

GOOD WORK NEWS

The Working Centre, 58 Queen St. S. Kitchener, ON N2G 1V6

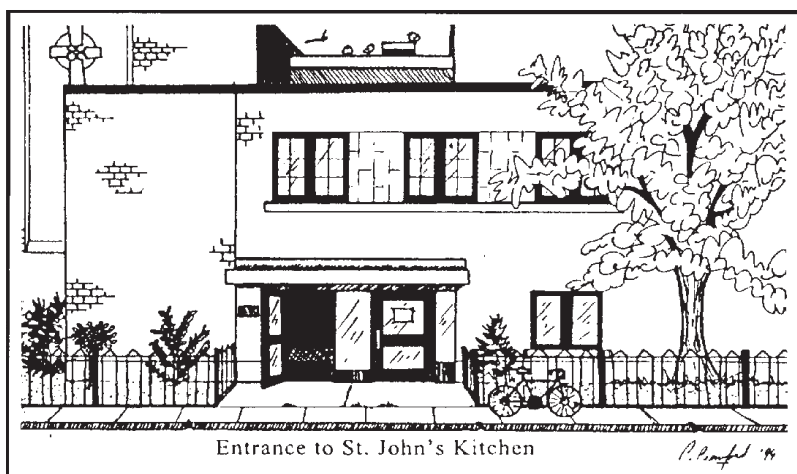
Issue 80

March 2005

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Entrance to St. John's Kitchen

St. John's Kitchen at 20 Years

by Joe Mancini

In January 2005, St. John's Kitchen marked its 20th year of serving meals in the Kitchener downtown. From the beginning we envisioned a place where people could find the dignity and respect they deserve and could also participate in providing the basic need of food and community.

Every week day for 20 years, volunteers have taken the surplus food from the K-W community and turned it into a hot meal. Dignity, respect and participation mean that when the meal is served, questions are not asked. It means patrons work together to prepare, serve and clean up the daily meal. It means a community of people who help each other out.

St. John's Kitchen has created space to welcome the supports of the wider community. Partnerships have made St. John's fuller and richer. We have seen many organizations, community groups, agencies increasingly moving towards new forms of collaboration.

Recently, the downtown street outreach worker, the psychiatric outreach project, Kitchener Downtown Community Health Centre, Waterloo Regional Homes for Mental Health, Society of St. Vincent de Paul, the Job Café, the Working Centre's Housing Desk have all offered supports. The work they provide is inspiring! It is about offering resources, links to services, assistance with housing, health supports, assistance for people who have difficulties with

the social service system, help to those who find their energy and resources exhausted as they struggle to pay rent and to feed themselves, and the job opportunities offered through Job Café.

These daily struggles are the reason why up to 380 meals are served each day. So many at the St. John's Kitchen community live each day with minimal resources but still offer so much back. It is all of these efforts that resulted in a search for a new location. The new facility at 97 Victoria will develop the idea of an integrated community with more floor space, medical clinic and meeting area, and showers and laundry. On the main floor will be the furniture recycling operation that will provide further work opportunities. The collaboration of other groups has given St. John's Kitchen the opportunity to host this integration of services.

Every day we see the frustration of individuals who are overwhelmed by homelessness and poverty. What we offer is basic human dignity – the ability to help individuals realize their potential. Sometimes the potential is the opportunity to begin to learn how valuable their participation is. We hope to create space where people can express their dignity, the right that all people have – the opportunity to give back to the community in a meaningful way.

The work of St. John's Kitchen is invaluable to our community. Our budget is modest and the generosity of the community has remained steady. As the cost to pro-



John Thompson - Organizer

By Dave Thomas

John Thompson has always been a doer and an organizer. He's not content to sit still, or to rest on his laurels. And he's been contributing to the community for a long time.

As he contemplates his retirement from almost 30 years at the United Way of Kitchener-Waterloo and Area, this year's Mayors' Dinner Honouree reflects on his busy, active life.

When John was 13, he organized a fundraising campaign for the Canadian National Institute for the Blind in Mildmay, the Bruce County village where he grew up. "I was a bit of an organizer," he says. "I liked the idea of setting goals and then fulfilling them." But, John says, he "wasn't doing anything extraordinary. In a small community, I think that's the way most people are. You're either involved, or you're a hermit."

Taking on responsibilities came even earlier. When he was just 8, he got his first paper route, "even though the minimum age was 10. I bought the route for 35¢ – about a month's earnings at the time," recalls John, now 56. He got to know all his neighbours, going door to door to sell Toronto Telegram subscriptions.

His father had died when John was just a year old, and John gives a lot of credit to his mother, who worked as a cashier at the town's only grocery store. She instilled in her son a strong work ethic. There were a lot of fun times during his childhood too – especially hockey and softball. When he had to bus to Walkerton for high school, he was thrilled with the extent of the opportunities for athletics.

"I was a typical Canadian kid. I loved hockey," he says. "It was in-

As he contemplates his retirement from almost 30 years at the United Way of Kitchener-Waterloo and Area, this year's Mayors' Dinner Honouree reflects on his busy, active life serving the community through organizing, community development, fundraising and promoting sports.

grained." That love for the sport continued even after John started studying economics at the University of Waterloo, when he worked at a hockey camp during the summers. When he turned 21, he started his own – Huronia Hockey Camps, which he would go on to run for 25 years.

Hockey didn't get in the way of his studies at UW. Studying economics because of his interest in numbers and trends, John learned to balance the academic, work and social demands. "I became very independent during my university years – getting assignments done, paying my own bills and having a good time." After attaining his degree, John worked full time at running the hockey camp for a few years.

He loved working with professional hockey greats like Paul Henderson and Ron Ellis, and with the kids who benefited from learning from their heroes. John wanted to learn more about kids, so he returned to university to get a teaching certificate, though not with a view to teaching. When he completed that degree in 1976, he was

Twentieth Year

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Good Work News

Good Work News was first produced in September 1984. It is published four times a year by The Working Centre and St. John's Kitchen as a forum of opinions and ideas on work and unemployment. There is a circulation of 9,500 copies.

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John Thompson

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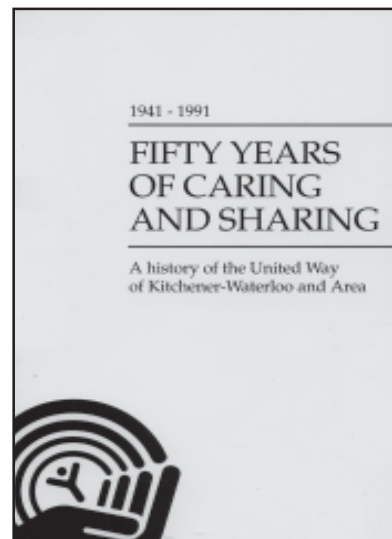
open to new opportunities to apply his skills and interests. That's when he saw an interesting job ad in the paper.

