



Bean Counters' Quarterly

June 2023



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GREETINGS! WELCOME TO THE JUNE 2023 ISSUE!

“Everything good, everything magical happens between the months of June and August.” — Author, Jenny Han

Ahh Summer! The magic has already begun, as we near the end of June. It's a busy month to start off the summer months, and it seems to be a month focused on helping to lead us into more connectedness, helping to get us into a mindset of inclusivity and get-togethers at events, parades, backyards, and patios. Some of the important activities throughout the month are Father's Day, Juneteenth, Summer Solstice, National Indigenous Day, LGBTQ+ Pride month and many, many others. Of course, we're also leading up to July 1st, our national celebration/statutory holiday of Canada Day.

In the spirit of connectedness, we'll have the whole team reply in **the Dialogue** section by sharing their favourite summer memory. Many of their memories are so relatable, and will likely have you feeling nostalgic about your own childhood summer memories.

One of the common issues that you hear about, and you read about, and you likely experience yourself, is burnout. In our article section we refer to an excellent column from **FP Work, that highlights studies about burnout**. Studies are proving what we already know - burnout is worse than ever. Unfortunately, resolving it isn't an easy solution. There isn't a quick fix, and even taking some vacation may not help for more than a short period. It can become a serious situation affecting your mental health, your physical health, your family life, and of course, your work. It's vital to find ways to reduce burnout.

Our Spotlight section continues to link to **Oakville's FareShare** because food insecurity is an ongoing and serious issue for many people and families. We've also added a link to **Campfire Circle** (formerly Camp Ooch and Camp Trillium). They do amazing work with children experiencing cancer all throughout the year, but during the summer they provide summer camp experiences that allow kids to feel like kids, not kids with cancer!

If you are in a position to donate, please consider one of these local organizations or choose any organization or individual that needs help and is meaningful to you. Even small amounts can make an impact.

Many of us plan or hope to have a few summer gatherings. (*notice our unplanned theme of gatherings and connectedness...*) Backyard BBQ's or patio meet-ups or time spent with friends and family at parks or cottages. Do you sometimes feel that your gatherings are sometimes too predictable or uninspired? If so, you might find this an interesting read, **The Art of Gathering: How We Meet and Why It Matters** by Priya Parker. *At a time when coming together is more important than ever, Parker sets forth a human-centered approach to gathering that will help everyone create meaningful, memorable experiences, large and small, for work and for play.*

"Hosts of all kinds, this is a must-read!" --Chris Anderson, owner and curator of TED

Check out the team updates in the **About Us** section. Summer activities abound. There's a sense of how much this season is needed for rest and rejuvenation and connection to family and friends. There's also a revelation as to how many tax seasons that Steve has welcomed, enjoyed, celebrated, survived...take a guess, what do you think the number is? Is it 10, 25, 40, 55? (*just kidding*) See Steve's About Us update to find out the real number!

We wish everyone an amazing **Summer** - enjoy, relax, play, rest, and be safe!

On behalf of,

Steve, Sherry, Ana, Andre, and Tanya.



Dialogue Department

Here's our question/topic for this issue:

“When many of us think about what summer means to us, we think about some fond memories from childhood. What is a happy summer activity or memory, or something that you always wished you could do in summer as a kid?”

Our reply for this quarter is from:

Whole Kirkham Team

Steve: “I don't have any specific recollections from summers well past. I remember them being hot, perhaps partly because we lived in a 2 story, non-airconditioned house. Days were spent mostly outdoors....biking, tennis, basketball and time at the family cottage in Parry Sound. Looking back, although quite cliché, they were

Summer Days - Sunscreen Won't Prevent Burn Out!

Studies are proving what we already know - burnout is worse than ever.

Canadians are complaining they have too much to do at work, yet many are also failing to use their vacation time, which could be why 36 per cent of professionals say they're **more burned out now than they were last year**, according to new research from consulting company Robert Half Canada.

More than half of all Canadians **failed to use their allotted time off** in 2022, according to a recent survey by travel site Expedia Inc.

Millennials, gen-Zers, parents of younger kids and people who've been at their company between two and four years are bearing the brunt of the pain. But the overall numbers seem surprisingly high, and even “shocking,” said Michael French, national director of Robert Half Canada. “When you hear one-third ... are saying they're more burnt out

definitely simpler times. Would love to be able to go back in time, and just sit down by the lake without a care in the world, jump in when it got too hot, and wait for mom to yell “dinner’s ready”!.”

Sherry: My favourite part of summer as a kid is camping. There would always be at least 2 other families that we camped with so there were lots of kids to play with. I remember one time we ran out of milk so Mom used beer to make our pancakes for breakfast. It was so cool.

