

THE MONTHLY POINT

Pivot Point Newsletter



Honouring Indigenous Disability Awareness Month

November marks a significant time for reflection and action as we observe Indigenous Disability Awareness Month (IDAM). Established in 2015 by the [BC Aboriginal Network on Disability Society](#) (BCANDS), this month amplifies the voices of Indigenous peoples living with disabilities and celebrates their vital contributions to our communities.

The importance of IDAM goes beyond general awareness. It highlights the unique intersection of experiences faced by Indigenous individuals with diverse abilities, who often navigate barriers rooted in both cultural and ableistic systems. True awareness means moving past acknowledgement and toward active inclusion, ensuring Indigenous perspectives on wellness are honoured and centred.

However, this month is not just about challenges; it is a powerful celebration of resilience, strength, and vibrant diversity. It's an opportunity to recognize that Indigenous worldviews on health and community are essential to creating a more equitable society for everyone.

At Pivot Point, our organizational journey has been deeply enriched by the many Indigenous partners we have had the privilege to walk alongside. This journey has taught us the importance of adapting our approaches to honour the diverse ways individuals experience the world. By working in genuine partnership with families and Indigenous-led organizations, we have learned to co-create support systems that are not just effective, but also culturally safe and respectful, and which bring us all back into alignment with our elders and our communities.

This November, we invite you to join us in listening to, learning from, and uplifting Indigenous voices. Let us all commit to building a future where the unique strengths and contributions of all individuals are celebrated as essential to the fabric of our shared community.

For more than 22 years, Pivot Point's team of dedicated professionals and staff have shared their extensive experience in supporting individuals with Autism and Diverse Abilities. [Our services](#) are client-centred, family-oriented, and evidence-based, drawing from Applied Behavior Analysis, Mental Health, Education, Speech Therapy, Occupational Therapy, Psychiatry, Neurofeedback, and other interventions as needed. All creating Positive Change!

Newsletter Content Submissions

If you would like to participate in writing content, sending in photographs and/or sharing ideas for the staff newsletter, please contact Rochelle at: marketing@pivotpoint.ca

Newsletter Feedback

Rochelle would like to hear from you! Please provide her with your feedback or let her know of specific topics that you would like to see in upcoming newsletters by completing our [Feedback & Suggestion Form](#). Thank you for your input!

Staff Spotlight: Allison Hutchinson Complex Care - House Manager



Over her 13-year journey with Pivot Point, Allison has grown through a variety of integral roles, and now leads her team as the Complex Care House Manager in Duncan.

Her deep, firsthand understanding of our services from every angle has been an integral part of our growth and success, and her leadership continues to inspire her team and colleagues across the province.

A passionate community builder, Allison has also spent years fostering a close relationship with our partners at Cowichan Tribes. Her heart-first efforts are now building bridges and deepening our commitment to providing culturally integrated support as we develop our emerging role in Indigenous relations. We are incredibly grateful for her unwavering dedication and the powerful, positive impact she makes every day.

We are proud to highlight our incredible team in Duncan, the heart of our services for [South-Central Vancouver Island](#). Their collaborative work is the foundation of our Complex Care, Community Classrooms, and Mental Health programs in that region. Building on a successful [WorkBC](#) recruitment drive in October, we are looking for more passionate individuals to join us.



To learn more about rewarding employment opportunities with Pivot Point across the province, please visit our [Apply Now](#) page.

Supporting Those Who Support Others: International Stress Awareness Week

This year, International Stress Awareness Week is observed from November 3rd to 7th, marking an annual observance dedicated to highlighting the impacts of stress and promoting healthy coping strategies. This year's theme, "Optimizing Employee Wellbeing through Strategic Stress Management," encourages a focus on creating supportive, safe, and growth-oriented workplace cultures. This theme resonates deeply with us, not only for the individuals and families we serve but especially for the incredible team that makes our work possible.

In our roles, we are deeply familiar with the importance of creating environments of psychological safety and support for others. Every day, our dedicated staff strive to reduce stressors for the families they walk alongside, navigating complex challenges with compassion and expertise. This work is, in itself, a profound act of strategic [stress management](#) for others, where we can build resilience, foster growth, and create positive change in countless lives.

But this commitment to others, while rewarding, also requires significant emotional and mental energy. The compassion you extend to others is a finite resource that must be replenished. A critical part of this replenishment is [practicing self-compassion, especially in demanding caregiving roles](#). True well-being isn't about eliminating stress entirely, an impossible task, but about building the awareness, tools, and support systems to manage it effectively. This includes fostering strong connections with colleagues, setting boundaries to protect your energy, and taking time for genuine rest and recovery.

During this week, we want to extend our heartfelt gratitude to every member of our team. The strength, empathy, and dedication you bring every day are the foundation of our community.

We encourage you to not only continue supporting one another but to also prioritize your own well-being with the same commitment you show to others. Thank you for all that you do!

Complete our [Intake form](#) for a Complimentary Consultation today!