Kitchener-Waterloo Federated Appeal had started up in 1941 (called Kitchener-Waterloo Federated Charities initially) to create an integrated fundraising campaign for services in the community and to support the war effort. Run by volunteers without any sizable staff complement, the organization grew steadily throughout the post-war period. Its 1941 campaign goal was \$80,000. By 1976, the year John joined, the goal was \$926,000. As the community grew, so did the work of local agencies, and they required ever more resources to meet those needs.

Executive director Bev Hayes had just joined the previous year, and he needed an assistant executive director / campaign director to help him. The job posting piqued John's curiosity. "I liked the idea of a campaign, and connecting with people," he recalls. Though he's not sure he listed the CNIB campaign from his youth in his application, he was sure this was just the type of position where he could make a contribution to the community. There was a lot to learn. "Bev's expertise was marketing. I was able to bring my organizational skills. But there were a lot of challenges. There weren't a lot of professional fundraisers we could call on for advice, so we learned as we went along."

John's main responsibilities at that time were to facilitate the campaign committee and oversee allocations to member agencies. He does not like to take too much credit for the agency's accomplishments, though. "We have been very fortunate to have strong community leadership over the years, and the continued success of the campaigns is proof of that." Still, the growing complexity of the community meant a growth in the sophistication and staff complement of the agency. Other potential developments were on the horizon as well. By 1983, the board took a serious look at joining United Way of Canada. "We were doing well, but we thought we could do even better. There was a lot of untapped donor potential in the community that we wanted to cultivate," says John.

One challenge the agency faced that year was the sudden death of Bev Hayes in August. John was appointed acting executive director and about a month later his appointment was made formal. The following year, 1984, Federated Appeal formally became the 106th member of United Way of Canada / Centraide Canada. This produced a number of benefits, such as training opportunities for staff and volunteers, new campaign methods and increased efficiency. (By that time, there were 29 member agencies; the campaign



goal was \$1.5 million. The Working Centre, not yet a member, received a grant from the agency. It would become a member agency in 1988.)

In the years since, needs have increased, the community has become even more complex, the campaign goals have grown, and the generosity of the community has kept pace, John says. "Initially after joining United Way, we doubled our campaign results in the first five years. Before joining, it was about every 10 years." There have been controversies and economic downturns, but the organization has continued to grow and help more people. John is grateful for having had "the opportunity to guide the organization for so many years, and to work in partnership with the board to maintain the growth, relevance and presence of the organization in our community." During his tenure, the campaigns have gone from \$1 million to \$5 million per year, the staff has grown from three to 13, and the volunteer network is more than 3,000 people.

When he steps down as chief executive officer in late April, John is not about to be idle. That's not his style. As busy as he's been with his job the last 28 years, he's been just as active in volunteer commitments, sports and other pursuits. His resume shows a long list of activities that leaves one wondering how he managed to fit it all in. What is his secret? He can't say exactly, but there's one constant in everything he's done - he's done what interests him.

Sports continue to play a large part in John's life. He was president of Huronia Hockey Camps for a quarter century until 1995. He worked for the Kitchener Rangers for seven years, as the business manager, statistician and radio colour commentator.

He co-founded the Kitchener-Waterloo Athlete of the Year Program and established the Sports & Scholarships Golf Tournament, and also chaired various committees of the Kitchener Sports Association over a period of 15 years. He currently serves as the KSA president, as well as Chair of the Board of Governors of the Waterloo County Hall of Fame. He's also played a role in the Canadian National Men's Fast-Pitch Championships, International Softball Congress



Mayor Carl J. Zehr & Mayor Herb Epp

cordially invite you to attend the

Eighteenth Annual Mayors' Dinner
in honour of

John Thompson

Saturday, April 2, 2005

Marshall Hall, Bingemans, Kitchener

Cocktails and Auction Preview: 5:30 pm
Dinner 6:45 pm

RSVP by March 18, 2005

For more details call 749-9177x237



The Mayor's Dinner is an evening that celebrates outstanding contributions to our community. It is also an important fundraising event for The Working Centre and St. John's Kitchen.

I would like to purchase:

- Individual tickets @ \$70.00, including tax receipt for \$35.00
- Community Group package @ \$520 includes 8 tickets, tax receipt for \$240.00 (one tax receipt only) and recognition in dinner program

Visa Mastercard
Amount: \$ _____
Card #: _____
Expires: _____
Signed: _____

Name: _____

Address _____

City: _____

St. John's Kitchen

A Slow Process

Leslie Morgenson

I remember the day five years ago when I first came to the community of St. John's Kitchen. It was a day I witnessed two fights, one in the kitchen and one outside in a parking lot near a high school. It wasn't the fights themselves that stood out because surely tempers flare in every workplace, school and home, but what was surprising was how differently they were handled.

The morning fight at the kitchen was handled by concerned people who gently pried the two combatants apart. There was worry in all of the faces I observed. Everyone seemed to understand that such outbreaks have implications for the entire community, chipping away at the stability one feels both personally and commonly.

John Thompson - Organizer

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Championships, and reunions for the Waterloo Siskins Junior B Hockey Club and K-W Dutchmen Hockey Club. John also coached minor hockey, baseball and softball when his sons Bryan and Rob were young.

John admits that his interest in sport outstrips his skill, but he loves the games nonetheless. He's been able to use that interest and his connections in the community to benefit others. When he was approached in 1998 by a woman who needed help to get a wheelchair-accessible van for her son, John and friends organized a golf tournament to raise some money. That has turned into the annual Tournament of Hope Golf Classic, which has raised more than \$125,000 and helped almost 30 families. "It may not be the biggest tournament around, and it may not raise the most dollars, but it has made quite a difference for some local families," John says. He had previously chaired a Big Brothers golf tournament for several years and also a charity squash tournament for 14 years.

In the civic area, John has been active with the Chamber of Commerce and Drug Awareness Week. He was a founding director and treasurer of Waterloo Regional Crime Stoppers.

An ardent traveller, John has been to many exciting places including Peru, South Africa and New Zealand, the latter two in connection with the world softball championships. He's also managed to visit almost every major league baseball stadium with his son Rob.

So what is next for John Thompson? He's considering many options, but one thing is sure. He won't be slipping into a sedentary retirement soon. As for United Way, he knows it will go on and prosper, "because it has such a dedicated board, hardworking and professional staff, and enthused volunteers. It is well resourced and respected in the community. It has the opportunity, and perhaps now the responsibility, to be even more relevant in the community. Imagine what it will be in 10 years under new leadership—AWESOME!"

The afternoon fight involved high school students, surrounded by an enormous and continually growing swarm of onlookers who en masse cheered and egged the two on. There was no way either combatant could end the fight until one was victorious over the other.