She also baked cakes in that little oven in the camper. I remember once she baked a spice cake and as a kid, it wasn’t my favourite. Haa haa. I could go on but I will save more stories for next time.

Ana: I remember going on family picnics. We would all pile into our station wagon (4 adults and 4 kids). We would set up blankets on the grass. Then my mother and aunt would pull out all the food. We would eat a big meal (Italian style). Then my father would take a nap and us kids would go nuts having to wait “2 hours” after eating before we could go into the water.

Tanya: “Summer is definitely my favorite season of the year so it brings back so many fond memories as a child. It was the time of year with no responsibilities once school was out and we spent months counting down for it to arrive! Long carefree days were spent playing with friends in the pool, biking or some sort of activity at the park, while evening were always filled

than a year ago, that blew me away,” he said. **“That’s one in three people.”**

Some of the burnout could be from challenges outside of work as people emerge from three years of COVID-19 only to face inflation, war, and wildfires, while also juggling personal responsibilities such as elder or child care, French said. But more than half of professionals point the finger at work as the source of their burnout, saying they’re managing ever-larger workloads with less staff.

Others blame a lack of support from management or a toxic work environment. A push to return to the office might also be behind some of that stress, he said.

One might think burnt-out employees would jump at the chance to book time away from the grind so they can recover, yet a surprising number aren’t doing so, choosing instead to keep working even as their exhaustion builds. “The biggest problem is that people aren’t taking (breaks),” French said.

Of course, a vacation isn’t necessarily a burnout cure. The American Psychological Association (APA) conducted research in 2018 that showed people got a **nice boost from taking a vacation**, but the effects wore off a few days later. “Employers shouldn’t rely on the occasional vacation to offset a stressful work environment,” David Ballard, head of the APA’s Center for Organizational Excellence, said in the report. “Unless they address the organizational factors causing stress and promote ongoing stress management efforts, the benefits of time off can be fleeting.”

It all comes down to balance, French said. For example, there are times when a team must

with either rep soccer or horseback riding. It was a time for early morning fishing trips and time spent on the boat tubing and water skiing. No matter what though, it always seemed to go by too quickly!”

Andre: In my childhood, summer is indeed not a comfortable season, it’s very hot and humid. However, there were still lots of fun memories. One of that is I played badminton in a stadium (no A/C) for couples of hours, changed 3 shirts that were totally soaked with sweat. Then went back home to shower. That experience was even nicer than having a sauna.

Here’s What I Have To Say - (let us know your answer, send reply to)
steve@kirkhamca.ca

work more than usual to hit a deadline, but those periods should segue into quieter periods so workers can breathe. Short breaks throughout the workday are also crucial to help keep equilibrium, he said. It could be as easy as a walk around the block, or if working from home, a moment to take in some fresh air on the balcony or backyard.”

Hustle culture needs to be rebalanced. If you’re going to work hard, you need to balance that with ‘relax hard’ and fully disconnect,” French said. “Work hard, play hard ... is just bringing burnout.”

[Financial Post - Work](#)



SPOTLIGHT

KIRKHAM Chartered Accountants:

We are using this edition to promote two charitable organizations.



FOOD SHARE Food Bank

The bulk of our non-perishable food comes from food drives held at Easter, Thanksgiving and Christmas and ongoing donations from churches, schools, businesses, supermarkets, and others in our community.

Financial donations are vital to our existence. We need them to purchase fresh fruit and vegetables, fish meat, eggs, cheese milk, and a variety of other items.

Monetary donations are vital to our existence. We need them to buy non donated perishable food such as chicken, ground beef, fish, cheese and fresh and frozen vegetables and fruit. A portion of the money pays for the Supermarket gift cards we provide to families at Easter, Thanksgiving and Christmas.

Being volunteer run, we pay no salaries.

[FareShare Oakville](#)

CAMPFIRE CIRCLE

Formerly Camp Ooch and Camp Trillium

From LEGO workshops to week-long overnight camps, **Campfire Circle** continues to provide programs for kids and families affected by childhood cancer or serious illness, at no cost to families. Discover activities that help promote self-confidence, build resiliency and improve overall wellbeing.

Campfire Circle provides camp-inspired programs that empower children affected by serious illness to build friendships and social skills, develop self-confidence and resiliency, and improve their overall well-being. We deliver year-round programs in children's hospitals across Ontario, at our community-based activities, and at our medically-supported overnight camps. Our programs are fully accessible and offered at no cost to families.

