ Regier a.k.a Mr. Regier husband of Mrs. Val Regier who both used to work at Forest Grove Elementary K-8 School when I went there in the 1990's. Plus he used to be my ukulele and classroom home-room teacher. Welcome to Cosmo Russ.

But anyway as Blake just said how time flies. Right! We did so many things at Cosmo in 2011. I was part of Marla's groups with Galon Insurance. We tie dyed t-shirts and Jeff (Galon) even tie dyed some underwear. We worked on a cookbook. My favorite recipe was the Dump Salad. We worked hard in Contracts and so did everyone else around the whole building. We had lots of dances and fun days and we got paid for the work we've been doing.

Well, folks the time has come to the point where I must say Let's Party! Yes, that's right and I say yes! Let's do it. Merry Christmas and Happy New Year to all the Communicator readers out there. This is Brian A Stones signing off on 2011. See you next year!

PATHWAYS TO OPPORTUNITY: A YEAR IN REVIEW

Pathways kicked off 2011 with a New Year's eve party which entailed non alcoholic sparkling champagne, balloons, party hats and a new years eve count down. We celebrated Valentine's Day with a pancake breakfast, and St. Patrick's Day was filled with green punch, cookies, and a movie. Pathways would like to thank everyone for their generosity which made our annual garage sale another success.

During the summer months Pathways made each Friday into a "Fun Friday", we had banana split day, water park day, Hawaiian day, camp day, and Earth day are just some of the fun things we did. Thanks to the Shrines Circus, participants were able to enjoy the Exhibition this year. Pathways wants to congratulate Danny Summach on winning a Nintendo Wii for raising an incredible amount of money for Cosmo's Annual Bowl and Cruise!

This fall was filled with laughter and excitement as Cosmo celebrated its 40th birthday with a big bash. Pathways has welcomed four new additions into our area Yanh Tran, Riley Maurice, Mohamed Shoman, and Annette Quewezance. Pathways has kept busy with three new projects this fall, taking apart election signs, The Mayor's Mulligan's and putting tags on teddy bears for the Children's Hospital.

Jingle bells and other festive carols can be heard coming from our area during the month of December. Our area Christmas party left our stomachs full of turkey, stuffing, potatoes, and cheesecake, and our annual Christmas bake sale was another hit building wide. It has been an exciting and eventful year here in Pathways and we look forward to another!

Jolene Odnokon
Pathways to Opportunity Supervisor



SEASON'S GREETINGS FROM SENIORS

Wow! It is hard to believe another year has passed us by. We have been busy enjoying the sights and sounds of the city. Some of our favourite outings this year have been the Ex parade, Berry Barn, Forestry Farm, Crooked trees, Camp Easter Seal, Pike Lake, Taste of Saskatchewan, movies, shopping, lunch, coffee, bbqs, Nellie's for mile high lemon pie, and Buckaroos.

We have enjoyed many in house activities as well such as Valentine's day party, St Patrick's Day party, pyjama day party, Halloween party, as well as winter carnival, and 40th anniversary celebration. In between all our outings and special events we have found time to enjoy our daily/weekly activities such as bingo, carpet bowling, baking, music, shopping, crafts, reminiscing, socializing with friends and making and selling our recycled cards. With our profits, we have been able to purchase a new television and blue ray player for our area. Thanks to everyone for your support. It is greatly appreciated.

We have been fortunate to have several students and volunteers in our area over the past year. This has greatly enhanced the quality of life for many of our participants allowing them some much needed individual time.

We hope everyone has a safe and happy festive season.

-Heather Cone
Seniors Division Coordinator

Missing Jacket

Hi! My name is Melanie Gronsdahl and I work in Pathways.

On Sunday Nov. 13, I was at the Christmas shopping night at Zeller's at the Lawson Heights Mall.

