



## **What's Happening at Strive November 2017**



**Note from the CEO**  
**Submitted By: Sharon Jacksi**

November is a time to express our thanks. This particular November sees one of our longest term employees, Joan Levy, retiring. Joan began working with individuals with developmental disabilities when she was still in college and helping at a lunch-time group. Somehow, as for many of us, she was "touched" by those with developmental disabilities and ended up in a 35+ year career in developmental disabilities. Joan has mentored and advised young staff and provided excellent direction for many different departments over the years. **So, thank you to Joan!**

**And thanks to all of you who work with our individuals. Your commitment is greatly appreciated. It makes all the difference in quality of life for our individuals.**

**Happy Thanksgiving!**

### **Departmental Updates:**

#### **Vocational/Residential**

**Submitted By: Valita Speedie**

- **Mobile Crew** - The leaves are falling and mobile crew has been hauling! The crews have been hard at work hauling off our fall falling leaves this past month. They continue to provide quality service to our internal and external customers while teaching the individuals jobskills and customer service!
- **Creative creations** - Continues to grow as program, with new projects being made and the artist/crafters learning new skills and techniques! With their products being sold at Uniquely Yours, customers of the store have started placing customer orders for the wooden signs they make.
- **Wood shop** - This program has been busy with creating new work stations for Uniquely Yours that have displays for products built into them. They have also started making corn hole sets for Christmas gifts. They are being sold at Uniquely Yours.
- **Uniquely Yours** - Participated in Mav month in October, with the assistance of the individuals, MaryAnne Lawrie and Doug Sorter decorating our display window, staff and individuals making maverick candy filled jars we got 2<sup>nd</sup> place this year! The artists have been busy getting ready for the holiday season, with new work stations crafted by the woodshop that has displays

**Susan Adamson, RN**  
**Matthew Allen, Case Mgr**  
**Brandy Bender, DSP**  
**Codie Bowman, Respite**  
**Roy Carson, RN**  
**Leearra Cordova, DSP**  
**Karie Fisher, RN**  
**Trust Hillyer, DSP**  
**Walter Holak, Beh Spec**  
**Dawn Kier, HHP**  
**Irene Nuncio, DSP**

built into them. They are creating new products for the store as well as upcoming fairs! Please come visit us!

- **Botanical Gardens-**  
The Mad Hatter and Alice were at the Gardens!!



- **SLS Vocational Programs** - With fun activities and group discussions, SLS Voc Programs have been focusing on Coping Skills and Boundaries for the month of October. The four programs also had the opportunity to tour Devries Pumpkin Patch and had a really fun time.
- **Sweet Success** - We have been very busy in Sweet Success during this past month! On top of making entrées for Strive's parenting class, we have been making sweet treats for the holidays, and refreshments for meetings and employee appreciation. We had a chili and cornbread luncheon to celebrate Halloween and are looking forward to selling our Sweet Success product at Candy Lane!
- **Sweet Beginnings** - Sweet Beginnings is getting excited about the Christmas season. We are planning to branch out into making ornaments and have been asked by Creative Creations to make votive candles for one of their projects. We would like to remind everyone that we make special orders. We have many scents and would be happy to help you select one for your order. Come and stop by. See what we have in our inventory. We're sure we have something that you really need!!
- **Milestones** - At Milestones we have been going on outings to Park, we made a cookie house centerpiece for our Halloween party, which we all enjoyed, by the way... even Dracula stopped by!! Yesterday we went for a drive to see the beautiful changing colors of fall!
- **Golden Years (Retirement)** - The time for giving thanks is just around the corner! At Golden Years we have been working on fall & holiday décor. We have been making centerpieces and just all kinds of things! We don't just work on puzzles we get our hands dirty making Paper Mache from recycled paper that gets shredded at Sweet Begins. We have been glittering up a storm and gluing painting jars and everting we can get our hands on! We enjoy listening to Elvis and Oldies while we work hard at our crafts. We are still enjoying some of the warm weather outside after lunch. Here are some pictures of the things we have been working on. Come and check it out!



- **Active Wellness** - We have created some mobiles for individuals to look at while in therapies. We had the individuals pick out the pictures themselves.
- **Labor Solutions** – Has a new person who is now working with a 1:1 staff to clean vehicles on a rotation schedule.
- **Wellness** – Is still working on our sensory therapy areas.
- **Host Homes** - The HH department continues to grow! We have met with 5 new potential HHP's and 3 of them are starting in CORE classes on November 6<sup>th</sup>.

At this time we have 4 individuals completing visits to move forward with meeting their goal of finding a host home. One individual has returned to Strive services from another service provider and is moving into a host home on Friday November 3<sup>rd</sup>.

### **Public Relations & Development...**

***Submitted By: Doug Sorter***

#### ***Maintenance:***

- The new maintenance plan has been in place one month and except for a couple of hick ups is running well.
- The costs are trending less than expected at this juncture and the level of expertise is as expected.
- I will continue to monitor this process and believe it will only get better.

### ***PR/Marketing***

- Have had great success in the *Daily Sentinel* lately with the last being a wonderful story about Jean Ann.
- TV and Radio have been pushing our agenda on a weekly basis. We have had many new contacts resulting from this exposure both in interest and donations

### ***Foundation***

- We have had a small kick off of our capital campaign which has been successful.
- We had a successful Striving for Success luncheon, Rod Christ invited the CEO of West Slope Oil and Gas who promptly met with me later to set up a campaign for STRiVE to be the beneficiary of their holiday event and charity donation drive. I can't say enough about how effective the Striving for Success luncheons are.

### ***Safety Committee:***

- We have been able to revitalize the safety efforts of the staff at STRiVE. They will be working on three key areas - strains, struck and falls, which are the areas of most help needed. Good plans are in place and outside agencies are involved.

