



What's Happening at Strive July 2017



Notes from the CEO Submitted by: Sharon Jacksi A Long Hot Summer

The spring and summer have been very difficult for our staff, because we have had difficulty recruiting new staff. We are hopeful that after mid-August we will turn the corner. We have decided to offer 1 week training classes for "client care aides" who will be the 2nd or 3rd staff in a home. While they won't be able to do medications or some of the programs with our people, they can take care of dishes, meals, laundry, etc. They will continue at a training wage until the total CORE is attended. We also are working with a local staffing agency to help recruit and offering a referral award to staff who bring applicants to Strive. We have 14 new staff starting the week training August 31st, so there should be some staffing relief the following weekend.

Recently, I have been organizing old photos and documents and I came across a statement written several years ago about "why do we work in a human service agency". I am not sure who wrote this, but I would like to share some of these thoughts with you.

Why are you here? Is it worth it? Who doesn't get pulled to an unfamiliar assignment and question. After this happens innumerable times who wouldn't ask why am I here? After pulling a double and going home with tired and aching muscles from lifting residents for 16 straight hours, who wouldn't ask themselves "why don't I get an easier job?" After trying to meet the demands of your caseload and staying late to finish an IP or a behavior plan, who wouldn't think there must be something better to do.

So, why are you here? I know from the employee survey that you are here because you care about the people we serve. While we have lots of processes to "fix" I think you believe in what we are trying to do---help those with developmental disabilities have good lives. When a person's eyes twinkle and they touch your hand in thanks because you've met their need for food, hygiene, attention, or a special activity, you know why you are here. When a parent embraces you at their child's memorial service and says "thank you", it's worth it. When an outing puts a smile on a person's face for hours, it's worth it. When changes are made so services can be improved it's worth it. When every piece of paperwork is painstakingly completed and submitted on time because the staff know that it means better services for the individual it's worth it. When people work together to ensure our individuals have those things in their life that

are important to them, as well as those things that are important for them, it's worth it.

I am **proud** to work with all of the staff and individuals here at Strive. I am **proud** to work with staff each day who question why they are here. I know your job is tough and you frequently question why you are here, but you continue to show up day after day. I am **grateful** to have the opportunity to work with each of you; I know your work is impossibly hard. The pay you get is not commensurate to your incredible efforts but you stay because of the individuals you help. **I thank you for that.**

Departmental Updates:

Vocational/Residential

Submitted By: Valita Speedie

Botanical Gardens will be featured in the July issue of 'Welcome Home Grand Valley' a local magazine welcoming new residents to the valley. With this article beautiful photos will be taken by Ken Redding!

- Botanical Gardens has experienced a baby boom with multiple new hatchlings (both turtles and birds) that we have been lucky to witness and watch grow! (Photos on the botanical facebook page). Although not so warm and fuzzy, we also have a snake baby boom going on....everything is reproducing at the Gardens!
- July is the concert of the season featuring the "The Company" and the "Boys of Summer"....NOT to be missed!

Labor Solutions

Last month was another busy but fun month. Labor Solutions kept busy shredding confidential paper. Their program is growing as more individuals are expressing an interest in Labor Solutions; with that we are looking for new contracts. If you are in need or know of anyone that needs a shredding service, please call 244-5535 or 256-8672.

Wellness and Active Wellness are doing great!

- Wellness and Active Wellness rated the highest in therapy frequency within the agency.
- Along with the hard work all three programs made some time for fun. They celebrated June birthdays with a "Splash Bash" party; and for those who wanted to get wet, there was a water fight! Lead DSP Cari Gamez made several calls and had most of the food for our "Splash Bash" donated! Special thank you to: Einstein's Bagels, Daylight Donuts, Papa John's, Sonic, City Market, Sam's Club and Coca Cola for all donations. Thank you cards were made and signed by individuals and staff and delivered to them as donations were picked up. A special thank you to Cari Gamez, Lead DSP at 508, for organizing picking up all the donations for Splash Bash!!

Creative Creations is soaring under the new vision and support of Amanda Frederick! She has brought creative new ideas and projects to the program, under her directions and skills teaching the program is creating multiple new projects for sale. Come by the shop and see what they are creating...

Woodshop has buddied up with Creative Creations and together the two programs are completing new projects for sale and creating new furniture pieces, come and check what is being built in the shop and to place your order.

Sweet Beginnings

We filled an order for St. Katherine's Cellars, who bought a large amount of our soaps shaped like bugs.