My new "Cosmo" coat was taken by mistake and I have not been able to find it. It is size XS, navy in color and it has my name on the inside tag of the collar. My new winter hat (black knit with ear flaps and white fuzzy lining) and red mitts are also gone. Please check and see if you or someone you know may have them. *Thank-you, Melanie*

Record Breaking Year in Waste Reduction

Even though I've only been in Waste Reduction about 6 months, from what I can tell, it's been a good year! As most of you all know there have been some changes in our area. Most notably our confidential shredding moved out of the paper sort area in April and into the back of Cosmo downstairs. Since then, the amount of shredding that Cosmo does is quite impressive. The shred area downstairs has shredded a total of 975,430 lbs since it's implementation. According to Paul, we have broken a lot of records this year. In 2011 we have received the most shred in one month: 121,925 lbs! We are projecting that by the end of December, we will have had the highest monthly average and highest total volume in a year ever for Cosmo. The total will be about 1,400,000 lbs. This is possible due to our new 40hp shredder, which can shred up to 5,000 lbs of paper documents in one hour when the participants working on it are at their best. It's also due to the new conveyor system that is in place to move all that material to be bailed. Work in paper sort and on the ONP belt has been going well and even though paper sort will be absorbed into the Pathways to Opportunity Division next year, we were very glad to see some new participants showing interest in Waste Reduction this year.

Our participants enjoyed all the activities and special events this year, most notably Cosmo's 40th Anniversary Street Festival. Big thanks to everyone who made it such a success. I would also like to thank everyone in our area for their hard work this year. I think what you do really is of great value to Cosmo and all of it's participants. We're looking forward to next year and the new bailer. But for now, we'll hold the old one together with spit and duct tape. Remember, in the coming weeks, if you hear a loud boom coming from the back of Cosmo followed by metal grinding to a halt, Dave did it.

On behalf of the Staff and Participants of the Waste Reduction area enjoy the holiday season and have a great new year!

-Brandon Alexander

Waste Reduction Area Supervisor

CHRISTMAS GREETINGS FROM THE PARTICIPANTS OF COSMO

The year has gone by so quick and another is fast approaching.

There's eating, opening gifts and visiting family and friends who care about us.

Let's not forget the importance of celebrating Christmas—Christ's Birth. And we also don't want to forget our loved ones who have passed on.

In closing, On behalf of all the participants at Cosmo, I would like to extend Christmas greetings and a happy new year to everyone. See you in 2012.

Nicole Giesbrecht
Contracts Area Participant



New Staff

Reynaldo Carino— ONP

Staff Changes

Tara Thiemann— full time
Contracts

Ashley Evans— term Seniors
to casual

TeeJay Crockett— return
from Paternity leave

Debbie Fehr— Contracts
Production Supervisor

Cosmo Says Goodbye

Chelsea McDonald

Helen Bueckert

Frany Bowden

Greeting from the Life Skills Training Division

It has been another fun-filled year in the Life Skills Training Division. We have been a part of many community based outings and have taken part in many of Saskatoon's events throughout the year. Some events we took part in were: the Jazz Festival, Taste of Saskatchewan, the Exhibition, Noon Carols and Festival of Trees. As well we visited many places such as: Rainbow Cinemas, Mendel Art Gallery, Western Development Museum, Eastview Bowl, the Berry Barn, Pike Lake and the Forestry Farm just to name a few.

As always throughout the year we plan many theme days and our biggest hit this year was our Carnival Day. We decorated the area and had carnival music playing to set the mood. The area was filled with the aroma of fresh popped popcorn and cotton candy which was being made by staff for everyone to enjoy. We had a blast playing some carnival games such as bingo, fish pond and bean bag toss. Everyone went home with a prize, a treat and a smile! This was a great experience as many of our participants are unable to attend the exhibition so we wanted to bring the Exhibition to them.

We continue to grow and change as a division and in 2011 we have welcomed many new faces and with that have had to say good-bye to some as well. We would like to wish everyone a Safe and Happy Holiday and all the best in 2012!

-Tracey Pederson
Life Skills Training Division Manager



A Wonderful Christmas Outing!

On Sunday December the 4th Katie Heppner, Michelle Henderson, Janet Umpherville, Val Horkoff, Jesse Ross, Shelley Letwin, John Charles, Laritta Laplante, Carrie Ann Gardypie, Judy Grimard, Dave Parkalub and Bev Brassard went to the Barn Playhouse.