It was encouraging to watch the resolution of the morning altercation, whereas it was disheartening to watch the afternoon fight. These tender teens had already learned so well the "win at all cost" achievement and efficiency model of the society in which they had been raised. The entire group was focused and driven. They wanted a decisive winner and they wanted it quickly. The inference was that they had not been listened to in their lives, hence they were not going to listen to each



other now. These kids were simply employing what they'd been taught through actions if not words: to adopt an approach that is totally contrary to generosity and reconciliation.

Most of the people in the St. John's Kitchen community have experienced the meanness of a culture that wants winners. Losers are treated

We Have Been Blessed by Wonderful Generosity Over the Christmas Season

Over the past year, The Working Centre has taken on two major building projects at 66 Queen St. S and 97 Victoria. Community support for both projects has been very generous. At the same time we must continue raising money for the daily work. The following is a report on these projects.

97 Victoria: St. John's Kitchen Integrated Community

The Canadian Alternative Investment Cooperative which reinvests funds from religious orders into social projects has provided us with a generous mortgage.

CAW Social Justice Fund announced a special contribution of \$70,000 towards construction expenses to create the kitchen, showers and laundry

National Homeless Initiative and the Kitchener Waterloo Community Foundation have provided \$25,000 towards renovations

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badly, mostly because, it seems that they have failed and that is why it is their fault. In contrast, time spent at St. John's Kitchen reveals that people want to live in a respectful community, where softness is shown, where people take a longer route, talking things out, and maybe not resolving the issue today, but thinking about it today.

Accepting a slower process is often what people at St. John's Kitchen prefer, a process not offering quick answers. People need to be allowed to struggle with dilemmas, reflect, and then parcel out the responsibility—mine as well as yours. To function in the alternative fashion, to be hierarchical, is to be in the hands of someone else who tells you how to act and feel.

Leaving behind a familiar vertical model that seeks social stratification, power and status and moving to a horizontal approach that allows for different voices working for the well being of the entire group is not easily done. A patron recently reflected upon how startled he'd been when he first arrived at St. John's. "If being here has taught me anything, it is to look at things from many different perspectives." There is a feeling of relief when you understand that a hierarchical model is not going to be imposed. It suddenly frees you from always looking for an enemy and looking to lay blame. Instead, each per-

son becomes integral to the community. Only then does the accumulation of tacit knowledge begin.

Tacit knowledge cannot be learned from a book. It cannot be studied nor decontextualized. It has to be lived and experienced and then becomes an essential part of who we are. A person cannot face a new dilemma or situation and presume to know what must be done. It has to be struggled with, consolidated and retrieved before answers are clear. And only after a slow meandering process are answers obvious. But the result is richness earned, for the edict has not been enforced by someone higher on the totem pole. It has been lived and will forever be a part of that person's practical knowledge.

The global outpouring of sympathy following the recent tsunami tragedy was evidence that we are a generous people who do care about the well being of all world citizens. Likewise I have witnessed great generosity within the St. John's Kitchen community demonstrating that, despite terrible tragedies, people do continue to carry great hope and long for a kinder way.

A year and a half ago, an "Alternatives to Violence" group was formed at St. John's by a small collection of people. These individuals shared a concern for the frequency of violations exhibited in daily life. From road rage to domestic conflicts and from disgruntled neighbours to assault, violence at times seems pervasive. The group turned its attention to its own community, St. John's Kitchen. After meeting regularly for some months, the group decided that the use of traditional Native Talking Circles and de-escalation workshops would be beneficial resources to utilize in our community. With the guidance of Lou Henry and Donna Dubie from Four Directions Aboriginal Restorative Justice, we have come to use Talking Circles within St. John's when dilemmas have arisen. The beauty of the Circles is that everyone gets a chance to speak and everyone has to listen to the others. Talking Circles have always been a part of the lifestyle of Aboriginal communities. Everything is discussed. But there are no quick answers in this process which is at times bewildering to those of us who have mostly been a part of hierarchical ladders that would crack if they tried to be circular.

Having a voice within a circle seems to give people strength to handle the next situation in a creative, tolerant way. Even when they aren't at times aware of the changes in themselves, their acts of kindness and generosity speak for them before they are even consciously aware of it. Clearly, Talking Circles highlight Helen Keller's assertion that "Although the world is very full of suffering, it is also full of the overcoming of it." By and large, people don't want a fight to escalate. They typically are grateful for intervention when they're in the midst of harsh words with another.

The group of youngsters I observed were displaying with actions modeled from a culture that likes to see a winner and a loser. It is often left to individuals to set the standard of kindness. However, in small circles, great change can and is taking place.

We are long overdue in our culture for such long term, visionary work.

66 Queen St. South Revitalization

Waterloo Region Catholic Community Foundation: \$12,000 towards computer and kitchen teaching labs.

Jim and Sue Hallman have provided \$60,000 towards the housing and basic renovation costs

Royal Bank of Canada: \$5,000 towards the transitional shelter

K.E. Morrow Foundation: \$10,000 towards renovation costs

Ace Bakery: \$6,000 towards Kitchen equipment

This list does not include in-kind gifts of materials and equipment or earlier contributions which we will list in a coming issue.

Over Christmas we were also blessed by the great generosity of individuals, businesses and schools towards the daily operation of St. John's Kitchen and The Working Centre. In the next issue of Good Work News we will offer a special thank you for those donations that make our daily work possible.

Downtown Outreach and Job Café Take Shape

In the summer of 2002, a community building process called the Kitchener Downtown Community Collaborative took shape. Over 40 organizations, businesses, neighbourhood groups and government workers have participated in developing ways to improve the Kitchener downtown through new approaches.

New approaches attempt to find ways to build community and develop supports by:

- Integrating individual initiative, mutual co-operation and self-help into any proposal
- Developing a high level of volunteer content within all the initiatives. This mobilizes all sorts of people to become involved in the downtown in a positive way.
- Developing a spirit of commitment to the downtown and its street people.

A core group consisting of the Kitchener Downtown Business Association (KDBA), City of Kitchener, The Working Centre and Kitchener Housing Inc. have provided direction and cohesion to launch the the Downtown Street Outreach Worker and Job Café as interrelated projects and continue to provide significant benefits to the local population.

Downtown Street Outreach Worker

In the first year and half the Downtown Street Outreach Worker has assisting new arrivals, building rapport with individuals in need of services; de-escalating situations to reduce police calls, making referrals for primary care and substance abuse and mental health treatment; and providing housing assistance.

In the first 7 months the following supports were offered:

General support/referrals	261
Housing supports	83
Mental Health supports	46
Medical supports	32
OW/ODSP support	36
Addiction response/ support	73
Youth Issues	14
Total	545

In addition, hundreds of pairs of socks, winter boots, work boots, gloves and winter coats have been distributed.

