



What's Happening at Strive April 2018



Notes from the CEO:
Submitted by: Sharon Jacksi

S P R I N G

H Its true, everywhere
O I look Spring is making
W itself evident. Renewal,
E both in nature and at
R Strive, is being manifest in
many different areas.
Plans continue to progress
for a new building which is
designed to provide
growth potential for all of
Strives programs in
addition to focusing on
new and expanded space
for early childhood.

It is exciting to see the continued commitment our staff show, not only in the day to day operations of our business, but in the creative activities being initiated in our programs (a number of which are featured in this newsletter).

R

O

W

T

H



J

A

F

A

M

I

L

Y

P

O

P

P

Y

E

O

N

Y



T U R F

U The Annual Easter Egg Hunt was well attended.
Even more exciting was the number of Strive
volunteers who showed up bright and early to hide
15,000 Easter eggs!

L

I S The number of qualified host home
providers continues to grow as more and
more of the individuals we serve seek
new living environments.

H O P E

S E E D Strive's Capital
Campaign is moving
full steam ahead.

A

I

S Individuals, companies
and Philanthropic
Foundations are
requesting infor-
mation. With grants
being written and
presentations being
made the message of
our services and our
needs are receiving
significant interest.

Y

I And so, with the renewal this season offers,
I look forward to the upcoming months, the
challenges and the victories yet to come.

L

Being the CEO of Strive and a member of
this exciting community restores my
passion in providing the best services we
can for the individuals we serve.

Respectfully

Sharon Jacksi, CEO

- Clint Alford, DSP
- Erin Case, DSP
- Michele Fallis, Case Mgr
- Chris Flores, Case Mgr
- Loni Lynn, DSP
- Michelle Qualls, DSP
- Linda Westmoreland, DSP

Departmental Updates:
Vocational/Residential
Submitted By: Valita Speedie

Performing Arts

These busy bees in Performing Arts are currently working on a photo movie. This movie will include music and pictures from all of our beginning photographers in the program. The program and attendees continue to grow through various activities involving building self- confidence and letting their fun personalities shine!

Healthy Body, Healthy Minds

Healthy Body Healthy Mind couldn't wait for snow to melt and sun to shine! The group has already explored many hiking ventures in Mesa County and look forward to many more. The program has also begun dehydrating fruits and creating fun and healthy snacks. They have made delicious homemade granola bars this month and continue to explore a wide range of recipes.



Coffee Klatch

Spring time is off to a great start and Coffee Klatch has settled in and continues to work on building friendships through great conversations and activities involving internet safety and current events.

Sweet Beginnings

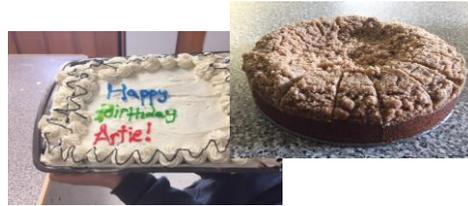
At Sweet Beginnings we are working on making coasters, knitting, weaving and working with plastic canvas. This group is now making soap and bath salts in beautiful spring colors. Everyone is enjoying learning new crafts and refining the ones we already have.



Sweet Success

The individuals in Sweet Success are currently making different seasoning mixes, cakes and we're learning to decorate cakes. Nutrition and how to make healthier meals is a major focus. Low sugar cookies are one of our new features!

We love trying out new recipes!



Retirement

Everyone in this group is loving 'Mindful Movements' led by Walter. Active time is filled with making arts and crafts, along with music therapy. The warm weather has been wonderful for enjoying the outdoors.

Milestones 1 & 2

Milestones 2 has been making dogs treats and enjoying dog therapy. This group also loves the 'Mindful Movements' led by Walter. We have been playing games and enjoying music therapy as well as enjoying the outdoors and going on outings.

In **Milestones 1** we are going on outing, enjoying sensory play, outdoor play, music therapy. Pet therapy is the best, **Thank you Jonna!!!** We are doing arts and crafts having a ball!!