[Campfire Circle](#)

Recommended Reading:

The Art of Gathering: How We Meet and Why It Matters

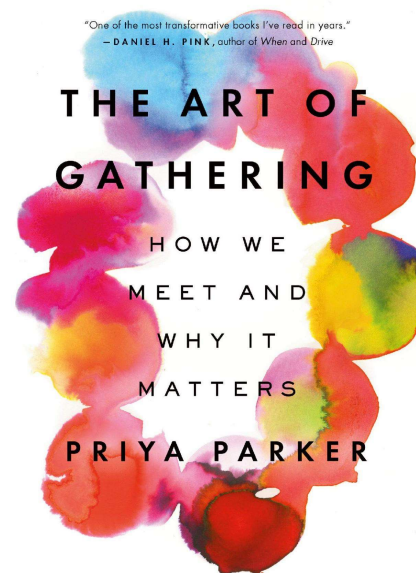
By Priya Parker

ABOUT

“Hosts of all kinds, this is a must-read!” --Chris Anderson, owner and curator of TED

From the host of the New York Times podcast *Together Apart*, an exciting new approach to how we gather that will transform the ways we spend our time together—at home, at work, in our communities, and beyond.

In *The Art of Gathering*, Priya Parker argues that the gatherings in our lives are lackluster and unproductive--which they don't have to be. We rely too much on routine and the conventions of gatherings when we should focus on distinctiveness and the people involved. At a time when coming together is more important than ever, Parker sets forth a human-centered approach to gathering that will help everyone create meaningful, memorable experiences, large and small, for work and for play.



Drawing on her expertise as a facilitator of high-powered gatherings around the world, Parker takes us inside events of all kinds to show what works, what doesn't, and why. She investigates a wide array of gatherings--conferences, meetings, a courtroom, a flash-mob party, an Arab-Israeli summer camp--and explains how simple, specific changes can invigorate any group experience.

The result is a book that's both journey and guide, full of exciting ideas with real-world applications. *The Art of Gathering* will forever alter the way you look at your next meeting, industry conference, dinner party, and backyard barbecue--and how you host and attend them."

[The Art of Gathering](#)

ABOUT US



Sherry says that after April 30th hits, she mostly spends her weekends looking for plants to enhance the yard for the season. This year it took 3 separate trips to the garden centers to gather enough blooms to fill in the gaps in the front and back yard. She thinks she's fully set now and ready to enjoy all of it for the summer. Just a bit of pruning/weeding to maintain everything. Of course, she's also golfing on Monday nights with her ladies league again and that is always fun.

Ana says that she thinks about those trips every once in a while, (the ones she talked about above in the dialogue question) and smiles about all the fun they had back then.

The family picnics eventually stopped, she's not really sure why? Probably because as they got older, they all started working summer jobs. Nice memories though.

Tanya says she is so happy that summer has finally arrived. In May she went on her annual Girl's Cottage Weekend away in Coboconk and they were so fortunate for some for amazing weather and a few days filled with games, yoga, wine tasting and bonfires. The Ladies' golf league has also begun, and at home they're starting to finally get some use out of the pool with the hotter weather. They're also still on the hunt to adopt a new dog but in the meanwhile are really enjoying the fostering process until the right one comes along.

Andre says that this was another tax season that he was away from the office, being so busy with audits or other assurance works. In June, almost three months after moving to their new house in Markham, they were able to have the whole family back together for the first time. Martina came back from London and William came back from Montreal. It was a rare and exciting occasion, but it went by fast. Martina just stayed at home for a week, and then she needed to go back to London to have her convocation ceremony, then started work in a Hospital in London. Of course, everyone travelled to London to cheer for her in the convocation ceremony. They sent the ceremony photos and video back home to Andre's mum, Martina's grandma, and she commented that time went so fast. She said that 22 years ago, when she was here, living in the York University campus, she walked into a convocation of York students, with 3-month-old baby Martina, she found it so interesting and cheered together with the audience. That was the one time that she watched a ceremony at a Canadian University. Now this time, the baby is grown up and the one walking up to the front.

Steve says it's been another "quick" 3 months. Although we managed to get thru yet another personal tax season (my 35th if my math is correct!), corporate filings quickly take over with the most popular filing deadline of June 30 just a few days away now. Once that passes, things slow down considerably and we are able to catch our breath and re-energize over the summer. Therefore, work has been the main stay for Steve the past quarter. His wife, Sherry, is off on another Camino adventure, this time in France. Having left early May, she is planning to walk over 1200km's before her return Canada in mid-July. Erin continues her working adventures in BC, getting in some remote contracts doing environmental studies for various pipeline projects, etc. Justin is enjoying life on his own in Mississauga and working hard but looking forward to the summer. Gavin has finished 2nd year and (still) continues to "look" for summer employment. Steve is looking forward to some time at the lake, fishing and doing odd jobs around the cabins as it is back to what should be a full rental summer now that the Americans can freely cross the border again.

All the best to everyone and enjoy the summer!

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