This past spring at a Partners Recognition Breakfast given by the Community Resources Branch of the Waterloo Regional Police Services, Constable Jen Davis reported that **there has been a reduction in police calls for service in the downtown since the Outreach Program began and especially in those calls that would be considered related to social issues.**

The development of the **Psychiatric Outreach Project** working in co-operation with Regional Social Services has given the Outreach Worker access to the services of a psychiatrist who worked on the street 2 days per week over a five month period. We are looking forward to this project starting up again.

The Job Cafe

The Job Café provides casual labour and training opportunities for people who are not able to participate in the regular labour force and will provide practical supports through laundry, lockers and showers. Job Café participants are active in the operation of the project.

Over 140 individuals have participated in Job Café work. Many would like additional work of this nature. Approximately 22% of participants are women. Up to December 2004, 30 different individuals had participated in a downtown renovation project.

The following jobs have been part of Job Café: downtown street sweeping; window washing and cleaning; telephone booth cleaning; outdoor city bench painting; special event set up; apartment cleaning including washing floors, walls and appliances; demolition of partition walls, ceilings and old flooring; trips to the dump; sorting, scavenging and denailing old wood; framing partition walls; installing insulation; interior and exterior painting; grass cutting and weed removal; and assistance with household moving, furniture moving and office moving.

Some Stories

Jeff is a young man in his 30's who has spent most of his adult life living on the street. About eight months ago, Jeff located and moved into an apartment with assistance from the Downtown Street Outreach Worker. Jeff agreed to a couple of temporary jobs, arranged by the Job Café. During three days of temporary work, he demonstrated a great desire to work and was offered full time work.

Albert was unemployed and attending St John's Kitchen. He accepted the offer of a few days work through the Job Café, working on apartment renovations at 66 Queen. Through the Job Café he learned of a job at a local factory. Albert applied and was accepted for a position.

Donna is a single women living on assistance as she upgrades her education. She has regularly volunteered at St John's Kitchen. Donna has participated in Job Café work projects. With

encouragement from Working Centre counsellors and Job Café, Donna was offered a regular 20 hour a week job, which she now combines with upgrading courses and a housekeeping jobs.

Brent continues to be involved in Job Café work. As a result of a relationship developed with Job Café staff, he was able to help a 67 year old man get off the street. He found a room and arranged for him to move in immediately despite having no money for rent. Brent has reported feeling less depressed and more motivated. This has encouraged him to take on an additional weekly household task in the rooming house he lives in.

Downtown Outreach and Job Café encourage individuals towards the possibility of earning income and opening new doors for support. Both projects have provided support and jobs, and examples of people looking out for and helping each other. We hope to continue building on this work.



Meat Crocker-Birmingham

Linked Community and Workplace Networks Helping Internationally Trained Individuals

By Christa Van Daele

The Working Centre's crowded seminar rooms and meeting areas at 43 Queen and 58 Queen have witnessed a bubbling up of activities - discussion, writing, focused life history conversation, and sometimes debate — among the New Canadians who visit to learn more about how they might move forward their lives and professions in Canada. Their needs, as documented in both the mainstream media and here in *Good Work News*, are urgent. Whether the adult education experiences occur in the group learning framework of *Focus on Health Care* or *Accounting*, or an intensive conversation - the ongoing idea is to expand the networks of committed people in diverse pockets of the community.

Who are these linked networks? What do they do for highly trained New Canadians who are so stuck as they try to move ahead from a "survivor job"? Generous mentors, willing to give of their time and expertise, have turned up quietly, without a lot of fanfare, in the public and private sector.

For example, a Working Centre counsellor's helpful email correspondence with an accounting manager at Sun life Clarica, was able to link an individual to a financial investment company in Waterloo - without ever meeting that helpful and persistent email buddy. In another exchange, an accounting specialist from China was able

to gain a foothold in related employment. A "breakthrough" first job, we have found, flows nicely from such relationships, whatever the sector or industry.

This is the human chain of helpfulness we hope to continue to build among New Canadians and helpful working professionals in Kitchener - Waterloo. Health care, engineering, teaching, and other professions - all are ambitious professional paths that feature lengthy training, immersion into a Canadian workplace culture, and tough re-credentialing steps, as well the need for real life mentors with "inside information." The barriers are well known to most, as are the depressing statistics. Provincially, more formal bridging programs are beginning to be funded to accelerate the process.

Locally, our Working Centre data tells us that the dream of "related work" for New Canadians is starting to come true, after two years of intensive start-up efforts in this area. Of 49 individuals who have registered in these support networks, 6 are employed in their profession or licenced, 10 are in related work and 22 are in the necessary related studies. Behind these outcomes are the linked networks of helpful and imaginative citizens who have gone the extra mile within their company or agency to link up a New Canadian with a specific workplace, job shadow, or clinical observation opportunity.

Funding for Downtown Street Outreach Worker and Job Café over 4 years

Downtown Street Outreach Worker:

- City of Kitchener: \$20,000 for 2 years and \$15,000 in the third year towards the Downtown Street Outreach Worker position
- Ontario Trillium Foundation: \$146,000 over 3 years towards the Downtown Street Outreach Worker position and a half-time position
- Region of Waterloo, Provincial Homeless Initiative Funds (PHIF): \$10,000 towards the Downtown Street Outreach Worker position

- Kitchener Downtown Business Association (KDBA): \$34,723 over two years towards street cleaning, special events, weed removal, Christmas trees, cleaning telephone booths, and window cleaning.
- Ontario Trillium Foundation: 66 Queen Revitalization project: \$14,000 over 2 years towards integrating Job Café labour into 66 Queen Construction project.

Job Café Development:

- Region of Waterloo: \$30,000 towards Job Café development
- \$289,723 over four years towards supporting people in the downtown.**

David Suzuki - Maintaining Hope

By Leslie Morgenson

With the fiery passion one typically associates with youth, environmentalist David Suzuki, stood before a rapt audience on a cold January night and delivered his message. The strong words were nothing new, but what was striking was Suzuki's continued enthusiastic hope. Hope, he said, is an essential ingredient to this work. Without sustainable activism we will not break the cycle of consumption that has become a way of life in the western world. People need to be "lifers" in their pursuit to save our sacred Earth. Giving up is just not an option.

Suzuki railed at the unjustified worship of the economy. It's the Earth that makes our lives and the economy possible, he said, and not the other way around as many are persuaded. Over his lifetime, Suzuki has been influenced by Aboriginal people who believe that we are the Earth and that what we do to the Earth we do to ourselves. We are inextricably linked to the air, the water, and the land. What we do to our environment, we do to ourselves. If we lived this interconnectedness, we would be mindful of how we eat, where we live and how we move around. "The underlying

cause of our problems is the human mind." And this is the challenge of our federal government's "One Tonne Challenge" and the David Suzuki Foundation's "Nature Challenge". Both have guidelines to help shift people's thinking from our present lifestyle of consumption towards a sustainable future. Sustainability means living within the Earth's limits. It is lamentable that presently Canada and the U.S. share a deplorable environmental record.