Botanical Gardens

Spring is starting to peek through at the gardens! These beautiful Daffodils radiating the color of sunshine were first to reveal!

Even Bear Mountain is sporting some mountain blossoms.



Check out our Facebook page! We have started: "Botanical's - Did you know? **Butterflies ~ fact of the day.**" On a daily basis this post will reveal an interesting fact about Butterflies! Watch for even more informational signs in the Butterfly house soon!



As we prepare for another busy season we have started an "**Adopt A Garden.**" Other strive programs are coming out to earn their green thumbs by adopting an area at Botanical and making it beautiful! They will be starting from soil, all the way up to planting and maintaining!

Botanical did fantastic at the Community day sales fundraiser!! **In one week we raised over \$700.00!!** We will be participating again in the Fall.

Botanical is happy to announce we will now be carrying the amazing products of Sweet Beginnings!! Another wonderful Strive program! Individuals from Sweet Beginnings came down to the Giftshop and used their retail sales skills to help promote and sell their products to the Gardens!

Events coming up: Tulips and Juleps - Saturday, May 5th - Get your tickets now!

Grounds Crew

Leader Bob Dauk has done an outstanding job of teaching job skills and quality service in a timely manner to the individuals in this program. With Bob creating efficiency's in this program it has allowed them more time to pick up extra work and that's just what they did. Bob and the crew went to Waste Management and got more work for the program. They will now be maintaining that community property. **Great job Grounds Crew!**

Woodshop

This program has been in full swing with one of their community customers, Jabil. This is an Aerospace company that the crew builds cardboard boxes for. In the month of March, they have built over 300 boxes with more orders coming in. They also have been keeping up with their furniture building and restoration jobs. **Outstanding job Wood shop!**

Mobile Crew

Already this crew has been getting calls to schedule community jobs for Spring clean-up. Their schedule is almost full for the season so if you would like to have any yard service and clean-up done please call 244-5540 before our calendar fills up.

Wellness, Active Wellness, and Labor Solutions

Wellness and Active Wellness are still getting their program Facelifts done. Out with the orange peach color and in with varying shades of soft blue. Hoping all painting will be done the first week of April along with our two new specialty rooms – Lost in Space and Peaceful Valley. Areas where individuals receive a majority of their services are being personalized based on the interest of the individual in that area.



Although the flu hit some of our individuals really hard this month, those that could attend program did and great care was given to protect them as best we could from getting sick.

Things are really hectic at Labor Solutions! We have been super busy with new shredding orders while everyone has also been busy filling Easter Eggs for the wee little ones to find at this year's Easter Egg hunt.

Residential:

Yes, as you all know, staffing has been a major challenge. However, the silver lining has been evidenced in the incredible commitment of DSPs by covering shifts while maintaining care in our homes. AND, we are moving in the right direction! The process may be slow, but as we fill our empty residential positions with staff motivated and dedicated in becoming an important part of the services we provide our homes will continue to stabilize and we will soon leave this trying time behind. **Again, for each and every one of you, THANKS SO VERY VERY MUCH!**

Public Relations & Development...

Submitted By: Doug Sorter

Maintenance

- Repairs and office space have been completed at the Botanical Gardens
- New fence will be installed at 680 29 1/2 rd.

PR/Marketing

- Several interviews at KREX, KJCT and Various radio stations
- A couple of articles in the Daily Sentinel

Capital Campaign

- Received pledge from Western Colorado Community Foundation
- Received a check and 4 year pledge from the Goodwin Foundation
- Other grants have been submitted
- Event planned April 26th 4:30 to 6:30 at the Avalon

Events

- Easter Egg Hunt was a success
- Tulips and Juleps Derby event May 5th
- Stray Grass concert June 1st 7:00 to 9:00

Safety Committee:

- Working on manual
- Will discuss how to develop active shooter plan by facility location
- Addressing workers comp issues

Employee Recognition Committee

- Working on who will be employee of the year
- Continuing to acknowledge good efforts of employees
- Developing new activities

Accounting Services ...

