

What's Happening at Strive September 2017



Welcome



Notes from the CEO

Submitted by: Sharon Jacksi

I want to say thank you to all our direct support professionals (DSPs) for their passion and commitment to the individuals we serve residentially, vocationally, in early childhood programs and in supported living services. Friday, the 15th of September, Doug Sorter and I visited the majority of our programs and handed out a gift to all our DSPs. It was very heartwarming to see the interactions staff and individuals had with each other.

I know we have a lot of turnover and ask staff to work longer and harder than they may have expected when they took this job. I want all our stakeholders to know that the staff working closest to our individuals are, by and large, very committed and caring with our people. When I ask what we can do to help them, they often respond with ideas that will help our individuals.

As you review our departmental updates, I think you will see the creativity, originality, and initiative that many staff are taking in assisting individuals and programs truly become person-centered.

Departmental Updates:

Vocational/Residential

Submitted By: Valita Speedie

Botanical Gardens

- August was super busy with concerts, weddings and special events. Everyone at the Gardens is now busy preparing for Excel Energy's day of service which will involve multiple volunteers connected with Excel Energy donating their time to volunteer at the gardens! Areas of need are being identified and schedules set.
- The Gardens crews are also preparing for the Calabash Gourd festival on Sept 9. An event which will include vendor booths, games, and many many gourds!
- The Botanical Gardens would like to formally welcome Brenda Hahn, Nancy Franco and Emilie Climer to the team!

Woodshop

- This group has been assisting with the re-design and remodeling of Uniquely Yours! New display cabinets and products have kept them very busy. Jason Boxwell has accepted the second position in

Rosemary Archuleta, DSP
 Benjamin Bartell, DSP
 Jacob (Tyler) Baker, SSS
 Brandon Beers, BSP
 Elizabeth Bowman, DSP
 Emilie Climer, BSP
 Marilee Cloyd, DSP
 Necole Coffman, BSP
 Ashtyn Forbes, DSP
 Maria Franco, Family Care
 Carrie Fraser, CES
 Darryl Fraser, DSP
 Daisy Garcia, Case Manager
 Lilly Hart, DSP
 Samantha Hartman, DSP
 Kaitlin Heidt, DSP
 Alexis Jarrin, DSP)
 Sarah Lamonica, HR Asst
 Christina Madson, DSP
 Jacob McCoy, DSP
 Johnathan Mitchell, BSP
 Rachel Odencheck, DSP
 Joanne Proppe, Respite
 Ana Rascon, DSP
 Tia Rogers, Res Super
 Matthew Shiflet, DSP
 Celia Strommenger, DSP
 Star Summerville, DSP
 Jessica Williamson, DSP
 Harleigh Wood, DSP

the Woodshop. Jason and Ed Madaris make a really dynamic duo and all of the individuals are "psyched" with the opportunity to work with these two gentlemen.

Mobile Crew

- In the month of August these crews completed 85 hours of community customer service! This does not include the Strive properties they maintain and has certainly earned them a gold performance star!

Recycling crew

- Under the new supervision of Bob Dauk this crew has collected 109 pounds of steel for recycling, reducing the amount of waste taken to the landfill.

Uniquely Yours

- Our shop on Main Street has undergone significant changes over the past month. These changes will continue as we work to incorporate more of our individuals creative work into the merchandise sold. Workstations have been moved into the main part of the store, encouraging customers to chat with the artisans, new displays featuring products created by the individuals served throughout Strive's vocational programs have been installed.

SLS

- Melissa Flynn has been promoted to a HH Coordinator position! Michelle and Melissa continue to grow the HH Program. There are currently 6 people looking for a host home and 4 of those 6 people are estimated to move into a HH by the end of September. In the past year, almost 20 people have found host homes!

Sweet Beginnings!

- Sweet Beginnings is coming up with new products on a weekly basis. We now have body wash, glitter bath salts, and many more new and fun things which will be featured at Uniquely Yours.