After a fabulous and very filling lunch of turkey, ham, stuffing, salads and cupcakes for dessert we watched the play "A Candle in the Window." The play was about some angels who helped people find the good in their lives. This was a very nice play for this Christmas season. We all had such a good time and it was great to hang out on a Sunday afternoon together. Thank you to the Top of the Rock for helping us to enjoy a little bit of Christmas.

-Bev Brassard
Recreation and Leisure Coordinator

How is your Newsletter Made? The Communicator Process

1st week of the month– The Editorial Committee meets and sets out assignments according to events that have happened at Cosmo. The Committee members must write or assign articles to their co-workers or participants ensuring they meet the submission deadline.

2nd last week of the month– All articles must be handed in to the editor to type and prepare the newsletter.

Last week of the month– The Editor lays out the newsletter and sends it out to staff around the building to edit for mistakes. After corrections are made, a final copy is printed and photocopied over 630 times. The copies are given to the Pathways area to fold and prepare for pay (this may include stapling extra information to the Communicator as well). All participants take home a newsletter with their pay. Pathways also labels over 250 copies for mail out to family and friends. A digital copy of the Communicator is made and emailed to Cosmo staff, family and friends, board members and volunteers.

*Cosmo Celebrates the Season with a
Christmas Gala*



The halls of Cosmo were filled with the sounds of Christmas cheer on Dec 9th, 2011 as we celebrated Christmas with a special Gala. Participants came to work a little later than usual. When they got here they were greeted with the beautiful sounds of Mrs. Shirley MacLennan playing Christmas melodies on the keyboard. She was adorned on either side by two glimmering Christmas trees artfully decorated with blue and silver Christmas balls. An old fashioned street light lit the way as participants made their way to their areas. When they got there they were greeted by a beautifully laid out table. Blue table cloths with silver presents, trees and reindeer set the tone for a delicious turkey dinner catered by Carlos Hospitality. After we wined on home punch and dined on turkey and all the trimmings and cheesecake for dessert, we were off for some entertainment in the gym. Much to our amazement the gym had been transformed into a winter wonderland. Snowflakes dangled from the ceiling and covered the walls. Twinkling lights set the stage for our Cosmo Rhythm Band to perform some Christmas hits. It was the first time the band had preformed with new conductor Russ Reiger and they did a marvelous job. Thank you to our Rhythm band volunteers Russ, Shirley (piano), Frank and Eric who have been committed to the practices and the Christmas performance. There was still more music to enjoy as the Cosmo Choir performed in the Life Skills area. There were Christmas crafts in Pathways and a Christmas movie in the Seniors area. Many danced the afternoon away in the gym under the blue and white snowflakes. It was a wonderful afternoon for all.

Thank you to the staff and volunteers who did much preparation to make the day a success. Merry Christmas and a Happy New Year to all.

-Anna McCallum
Coordinator of Volunteer Services

Thank You to all the Volunteers who came to Cosmo in 2011

Did you know that in 2011 approximately 350 different people have provided volunteer services at Cosmo? That's over 3,000 volunteer hours given to Cosmo in 2011. I would like to take this opportunity to thank all of those people who have given back to Cosmo. We have so many wonderful things happen in 2011 thanks to the commitment of our volunteers. Over 30 volunteers helped with the Miracle on 34th Street Festival. Volunteers helped participants to create an art exhibit that hung at St. Paul's Hospital. We had nursing students completing hours for a service learning course, teachers, youth, pet therapy dogs, art projects, horticulture, armchair travel, academics, fitness instruction, music, Canada World Youth volunteers, storytellers, and school groups at Cosmo throughout 2011. Congratulations to Ethos Salon and Spa, who come monthly to give cuts. They were named one of the best hair salons in Saskatoon by Planet S Magazine. How lucky we are to have all of these talented generous people as supporters of Cosmo. Thank you volunteers and all the best in 2011.

-Anna McCallum
Coordinator of Volunteer Services

COSMOPOLITAN INDUSTRIES LTD. BOARD COMMITTEE APPOINTMENTS 2011 – 2012

The following appointments have been made to Board Committees for 2011-2012. Gary Nickel is the Board President and Ex Officio. The first person listed is the Chair of that committee.