While most Canadians would say that they love nature, our environmental record does not bear that out. In a recent study conducted by the Organization for Economic Co-operation and Development (OECD), Canada placed 28th out of 29 developed countries in the categories of air, water, waste and climate change. We are an incredibly wasteful nation because we live "in a land of plenty", having more fresh water than any other country in the world. And we erroneously assume this cornucopia will flow forever.

Suzuki proposes "sustainability within a generation." In other words, by 2030 our focus needs to be on "genuine wealth", an inclusive expression of our dearest assets: human, natural, social, manufactured and financial capital.

With a mere ten kilometres of atmosphere available to us and beyond that a vacuum, and a finite amount of natural resources, one would think we'd be smart enough to realize the jeopardy in which we regularly place ourselves. After all, we are intelligent beings. But when it comes to the environment, our track record has been undistinguished. Wisdom, it would seem, is our only salvation.



Illustration by Axel Scheffler

Eco-Challenges

Both David Suzuki's *Nature Challenge* and the Federal Government's *One Tonne Challenge* propose similar ideas for each Canadian to accept the challenge to reduce the amount of waste we produce. Here is the list of 10 points, as well as some local examples of how to get involved.

David Suzuki asks individuals to sign a promise to accept three of the following:

- 1. Reduce Home Energy:** R.E.E.P. (Residential Energy Efficiency Project) is a non-profit initiative that will access how energy efficient your home is, with ideas for improvement to lower your heating bill and reduce your impact on the environment.
- 2. Maintain an Energy Efficient Home:** Some ideas are to use energy saving light bulbs, set back thermostats, and efficient appliances.
- 3. No Pesticides:** The Working Centre's Urban Agriculture will hold an "Introduction to Organic Gardening" Workshop beginning in March. See page 6 for details.
- 4. Have a Meat Free Day One Day a Week:** Grains and vegetables require far less land and energy to produce than do animals.

- 5. Buy Local Produce When Possible:** The Working Centre's Whole Food Box CSA program is an example of how to source local food. It is also about relearning the skills of cooking local produce, especially in the winter.
- 6. Drive an Energy Efficient Vehicle:** On both of the Challenge websites there is a guide to the most efficient vehicles.
- 7. Walk, Bike, Carpool:** Between July and January, Recycle Cycles refurbished 101 bikes and a further 422 bikes were repaired. Help support this community initiative that not only recycles bikes, but helps people maintain their bike as an inexpensive way to get around.
- 8. Live Close to Work or School.**
- 9. Support Alternative Transportation:** Grand River Transit is working to promote the bus as the choice for getting to work. As well, an innovative project provides reduced fare bus passes for people living on a low income, with Regional Social Services, Working Centre and Lutherwood in Cambridge.
- 10. Educate yourself and share information.**

To learn more about these challenges check out climatechange.gc.ca/onetonne and david Suzuki.org

Alternative Work Catalogue

The Nature of Economies

Jane Jacobs

A highly original look at the connection between economy and nature. Jacobs proposes that economies are governed by the same rules as nature itself, and the more we learn of these processes and the better we respect them, the better our economies will get along.

190 pages RW02 \$16.95 softcover



Ideas that Matter

The Worlds of Jane Jacobs

Jane Jacobs

Jane Jacobs changed the way cities look – and the way we think about the economy. Jacobs is always asking, "how can cities evolve with ecological principles rather than bureaucratic planning. This book gives insight to how her ideas evolved. Including unpublished letters, essays and speeches by Jane Jacobs. Reactions, analysis and praise from 82 contributors. And 53 photographs – public and private.

213 pages SB12 \$27.95 softcover



The Whole Organic Food Book

Safe, Healthy Harvest from Your Garden to Your Plate

Dan Jason

Provides insight and inspiration for those wanting to grow and eat food that is organic. Encouraging and instructive on the ways of regaining control of our food supply through sensible, natural gardening techniques. Jason offers growing tips, guidance for preserving heritage seeds, hints on how to increase your gardens diversity and productivity, healthy and delicious recipes along with ideas and advice that will help you enjoy the tasty, nutritious benefits of organic food.

240 pages GB03 \$24.95 softcover



The Gardener's Manifesto

Changing the World and Creating Beauty One Garden at a Time

Lorraine Johnson

In *The Gardener's Manifesto*, Lorraine Johnson explains how gardening alerts us to larger issues in society and our world. As Canada's leading leisure time activity - not to mention a booming business - gardening has an impact not just on our own backyards, but also on the ways we think about our neighbourhoods, our communities and our relationship to nature itself. Our gardens connect us to the world and to the same basic processes that make life possible. Inspiring and impassioned, *The Gardener's Manifesto* will send you out into your garden with a new sense of purpose and hope.

240 pages GM01 \$20.30 softcover



Living on Less

An Authoritative Guide to Affordable Food, Fuel and Shelter

Mother Earth News

Mother Earth News has published a revised and updated version of its most popular book, *Living on Less*. This comprehensive guide covers a variety of topics from growing food, raising livestock, finding country property, building and maintaining shelter, generating your own energy and making clothing. For those wishing to slow down their lives, live more ecologically or just get by with less money, *Living on Less* will help you along the road to living off the land.

287 pages GM02 \$33.10 softcover



Sharing the Work, Sparing the Planet

Work Time, Consumption, and Ecology

Anders Hayden

Working less and living more is a practical idea whose time has come. This book explores how reduced work time provides the core element of a new ecological vision - one that will sustain the environment and ensure increased employment, social justice and high quality of life.

235 pages FP01 \$24.95 softcover



This Organic Life

Confessions of a Suburban Homesteader

Joan Dye Gussow

By taking at face value the assumption that we are what we eat, Joan Dye Gussow presents a delightful book within the grasp of all of us. Full of hope, kindness and arresting wisdom, *This Organic Life* will serve as a valuable guide to anyone who wants to live more thoughtfully on the only planet that feeds us.

GB17 \$26.95 softcover



Bugs, Slugs and Other Thugs

Controlling Garden Pests Organically

Rhonda Massingham Hart

By taking at face value the assumption that we are what we eat, Joan Dye Gussow presents a delightful book within the grasp of all of us. Full of hope, kindness and arresting wisdom, *This Organic Life* will serve as a valuable guide to anyone who wants to live more thoughtfully on the only planet that feeds us.

214 pages GM03 \$24.60 softcover



The New Organic Grower

A Master's Manual of Tools and Techniques for the Home and Market Gardener

Eliot Coleman

A welcome source of knowledge for those interested in small-scale, commercial farming and gardening without pesticides. The small grower learns of cost-effective, environmentally sustainable production techniques along with learning how economy of effort transforms gardening from a task to a craft. Like any practice, it can only be learned through repetition, dedication, and good teaching.