Sweet Success:

- Sweet Success has teamed up with Incredible Years (IY) to cook dinner every Thursday for their parenting class. A challenge which the entire group is excited about

Milestones:

- Milestones has one new individual who has returned to us from Mosaic. We are excited to have him back!

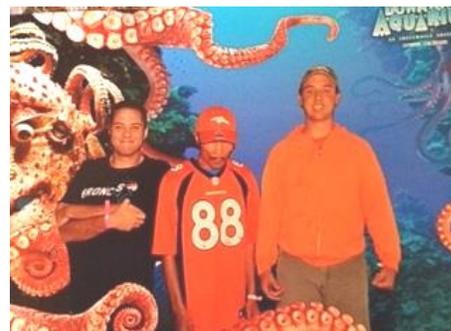
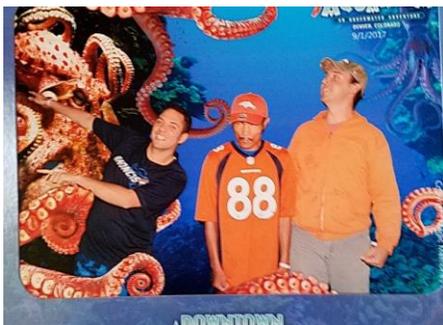
Retirement:

- Retirement does not need to equate to boring tedium. Golden Years is a classic example of this and they have been crafting up a storm. The

individuals have been coming up with original ideas to make interesting art projects which fill their time with creativity and fun.

Residential:

- One of the individuals we serve is turning 85 this month! Strive plans to honor her and is planning a birthday celebration.
- Some of the activities that people we serve are involved in this fall are bowling and flag football. Our team of staff is growing in the homes and our supervisory team is growing as well.
- Bronco tickets were donated and 3 men were chosen to attend the pre-season game in Denver last week. This was an awesome gift and the memories for the men will last a lifetime.



Public Relations & Development...

Submitted By: Doug Sorter

PR/Marketing

- We have had some great media coverage and it keeps getting better.
- In the process for developing a new message from our Foundation board with Robert Bray telling the story.
- Working on new commercial for TV and radio for Rollin on the River
- Working with Colorado Public Radio on a new message for the holiday season.

Development

- STRiVing for sSuccess meetings are still very well attended next one is Wednesday, September 27th @ noon
- Have had the chance to speak to the Grand Junction Lions Club
- Also did presentations to Golden K Kiwanis and Fruita Rotary.
- Foundation Board meeting is Thursday September 21st @ 8:00am

Events

- The Garden Groove concert series is over and went well.
- Rollin on the River is October 14th and is shaping up to be our largest fund raiser of the year.
- The STRiVE employee picnic was a great success and will grow as we grow.

Maintenance

- Making changes to the department. Outsourcing to Bray property management. The 24 hour 7 day a week coverage will be much needed as well as the level of expertise. The cost of moving in this direction are about identical.

Case Management...

Submitted by Joan Levy

- The process of applying for DD determination was successfully transitioned to the Options counselors at MCDHS on Sept. 5. So far, there have been no major glitches, but because MDS has housed this function for over 50 years, there will be a transitional period while community stakeholders adjust to the change.
- Currently there are approximately 50 new individuals in some phase of the enrollment process. Most of these individual will be coming into the supported living services waiver, as there is currently open enrollment (no waiting list) for this waiver. We also have 10 pending case transfers from other CCB's and about 20 individuals in the DD determination process (probably half will be new enrollments) . In other words, the number of individuals who will require case management and service provision is rapidly growing. We will need to add at least one more case manager to accommodate the influx. In the interim, Doris McCauley (a case manager from Community Options in Montrose) is working for us one day a week to help with the backlog.
- The case management department is working cooperatively with Strive and the other provider agencies to resolve lingering billing issues that are the result of the March transition to a new service authorization and billing mechanism called the Bridge. Strive and other providers are owed many thousands of dollars and the log jam isn't resolving easily. This problem is not exclusive to the DD system. Medicaid providers of all kinds (physicians, hospitals, nursing homes, etc). are having problems with payment.
- Several other CCB's have now had their Case Management Performance Reviews by HCPF. All have found the process and results to be somewhat onerous and common themes have emerged in terms of the outcomes. Case Management directors are discussing the emergent issues and how their agencies are responding. We were one of the first case management agency to have had a review and have had our corrective action plan approved along with most of the follow-up documentation. As such, we are sharing our plan and documents with other agencies in hopes of supporting them through this process and making their path a little easier than ours.