Sweet Success

We have been practicing our cooking skills and making a lot of goodies for Strive Employee Appreciation Team

Milestones

Summer fun is in full swing, we had a BBQ and have been visiting the parks and lakes.

Retirement

We have been crafting getting ready for our parking lot sale on June 29th. Making very cute things

SLS

The end of the fiscal year Rifle Trip was extremely successful! We BBQed and had a fun filled day with fishing and checking on the gorgeous waterfalls making memories to last a life time!!



Behavioral

- Exciting things are happening in the Behavior Department in the month of July. We would like to welcome Dr. Katrina Katen to the behavior department. She has great experience and ideas that she is bringing to Strive

and the behavior department. We look forward to all of the insight and ideas Dr. Katen is bringing our way!

- The focus for the month of July is: Extinction. Reinforce the positive. Have a great July.

Host Homes

The month of June has been busy for the STRiVE Host Home Department! Contracts for the fiscal year have been completed and feedback sought. We continue to collaborate with our Host Homes to increase the effectiveness of our comprehensive residential supports. As always we continue to work with the persons we serve and a variety of Host Home Providers to facilitate additional opportunities for the inclusive experiences at home and in the community.

Public Relations & Development...

Submitted By: Doug Sorter

Maintenance

- Remodel of 3301 Laurel Lane group home went well.
- Wall built in the commons area for the new SLS program is up and ready.
- Repairs to 2552 McCook are in full swing and should be done this month.

Uniquely Yours

- It's getting a face lift, coming soon more items made by the STRiVE individuals will be in the store.
- Changing up the way business happens on Main Street Grand Junction.
- Alida's Fruits are now sold in Uniquely Yours.

PR / Marketing

- Presentation were given to several local groups, Grand Junction Kiwanis, Sunrise Rotary and next it will be the Golden K's. Everyone loves to learn about STRiVE.
- KREX TV has been very helpful in telling the STRiVE story, lots of interviews and PSA's.
- MBC Grand is bringing us in the studio for short interviews and ticket give away for the concerts.
- The *Daily Sentinel* has done several stories on the Western Colorado Botanical Gardens and STRiVE.

STRiVing For Success

- We've had lots of attendees this year and several very interested people get involved after.
- Next luncheons are September 27th at noon in the Board room and November 29th at noon in the Board room.

Events

- Concerts are going well, July 22nd The Company 2017 Battle of the Bands winner 7:00 pm.

- July 28th it's the Boys of Summer the best Eagle Tribute band around 7:00 pm.
- Last is Ralph Dinosaur August 26th 7:00pm don't miss this guy.
- Then it's the 7th annual *Rollin on the River Kids Festival and 3K Walk and Roll* October 14th, sponsors needed.

Foundation Board:

- Two new members have **JOINED** Steve Goede for West Star Aviation and Jenna Noem of Nuclear Care Partners.

Case Management...

Submitted by Joan Levy

- Hilltop/MCDHS will begin processing applications for DD determination and collecting the related documents on September 1st. Training of the Options Counselors (whose job involves assisting individuals in navigating and applying for all the Medicaid waivers) began on July 14.
- The case management department is once again approaching full staffing. Two Strive employees (Darla Green and Heather Wicks) have been hired and will transition into their new roles over the next few weeks. Daisy Garcia will be joining us on August 14. She will be able to take on our Spanish-speaking caseload and additionally will be able to translate key documents that are provided to families. This has been a long-standing unmet need.
- Hannah Greshow will be assuming the role of intake/placement case manager. We have not had a case manager dedicated to this function for several months and with the SLS waitlist open and with a large volume of case transfers from other CCB's, it has been difficult to complete enrollments in a timely fashion. Having Hannah doing this should alleviate the backlog.
- Case management is one of the last bastions of massive paper files. Over the next few months, the case management department will be reviewing the content of its paper files in order to minimize what is added to these files and to purge what is not necessary or duplicative with electronic records.
- We are at about 75% completion of the items in the Corrective Action Plan that was the result of our December HCPF Performance and Quality Review. HCPF has granted an extension on the due dates for some of the bigger projects so that we can focus our limited staff resources on our primary task of enrolling individuals into services and ensuring that services are continued without interruption.

Accounting Services ...

Submitted by: Chris Bergquist

- Implemented ADP for first payroll. Very tough start with lots of discrepancies to sort through.
- Preparing for upcoming financial audit.
- Wrapping up 403b audit that fieldwork was just performed on.



July 8 – Vicki Woods
July 18 – Rachelle Miller
July 29 – Jim Grisier