304 pages SU08 \$34.95 softcover



Eat Thoughtfully, Eat Locally!

Taking an active role in creating a sustainable food system

By Karin Kliewer

It may be surprising to learn that nearly 1/5 of North American energy consumption is used in conventional food production. This includes fertilizers, pesticides, diesel farm equipment, refrigeration, processing, packaging, and transportation. An astounding surprising amount of food travels up to 2400 km before it reaches your plate. The "food miles" in a typical Canadian diet creates nearly as much carbon dioxide as the typical car! Taking simple steps, such as reducing your meat and dairy consumption, eating organically, and eating more locally-produced food can reduce your personal "food mile" budget by 60-70%! Here's how.

First, eating a meat-reduced diet easily reduces your "food mile" totals. David Pimental, professor of Ecology and Agriculture at Cornell, calculates that a North American conventional meat-based diet averages the consumption of 400 gallons of oil per year for food production. He states that switching to a vegetarian diet can reduce this fuel consumption by 60% to only 161 gallons per year for food production. Eating a vegan diet consumes even less oil, only 117 gallons per year.

Secondly, eating organically when-



Eat thoughtfully; discover opportunities in your own community; calculate the "food mile" of your next meal; start a garden.



ever possible is an important step in reducing your personal "food mile" tally. Organic foods are grown with holistic farming methods that avoid relying on synthetic chemicals. Organic growers strive to work in harmony with the rest of nature, typically growing a variety of crops, and avoiding monoculture farming which can make crops vulnerable to pest infestations or plant disease. On average, organic farms use 37% less energy than conventional farms. Organic growers improve the soil, protect local water, resist using hormones or antibiotics and genetically modi-

Urban Agriculture Projects

Over 8 years, the Urban Agriculture Program has provided resources and hands-on projects towards a sustainable food system. Become Inspired! Get Involved!

Whole Food Box Community Supported Agriculture—A 50 member CSA-model food box program, supporting local farmers and providing a wide selection of seasonal, organically grown produce at affordable prices. Members participate in canning workshops, farm tours, workdays, and more. CSA operates from June to December.

Winter Roots Box—A 30 member food box program, providing affordable, local, seasonal, organically grown winter vegetables between Jan. to May.

Community Gardens—We support and initiate community gardens in the downtown with the necessary information to get started, ongoing advice, and gardening-related workshops. Community gardens offer individuals the opportunity to grow affordable, fresh produce for themselves, and beautify under-used properties.

Kitchen Community Garden—This one-acre garden grows bushes of fresh, organic vegetables, berries, herbs and flowers for St. Johns Kitchen. Located on a farm, the garden provides a unique opportunity for volunteers to spend healthful, quality time out of the downtown while working in the common garden. Sixteen personal garden plots are also available.

Patch Match—Pairing "landless" gardeners with households in the same neighbourhood that have unused gar-

den space to share.

GROW Herbal Gardens—GROW Herbal Gardens provides volunteers with a half-acre garden of therapy and enterprise, and with the training necessary to maintain it. The GROW gardens produce quality culinary & medicinal herbs and herbal products. Seedlings and fresh herbs are available in the spring, and herbal crafting workshops are held in the fall.

Introduction to Organic Gardening Workshop Series—Take part in this 5-part workshop series beginning in March (see above).

Queen Street Bake Oven—Is a wood-fired bake oven located at the Queens Greens Community Garden. The bake oven program offers baking workshops, regular pizza days, bread baking and community use. Volunteers are always needed as fire-builders and baking assistants.

WWOOFing Interns—As a member of the Canadian WWOOFing association (World-Wide Opportunities on Organic Farms), we offer a unique urban agriculture perspective. WWOOFers stay a minimum of 4 weeks and receive room and board. May-October preferred.

66 Queen Commercial/Incubator Kitchen—Currently under renovation, this kitchen will offer training in food preparation, food retail, workshops in food preservation and cooking, and supports for food entrepreneurs.

Organic Gardening Workshops

Join this exciting 5-part introductory workshop series to learn practical basic organic gardening techniques!

Cost: \$5 per workshop /or / \$20 for whole series

1. Basic Organic Gardening Principles

Tuesday, March 15, 7 pm - led by Amaryah deGroot & Karin Kliewer from Working Centre's Urban Agriculture Program, with Cyndi Long of Diversity Gardens

This workshop will provide the basic foundation needed for creating your organic garden. Learn about basic principles: mulching, soil fertility, pest management, raised beds, small space gardens, and season extension.

2. Organic Seedlings & Soil Preparation

Tuesday, March 22, 7 pm - led by Carolyn Daniel of Forget-Me-Not Heritage Seeds

A hands-on workshop to learn how to prepare your own soil mix, and how to care for a wide variety of vegetable & herb seedlings. You'll learn everything you need to start all your own garden seedlings at home this season!

3. Backyard Composting & Vermicomposting

Tuesday, March 29, 7 pm - led by Clark Reichert, Region of Waterloo Compost division

Workshop covers all the information you need to make great compost in your own backyard. Learn about compost bins, grass-cycling, troubleshooting compost issues, and how to maintain a worm bin for indoor vermicomposting.

4. Eco-landscaping your Yard

Tuesday, April 5, 7 pm - led by Angie Koch, local natural landscape designer

The growing trend in native plant gardens has many benefits: increased wildlife habitat, re-introduction of local plants, improved air quality, lower maintenance, water conservation, & colour from spring through fall. Learn simple ideas for how to transform your own yard into an organic eco-landscape.

5. Seed Saving, Heritage Seeds & Seed Diversity

Tuesday, April 12, 7 pm - Bob Wildfong, President, Seeds of Diversity Canada

Coyote Tomatoes, Deer Tongue Lettuce, Spanish Skyscraper Peas. These are examples of the varieties you will discover in this fascinating workshop on heritage seeds. Learn about seed diversity for your garden & take home all the information you need for saving your own seeds this year.



Bonnie Acker

Local Food continued

fied crops, and do not treat the end produce with preserving waxes, irradiation gases and fungicides.

Finally, choosing local food sources greatly decreases the "food mile" on your dinner table. Local foods provide exceptional taste and freshness, strengthening the local economy, increasing biodiversity, making local farms more viable, providing fair wages to farmers, increasing personal health and nutrition, teaching about eating with the seasons, and encouraging traditional knowledge! Local foods are readily available; for example, buying from farm stands or U-pick, supporting Community Supported Agriculture programs, visiting area farmers markets, joining a food co-op or food buying club, and asking for local food at supermarkets and restaurants.

For city-dwellers who want an active role in shaping their food system, urban agriculture initiatives such as community gardens, backyard gardens, and grow-a-row projects, offer unique opportunities to get personally involved. These activities contribute to increasing the quality of life in the city, by offering access to fresh food, community building, cleaner air, and ecological land use.

