

COVID-19 UPDATE: Academy members have the option of attending the Academy onsite or continuing with online services. For more information about our Phase I Safety Guidelines on the Academy's website: AcademySRQ.org. These guidelines have been established based on consensus by Academy members, staff and Board of Directors. They are subject to change at the discretion of the Academy community. These guidelines will be reevaluated on an ongoing basis and are subject to future modification. We Are Stronger Together.

GLAD TO BE BACK OPEN



LIVE, LAUGH, LOVE

by Candy El-Azzaoui

I enjoy my time at the Academy. Every day I learn something new, from cooking to graphic design. Then COVID-19 struck. The Academy closed for two long months. Now that the Academy has reopened, I am back in the swing of things, or so I thought. COVID19 has really impacted my family, especially my nine-year-old granddaughter. Due to her health issues, my granddaughter cannot attend school in-person. But with two working parents, what could they do? Bingo! Enlist grandma to help with virtual school! It was the only option that seemed feasible. However, I was not prepared to become a teacher. Those days are long behind me.

Now, I am back in elementary school with a nine-year-old using unfamiliar technology and software while trying to teach subject matter that I've long since forgotten. Using a laptop, we try to click on the correct little icon to access schoolwork or video conference with the teacher, whose face is the size of a postage stamp and whose voice is extremely staticky. Then we try to find the email from the teacher with instructions. It's really frustrating for both of us and I am way out of my comfort zone. But we're slowly getting the hang of everything. I love my granddaughter and I've learned a lot during this experience, but I think I'd still rather be at the Academy. Thank you, from the other side of the conference call.



Candy El-Azzaoui helps her granddaughter with her schoolwork from home during COVID-19.

GARDEN UPDATE

by Tim Phillips



The garden is always growing something year-round. Now that it is September, a lot of things can start growing like vegetables, fruit, and various herbs and spices. The ones growing in our garden right now are spinach, basil, garlic and chives, all of which can be used in Culinary. The number of herbs and

spices growing in the garden this September is fascinating. Not all the plants are used for food. Many of them grow a certain flower which reach full maturity by the middle of fall. Many herbs and spices like sage, garlic, cilantro, and tomato, add a good look to any meal. Arugula and hibiscus mature into beautiful flowers that we add to create a wonderful and delicious arrangements to any meal. A lot of these herbs and spices can grow amidst weeds, so we periodically give the garden a good weeding.

The biggest inspiration for me is watching these plants grow. With the stormy season here, the plants grow even faster with plenty of precipitation. I hope to see the garden in the near future grow certain types of fruit like watermelon, and vegetables such as corn. The fascination with these foods is that they are purely natural, no preservatives added. It's also a good area for growing orange trees. Hibiscus bushes have the most beautiful flowers. They come in all colors like red, pink and orange.

Also, peppers can grow in late summer and early fall and come in all colors, green, orange, and yellow. I tend to think that the prettier the salad, the better it tastes. And, of course, the last point is that these herbs are healthy and nutritious.

WHO'S THE NEW GUY?

Part of our work at the Academy is to help our members find employment. We cheer them on and provide encouragement to take that next step. However, sometimes we must provide that same encouragement for our staff, too. It might be a colleague who wants to move across the country for a specific job, or maybe one who must leave to care for family. We are always sad to see them leave and wish them well in their journey. But then what? The Academy has a huge hole to fill and begins the process to find just the right person.

The first step is to establish a hiring committee that is responsible for reviewing the applications, resumés and cover letters submitted in response to a job posting. They look for skills and experience that would transfer to the job at the Academy. Then the committee will talk with their top candidates by phone or Zoom. Based on the outcome of those meetings, the committee will recommend one or two of them to visit the Academy for a “working interview.” The candidate will spend the day working in the various teams completing tasks alongside our members and staff. Since the work environment is unique, the working interview provides the candidate with a better understanding of Clubhouse culture and working with members. At the end of the working interview day, the hiring committee will ask additional members to join them for a panel interview of the candidate. After which, the panel of members and staff discuss each candidate and make a selection for who will fill the position. It’s a long, methodical and careful process, but really rewarding when it’s finished. We have a new person to join our staff and feel quite productive.

Why are we telling you this? Well, now you know our hiring process works. We’re excited to now welcome Dariel Paredes to the Academy as our multimedia coordinator. Read more about him in next week’s issue of *Glengary Times*.



Dariel Paredes getting settled into the Multimedia team.

<<<< HYBRID WORK-ORDERED DAY >>>>

All events take place on-site at the Academy and through the Zoom app. Watch Slack for Meeting ID and Password.

Monday, September 14

Morning Meeting - 9 a.m.
Individual Team Meetings - 9:45 a.m.
(Bus & Tech/Arts & Multimedia/Culinary)
Individual Team Meetings - 1:30 p.m.
(Bus & Tech/Arts & Multimedia/Culinary)

Tuesday, September 15

Morning Meeting - 9 a.m.
Individual Team Meetings - 9:45 a.m.
(Bus & Tech/Arts & Multimedia/Culinary)
Academy Meeting - 1:30 p.m.
Individual Team Meetings - 2 p.m.
(Bus & Tech/Arts & Multimedia/Culinary)

Wednesday, September 16

Morning Meeting - 9 a.m.
Individual Team Meetings - 9:45 a.m.
(Bus & Tech/Arts & Multimedia/Culinary)
Newsroom Meeting - 11 a.m.
Menu Planning Meeting - 11:45 a.m.
Individual Team Meetings - 1:30 p.m.
(Bus & Tech/Arts & Multimedia/Culinary)
Wellness Wednesday Workshop- 3 p.m.

Thursday, September 17

Morning Meeting - 9 a.m.
Individual Team Meetings - 9:45 a.m.
(Bus & Tech/Arts & Multimedia/Culinary)
Individual Team Meetings - 1:30 p.m.
(Bus & Tech/Arts & Multimedia/Culinary)

Friday, September 18

Breakfast Buffet - 8:45 a.m.
Morning Meeting - 9 a.m.
Individual Team Meetings - 9:45 a.m.
(Bus & Tech/Arts & Multimedia/Culinary)
Individual Team Meetings - 1:30 p.m.
(Bus & Tech/Arts & Multimedia/Culinary)

TO MAKE A DONATION

visit our website
AcademySRQ.org
and click on the  button

Thank you for transforming lives!

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