Executive Kirk Anderson
Vice Chair Craig Newby
Treasurer Grant Habicht
 Roger Birtles
 Alan Hunter
 James Gillis
 Heney Klypak
 Gary Nickel
 Brent Rempel
 Howard Stensrud
 Dwayne Schmutz
 Mike Stensrud

Admission & Discharge Brent Remple
Vice Chair Loye Anderson
 Merv Nighthtraveller
 Albert Hrytsak
 Dick Baxter
 Roger Birtles
 Jamie Lackie
 Al Hawkins
 Mavis Smith Peet
 Joyce Phillips

Appointed
 Appointed

Building & Equipment
Vice Chair Heney Klypak
 Michael Stensrud
 Albert Hrytsak
 Linton Auchstaetter
 Howard Stensrud

Vipond Alan Hunter
 Kirk Anderson
 Howard Stensrud
 Michael Stensrud
 James Yachyshen

Community Relations James Gillis
 Brent Rempel
 Al Hunter
 Heney Klypak
 Sandra Downes
 Craig Newby
 Marie Gould
 James Yachyshen

Appointed

Contracts Dwayne Schmutz
Vice Chair Linton Auchstaetter
 Merv Nighthtraveller
 James McKinny
 Brent Remple
 Butch Williams
 James Yachyshen

Board/Staff Relations Craig Newby
 Roger Birtles
 Loye Anderson
 Butch Williams
 Jamie Lackie

Program Roger Birtles
 Loye Anderson
 Kirk Anderson
 Sandra Downes
 Howard Stensrud
 Al Hawkins
 Graham Addley
 Greg Kuse
 Jerome Nicol
 Mary Baxter

Appointed
 Appointed

Waste Reduction Michael Stensrud
 Kirk Anderson
 Merv Nighthtraveller
 Alan Hunter
 James McKinny
 Howard Stensrud
 Dwayne Schmutz
 Greg Kuse

Family & Friend James Gillis

Pension Fund Trustees Grant Habicht
 Eric Antonini
 Peter Gerrard

Top of the Rock Fund Grant Habicht
Trustees Eric Antonini
 Mary Baxter
 Howard Stensrud
 Sandra Downes
 Ronnie Meyers
 Lindy Antonini

The cafeteria will be closed December 22nd until January 3rd and will reopen on January 3rd, 2012. Coffee and water will still be provided, however, no meals will be prepared during this week.

Merry Christmas and Happy New Year!



COSMOPOLITAN INDUSTRIES LTD.
DATES FOR 2012 SPECIAL EVENTS, STATUTORY HOLIDAYS
AND APPROVED CLOSURES

JANUARY, 2012

Monday, January 2nd New Year's Day in lieu - Cosmo Closed

FEBRUARY, 2012

Monday, February 20th Family Day – Cosmo Closed

MARCH, 2012

Friday, March 9th Winter Carnival Party at Cosmo
(2nd Friday in Month)

APRIL, 2012

Friday, April 6th Good Friday – Cosmo Closed
BOWLING EVENT TBD

MAY, 2012

Friday, May 4th (1st Friday in May) Open House at Cosmo
Monday, May 21st Victoria Day - Cosmo Closed

JUNE, 2012

No Holidays, etc.
Monday, June 18th 29th Riverside Vipond Golf Classic

JULY, 2012

Monday, July 2nd Canada Day in lieu - Cosmo Closed

AUGUST, 2012

Monday, August 6th Civic Day - Cosmo Closed

SEPTEMBER, 2012

Monday, September 3rd Labour Day - Cosmo Closed
Friday, September 7th Summer Windup at Cosmo
(Friday after Sept long weekend)

OCTOBER, 2012

Monday, October 8th Thanksgiving Day - Cosmo Closed

NOVEMBER, 2012

Monday, November 12th Remembrance Day in lieu - Cosmo Closed

DECEMBER, 2012

Tuesday, December 25th Christmas Day – Cosmo Closed
Wednesday, December 26th Boxing Day – Cosmo Closed
Tuesday, January 1st, 2013 New Year's Day – Cosmo Closed