What Are Food Miles?

To understand the impacts of food transportation, the concept of "food miles" (or food kilometres) has been developed. "Food miles" measure the distance food travels from the farm to your table and make it possible to begin to understand the economic, social, and environmental costs of the transport of foods around the globe. The LifeCycles Project, based in Victoria, BC, provides helpful information on calculating the "food mile" value of any particular food item. Begin with how the food item is produced (e.g. conventionally vs. organically, large vs. small farm), all the locations from which it is imported, and how much comes from each location. Then add the transport distance from each location to calculate the average distance the product travels.

For more information contact Karin at 743-1151 ext. 113, or visit our website at www.theworkingcentre.org/tools/urbgardening.html.

Garden Imagery

By Sue Gallagher

Gardens are enchanting, surprising, generous, healing, friendly, respectful, trusting, and humorous places to be. Anytime people and plants work together, a whole lot of memorable and meaningful things can happen.

The Kitchen Garden and GROW Herbal Gardens flourish in sandy loam on the outskirts of Bridgeport, near the Grand River. Three mornings a week, volunteers and coordinators converge on this rural site to nurture the growth of vegetables, herbs, and flowers from muddy spring to harvest time.

Generous Garden, Surprising Garden, Friendly Garden

- Perennial herbs and plants grow bigger each year, offering flowers and aroma
- Stray seeds produce strong plants and flowers in unexpected places
- Fleabane bursts into bloom all at once, giving a surprise welcome at the entrance to the Kitchen Garden
- Freshly brewed herbal teas are offered to volunteers on nippy mornings
- The continual harvest of lettuce, beans, tomatoes, parsley, basil, and huge, healthy carrots amaze volunteers and is a tribute to succession planting in fertile soil
- After a morning of harvest, garden workers admire the bounty in the van before it heads off to St. John's Kitchen, where fresh, organic vegetables and herbs are shared among hundreds of downtown residents
- Herb Quickfall is our helpful silver-haired farmer-host (our Garden Angel). Herb slows the pace a rural notch with stories and jokes for all, and an "all the time in the world" approach to conversation
- The *Garden Open House* offers healthy, tasty garden fare and garden tours in fellowship with gardeners in the community
- Garden volunteers are thanked at the end of the season with yoga



stretches, herbal teas and treats, and a festive dinner

Healing Garden

Respect for, and trust in, the nature of plants and people has created a peaceful, productive place. Coordinators and volunteers work together in a friendly flow. Gardening is suited to quiet time and conversation, which ranges from personal sharing to garden learning, to jokes and puns: "I've got *thyme* on my hands!" Several volunteers do have time on their hands, and gift this gift each week while building skills, confidence, and friendships. A number of volunteers are on disability pension; some grew up in rural areas of Waterloo Region, and bring valued skills and memories to the garden. The reciprocity of producing fresh local food, and leaning more about team work and garden skills literally builds community "from the ground up."

Garden work is healthy work! The combination of fresh air, exercise, plant nurturing from seed to harvest, sensory enjoyment (colour, aroma, taste, texture, birdsong, sun) and social interaction in a spacious environment is a natural prescription for body-mind-spirit healing and health.

These are images that endure over the winter while the plants tuck in and the gardeners bundle up, patiently waiting for the warm April sun.

Sue Gallagher was a founding member of the GROW Garden 8 years ago.

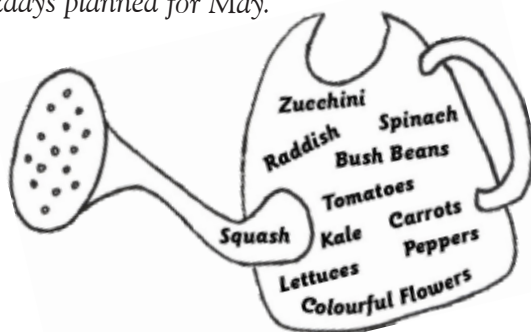
Support the Kitchen Community Garden & GROW Herbal Garden This Gardening Season!

Volunteers needed between May and October. Contact us to find out about garden workdays planned for May.

We are looking for:

Vegetable and Flower Seeds - Mail us your extra seed packages!

New or Used Garden Tools!



For mailed seed packages or other garden donations contact:

Karin Kliever
Urban Agriculture
The Working Centre
58 Queen St. South
Kitchener, ON N2G 1V6
ph: (519) 743 - 1151 ext. 113
karin@theworkingcentre.org



A variety of culinary blends and herbal cosmetics, made and packaged by GROW volunteers, are available for sale at the Front Window, 43 Queen Street South and at monthly BarterFairs. Gift Baskets and Herb Sets made to order.

~ Bath Teas ~
healing & rejuvenating blends in a reusable bag of unbleached cotton

~ Herbal Sachets ~
an old-fashioned favorite

~ Eye & Sleep Pillows ~
filled with soothing, sleep-inducing herbs

~ Herbal Body Rub ~
a tantalizing blend to soften & enrich skin

~ Calendula Salve ~
perfect for dry winter skin or summer gardening hands

~ Catnip Toys ~
pure bliss for the cat

~ Scented Salt Scrubs ~
lavender ~ rosemary ~ citrus

GROW

Herbal Gardens Catalogue

~ Therapeutic Teas & Tea ~
~ Blends ~

24 varieties available

~ Digestive Dill Seed ~
aids digestion and sweetens breath~

~ Herbal Vinegars ~
an excellent base for dressings, dips & marinade

~ Salsa & Jellies ~
made with fresh organic herbs & vegetables

~ Stevia Samples ~
nature's sugar substitute

~ Culinary Blends ~
herb & spice blend to enhance any dish ~ italian seasoning ~ garden seasoning ~ fine herbs ~ herbes de province ~ scarborough fair



Alternative Work Catalogue



The Complete Herb Book

Gardening, Cooking, Creating and Healing with Nature's Miraculous Multipurpose Plants

Maggie Stuckey

Herbs are truly wondrous and versatile plants. In this comprehensive book, Stuckey explains the uses of a wide range of herbs, offers advice on cultivating the different herbs, and presents recipes for everything from salad dressing to meat loaf. Also included are sections on herbal home remedies and herbal crafts and household items. Whether spicing up a meal to soothing a stomach ache, The Complete Herb Book will have you using herbs effectively.

454 pages GM04 \$21.40 softcover



Growing and Using Herbs Successfully

Betty E. M. Jacobs

With your own home-grown herbs come the promise of flavourful foods, appealing aromas, and helpful healing. Open your garden to the beauty of herbs and reap the rewards. Experienced and first-time Herb-growers will find a wealth of encouragement and sound advice in this well-illustrated, easy-to-understand book. Detailed information on growing, nurturing, harvesting and using 64 different herbs.

