

Keith Dow, *Manager of Organizational and Spiritual Life*

We know summers get busy with people taking holidays and teams not necessarily meeting as regularly. This summer Reflection and Huddle cover both July and August. There's a lot here to learn from and work through! We're grateful to partner with Onward Communication Working Group for a team huddle on recruitment and retention.

Recruitment and retention are crucial to living out our values, fulfilling our mission, and attaining our vision. Committed employees, working with excellence, are at the centre of the work that we do – work that is *directed* by people who use our services but wouldn't be possible without, well, you!

As we move forward, actively involving people who use services in the recruitment, selection, evaluation, and ongoing review of employees is a priority. After all, most of us joined Karis Disability Services and stay here because of the people with developmental disabilities who make this work so meaningful and rewarding.

It was important to us to include this direction as part of our 2024 operating plan under *Engaging Stakeholders* and *Recruitment and Retention*. In some ways, it has always been a part of what we do. Paying attention to ways that new employees connect with people we support can either confirm a "good fit" or reveal room for employee development. Over a decade ago, while I was in the recruitment role in Ottawa, it was one of the most rewarding parts of my job to interview potential candidates with Terry or Angela, who used services locally.

I'm encouraged to see the ways we're continuing to involve people who use services in important organizational decisions like who to hire, and I'm excited to see this continue to develop in the years ahead.

Making the Connection

This month's huddle ([link](#)) reflects on the important contribution people with disabilities make in directing their own services and support, right down to hiring.

Take some time to read through the Huddle and respond to the "Conversation" questions!