Accounting Services ...

Submitted by: Chris Bergquist

- Waiting on results from financial audit. As far as we know, it went well and just tying up some last requests before the opinion letter will come.
- 403B audit complete. It went well and we filed our 5500.

- We also filed the 5500 for the LTD/Life plan as well as the health and dental plan.

Human Resources

Submitted by: Andrea Podgorny

- Human Resources has a new HR Assistant, Sarah Lamonica. She comes to us highly recommended from Hilltop with experience in hiring and recruiting.
- We are still working with our conversion to ADP and looking forward to implementing changes in our hiring processes with ADP.
- In training, we've implemented a one-week CORE in order to fill open positions in the Residential Homes more quickly. This enables us to then complete further training when new employees finish CORE and are working in the homes.
- HR has busy trying to fill open DSP/BSP positions. 23 new hires completed the special one-week COREs we ran in August.
- We have a new CORE starting Monday 9/11 and are going back to the three-week COREs. We are excited to have over 10 new DSP hires starting.

Behavior

Submitted by: Christina Cruz

- The focus for the behavior department for September is working with staff and individuals we serve on setting and having boundaries. Setting boundaries begins with asking 4 key questions:
 1. Is it professional,
 2. Is it directly related to my role in the services we provide for the individual?
 3. What is the goal of my behavior? What is my behavior communicating?
 4. Is this about me (my needs/values), or the individual?

Early Intervention...

Submitted by: Nancy Ketchum

- EI continues to work on Go 4 It, which is a new process we will be implementing with our families. This new process has involved a tremendous amount of time in planning, training and coordination with the State and other community members. Jeanie Larsen on our EI team is the person who took on this role of coordinator and has done an outstanding job. Thank you Jeanie for all your hard work.
- We would like to congratulate Francesca Nelson who was married 7/15/17 and MaryJo Copa who was married 9/2/17. Several EI team members and fellow STRIVE employees were able to attend both occasions to help these two celebrate their special days.
- EI would like to give a big shout out to Jessica Mulvey who recently received her certification in Early Childhood Special Education. Congratulations Jess. We know how hard you have worked.



WE APPRECIATE EVERYTHING YOU DO

ANNIVERSARIES	
1	Ariel Cisneros, Emma Franco, Desiree Darlington-Rivera, Kathryn Haerle, Amanda Pesta
2-4	Julie Barnhart, Adriana Belyeu, Jamie Bollig, Mary Jo Cousens, Cari Gamez, Lanessa Goode, Anna King, Holly Nelson, Athena Ruiz, Cathy Swiger, Heather Wicks, Elizabeth Puderbaugh
5	Sarah Bonnell, Amanda Martinez
15	Annette Bierman
17	Reed Bird
22	Patti Buzzell
31	Gaynell Rubalcaba
34	Joan Levy
37	Jean Larsen



SUN	MON	TUES	WED	THUR	FRI	SAT
					1	2
3	4	5	6	7	8	9
	LABOR DAY - ADMIN OFFICES CLOSED Maria Franco	Eva Saunders				Vanessa Roberts
10	11	12	13	14	15	16
Brandy Schaefer, Marilee Cloyd, Richard Parker					Ana Rascon, Jessica Hardy, Rebecca Grady, MA Lawrie	Terry Ericka
17	18	19	20	21	22	23
	Diana Marchand, Francisca Nzeke		Melissa Flynn		Cory Bickmore, Crystal Allen, Elizabeth Puderbaugh	Tonya Lee
24	25	26	27	28	29	30
		Crystal Gatchell, Kelly Lupo	Kathie McClure, Kim Furr, Lani MacKey	Sabrina Mayer	Destiny Austin, Lorena Higgins	Laura Russell