223 pages GM05 \$24.60 softcover



The Gardener's A-Z Guide to Growing Organic Food

Tanya Denckla

Based on wisdom gathered from years of careful research, hands-on, real-life, dirt-under-the-fingernails experience in growing her own vegetables, herbs, fruits, and nuts. This easy-to-read sourcebook features plant information, soil, seed-starting dates, pests and diseases etc. and includes a large section on tried-and-true organic remedies. Make gardening a little easier and a lot more fun with this valuable reference.

485 pages GM06 \$37.40 softcover

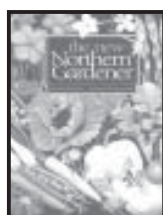


Profits from Your Backyard Herb Garden

Lee Sturdivant

Step-by-step instructions you can take to start a small herb business in your backyard. Learn how to grow and market fresh-cut culinary herbs to markets and restaurants, or potted medicinal, culinary and fragrance herbs to retailers or wholesalers. Details on marketing, packaging and growing plus business tips and inexpensive start-up methods.

SJ03 \$26.95 softcover



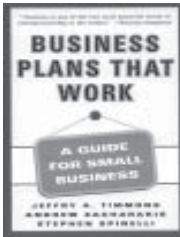
The New Northern Gardener

Jennifer Bennett

Originally published as The Harrowsmith Northern Gardener, Jennifer Bennett's first book was often seen as the only available wisdom on organic growing in climate-challenged sites. Features an enhanced herb section and updated sources and a new chapter on perennial and annual flowers, including an annotated listing of more than 100 hardy species that will flourish in a northern garden. The New Northern Gardener is the leading reference for planting and maintaining vegetable, herb and flower gardens across Canada for years to come.

255 pages GM07 \$26.70 softcover

Alternative Work Catalogue



Business Plans that Work

A Guide for Small Business

Jeffrey A. Timmons

Plans That Work arms entrepreneurs and small business owners with an easy-to-follow template for writing persuasive business plans, along with proven models that can be used to analyze potential business opportunities from initial idea to viable venture. This value-packed book will show both entrepreneurs and current business owners how to: Determine what to include in each plan, why, and for whom,

Recognize and avoid common pitfalls in the process, Use the renowned "Timmons Model" to analyze potential business opportunities.

184 pages EF13 \$24.95 softcover



Networking for Job Search and Career Success

2nd Edition

Michelle Tullier

Whether you are searching for a job or developing a business this comprehensive book can help. It covers every aspect of networking from preparation to examples of actual networking conversations and follow up. Also addressed are the psychological issues such as personality differences and importance of the right attitude. It includes practical advise, case studies, and helpful worksheets.

372 pages JH45 \$23.99 softcover



Outwitting the Job Market

Everything You Need to Know to Locate and Land a Great Position

Chandra Prasad

You'll learn the basics on resume and cover letter construction, how and when to network, tricks to winning over an interviewer, and tactics for enhancing your marketability. You will find advice from human resources personnel, career counselors, recruiters, and hiring managers from companies large and small. You'll also learn from other people's mistakes—what *not* to do along the path to your dream job.

245 pages JH46 \$19.95 softcover



The 100 Best Businesses to Start When You Don't Want to Work Hard Any More

Lisa Rogak

The mid-life and retired entrepreneur wannabes are looking for businesses that do not require a huge investment of money or time. Each business listed includes a concise description, why it's perfect, skills and investment required. Not every business is exciting but, after two or more decades working for someone else, many people are eager to run a dog-walking service, sell used books, or run a lawn-mowing

business....especially if they didn't have to work too hard. If you love what you do, even routine tasks won't seem like work.

222 pages SB29 \$21.95 softcover



24 Hours to the Perfect Interview

Quick Steps for Planning, Organizing and Preparing for the Interview that Gets the Job

Mathew J. and Nanette F. DeLuca

This book offers a quick and easy system that walks job hunters through the essential steps of preinterview preparation: Researching the company and the position before the interview, Putting together a professional look, Preparing important documents for the interview, Responding to difficult questions about past job experiences, Knowing what to reveal—and what not to reveal—about past work experience.

227 pages JH47 \$17.95 softcover



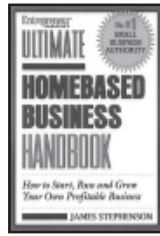
Great Answers! Great Questions!

For Your Job Interview

Jay A. Block and Michael Betrus

Prepares readers for anything that might come their way during that all important interview. This thorough guide provides answers for all the most common questions interviewers ask, and suggests smart questions human resources professionals like to hear in return. This interview game plan features: 101 answers to any tough question, 101 questions that showcase the job hunter's intelligence and skills, and, expert advice on telephone interviews.

200 pages JH48 \$17.95 softcover



Ultimate Homebased Business Handbook

How to Start, Run and Grow Your Own Profitable Business

James Stephenson

This book provides comprehensive, detailed information on every stage of business creation includes how-to tips, ideas, tools and hundreds of print and online resources, a one stop guide to starting your venture at home. Even if you have no prior business experience, you'll get up to speed fast by using these step-by-step solutions for business problems and challenges. From operations to collections to increasing sales and profitability, this guide provides you with quick and effective answers on running a homebased business.

404 pages HB \$34.95 softcover



Career by Design

Communicating Your Way to Success

Sharon L. Hanna

This book is readable and practical. Its up-to-date features draw on the author's expertise in human relations and focus on the importance of communication and interpersonal skills in "designing" your career. The unique aspect of this book is that it goes beyond self-exploration and job search to cover the entire career spectrum. Learn to better understand yourself, build work relationships and deal with burn out and stress. By using your creative, practical communication skills, you will discover your potential in the workplace.

354 pages CP44 \$44.95 softcover



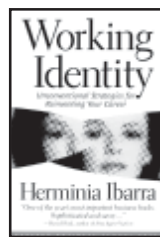
I Don't Know What I Want But I Know It is Not This

A Step-By-Step Guide to Finding Gratifying Work

Julie Jansen

Addresses today's work-dissatisfaction epidemic and uses career assessment quizzes and personality exercises to help readers understand their present job, discover the type of work they're best suited, and learn how to create necessary changes. Filled with real-life examples and including a useful resource section, Jansen's guide is an great support for implementing positive career change.

272 Pages CP41 \$21.00 softcover



Working Identity

Unconventional Strategies for Reinventing Your Career

Herminia Ibarra

This powerful book, presents a new model for career reinvention that flies in the face of everything we've learned from "career experts." While common wisdom holds that we must first know what we want to do before we can act, Ibarra argues that this advice is backward. Knowing, she says, is the result of doing and experimenting. Career transition is not a straight path toward some predetermined identity, but a crooked journey along which we try on a host of "possible selves" we might become.

199 pages CP47 \$20.95 softcover

Alternative Work Catalogue Order Form

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