### ***Employee Relations Committee:***

- Catching up on these efforts to show that STRiVE does value its employees with different recognition efforts. Well received thus far.

### ***Case Management...***

#### ***Submitted by Joan Levy***

- The case management department is sending its best wishes to 2 departing case managers and is welcoming 2 new case managers on board. Joe O'Connor left case management after many years and has returned to Strive in the Vocational Department. Hannah Clay is leaving MDS to try her hand in another field of endeavor. Both were tireless advocates for the individuals and will be missed. Joining the department are Anne Fitzgerald and Matthew Allen. Anne has worked at Strive in both the Crisis Pilot and Vocational Departments. She also has previous experience at the Regional Center. Matthew comes to us with a strong background in Criminal Justice. He will be working predominantly with individuals receiving services from Caprock.
- As of 10/31, all but one of the submissions for the HCPF corrective action plan have been submitted and accepted. HOORAY! The final task, which is a review of DD determination records for all individuals is not due until early next year. MDS was the first CCB to have its CAP accepted and the first agency to have had all its submissions accepted. We are sharing our work with other case management agencies who are still in this process, helping them to navigate this complex process with greater ease than we did and also in the interests of having some continuity in approach statewide.

- HCPF recently distributed new guidelines for identifying and reporting critical incidents involving individuals. The scope of what must be reported is far more expansive than what has been required in the past and this will result in an increased burden on provider agencies and case management. Policies, procedures and forms are being revised to reflect the new requirements. Case managers and PASA's will receive training on these in November. The state is also going to be scheduling webinars for case managers.

### **Accounting Services ...**

#### ***Submitted by: Chris Bergquist***

- Evaluating new financial reporting software since Microsoft no longer supports ours.
- Cleaned up ADP to get more accurate employee demographics recorded such as hours per week, location etc.

### **Human Resources**

#### ***Submitted by: Andrea Podgorny***

- HR is in the process of transitioning online recruitment and application process to ADP, which will streamline our hiring process. New hire documents will also be available online through ADP. Stay tuned for more information in December.

### **Behavior**

#### ***Submitted by: Christina Cruz***

- The Behavior Department has a new addition. We have a new behavior specialist in the behavior department: Walter. The behavior department is excited and looks forward to having Walter in our department. Welcome Walter.
- The holiday season for most people is a fun time of the year filled with parties, celebrations and social gatherings with family and friends. For many people, it is a time filled with sadness, self-evaluation, loneliness, and anxiety about an uncertain future. Causes of holiday depression: Sadness is a truly personal feeling. What makes one person feel sad may not affect another person. Typical sources of holiday **sadness** include: stress, fatigue, unrealistic expectations, over-commercialization, financial stress, and the inability to be with one's family and friends. We often times see an increase in anxiety and depression with the people we provide service for during the holiday season. Some important tips for supporting the people we serve during this holiday season: be patient and kind in all of your interactions, take extra time to talk with and listen to the people we serve, be aware that different people have different ways of celebrating the holidays, and continue to encourage healthy choices in daily living. If you notice a person served is struggling during the holidays, please reach out to the behavior department for support.

**Early Intervention...**

**Submitted by: Nancy Ketchum**

- EI continues to work on implementation of our new IFSP process, "Go 4 It". Everyone has embraced this new process and is working diligently with families and the State to ensure we are moving forward. Jeanie Larsen has been our lead on this implementation and we owe our success to her.
- The EI Team participated in Rollin on the River. We were once again in charge of registration and assisted in ensuring we had another great event.

**Program Operations...**

**Submitted by: Sarah Bonnell**

**Crisis Update**

- In the last month, our START case coordinators have been working tirelessly to assure that they enroll all the highest utilizers of behavioral health and our developmental disability services. They have enrolled several people per week and are getting assessments and activities in place to support their stabilization. At the point of their intake, the coordinator is meeting with the individual and their team to support in collecting a comprehensive health and social history, identification of potential areas of concern that can cause their instability and setting goals to meeting these needs. After the individual has been added to the caseload, the individuals will have intensified case management, increased services, assessments and follow up. We continue to flex our process in response to changes that the state requests. The program is a continuing changing and evolving program. This is our third year of the pilot and will be ending on June 30, 2018 unless there are further authorization of funds for the program.

## ANGELA'S CORNER

- To all staff with birthdays in October & November - **I HOPE ALL YOUR BIRTHDAY WISHES WERE FUN!!!!**
- Please make sure you come to the Parade of Lights on December 2<sup>nd</sup>. I'll be walking and handing out candy and everyone is welcomed to join me...**HOPE TO SEE YOU THERE!!!!**



**HAPPY  
ANNIVERSARY**

**WE APPRECIATE EVERYTHING YOU DO**

<b>ANNIVERSARIES</b>	
<b>1</b>	Lorena Higgins, Shay Rubino
<b>2-4</b>	Kathryn Conradi, Stephanie Sheely
<b>6-9</b>	George Chesney, Vanessa Mireles, Merrienne Shaw
<b>13</b>	Shirley Foster



SUN	MON	TUES	WED	THUR	FRI	SAT
			1	2	3	4
				Misty Aaberg	James Wright	
5	6	7	8	9	10	11
Cassandra Krafka	Beverly Mullen	Yvonne Ybarra, Kristi Gomez	Margaret Brackett			Jane Nelson
12	13	14	15	16	17	18
Jessica Nelson	Val Lange		Daniel Smith, Edelmira Serrano-Munoz		Candy Miller, Stewart Page	
19	20	21	22	23	24	25
Debra Edmands		Wendy Jones	Belinda Bradford	Danielle Cox	Katherine Waterman	
26	27	28	29	30		
	Christiona Gould					