Submitted by: Chris Bergquist

- Have picked Paylocity as new payroll vendor. In the next few weeks, will be beginning implementation and transition.
- Have started the FY19 budgeting process. Will be compiling, scheduling and budgeting consideration items over the next several weeks.
- We have absorbed billing generation and service authorization creation with existing staff due to the person who performed these duties resigned from her position. This will result in fewer FTE.

Human Resources

Submitted by: Andrea Podgorny

- Within the last few weeks, Strive attended a job fair at the Workforce Center and also spent a day recruiting employees at CMU, in an effort to hire more DSPs.
- There is a new CORE/new hire orientation starting on April 16th.

Behavior

Submitted by: Christina Cruz

The focus this month for the behavior department is good self-care.

Caregiver stress: Tips for taking care of yourself

Caring for others strains even the most resilient people. If you're a caregiver, take steps to preserve your own health and well-being.

- About 1 in 3 adults in the United States provides care to other adults.
- A caregiver is anyone who provides help to another person in their daily life.

Caregiving is rewarding but stressful

- Caregiving can have many rewards. For most caregivers, being there when another person needs you is a core value and something you wish to provide.
- But a shift in roles and emotions is almost certain. It is natural to feel angry, frustrated, exhausted, alone or sad. Caregiver stress — the emotional and physical stress of caregiving — is common.
- People who experience caregiver stress can be vulnerable to changes in their own health. Risk factors for caregiver stress include:
 - Being female
 - Having fewer years of formal education
 - Living with the person you are caring for
 - Social isolation

- Having depression
- Financial difficulties
- Higher number of hours spent caregiving
- Lack of coping skills and difficulty solving problems
- Lack of choice in being a caregiver

Signs of caregiver stress

- As a caregiver, you may be so focused on providing care for others that you don't realize that your own health and well-being are suffering. Watch for these signs of caregiver stress:
 - Feeling overwhelmed or constantly worried
 - Feeling tired, often
 - Getting too much sleep or not enough sleep
 - Gaining or losing weight
 - Becoming easily irritated or angry
 - Losing interest in activities you used to enjoy
 - Feeling sad
 - Having frequent headaches, bodily pain or other physical problems
 - Abusing alcohol or drugs, including prescription medications
- Too much stress, especially over a long time, can harm your health. As a caregiver, you're more likely to experience symptoms of depression or anxiety. In addition, you may not get enough sleep or physical activity, or eat a balanced diet — which increases your risk of medical problems, such as heart disease and diabetes.

Strategies for dealing with caregiver stress

- The emotional and physical demands involved with caregiving can strain even the most resilient person. That's why it's so important to take advantage of the many resources and tools available to help you provide care for others. Remember, if you don't take care of yourself, you won't be able to care for anyone else.
- To help manage caregiver stress:
 - **Accept help from others.** Work with peers and support each other.
 - **Focus on what you are able to provide.** Be realistic about providing care and supports for others
 - **Set realistic goals.** Break large tasks into smaller steps that you can do one at a time. Prioritize, make lists and establish a daily routine.
 - **Get connected.** Talk with co-workers and peers. Discuss how to support each other in a positive and healthy work place.
 - **Seek social support.** Make an effort to stay well-connected with family and friends. Set aside time each week for connecting, even if it's just a walk with a friend.
 - **Set personal health goals.** For example, set goals to establish a good sleep routine, find time to be physically active on most days of the week, eat a healthy diet and drink plenty of water.

- **Many caregivers have issues with sleeping.** Not getting quality sleep over a long period of time can cause health issues. If you have trouble getting a good night's sleep, talk to your doctor.
- **See your doctor.** Get recommended vaccinations and screenings. Make sure to tell your doctor that you're a caregiver. Don't hesitate to mention any concerns or symptoms you have.
- Caregivers give so much to others and forget the importance of taking care of themselves.
- Part of being a good caregiver is good self-care.

**Information provided by the Mayo Clinic.

Early Intervention...

Submitted by: Nancy Ketchum

- Currently serving 156 children
- EI recently completed a Drug Recognition training with the Mesa County Drug Taskforce. The training was very informative and provided the EI Team with more in depth knowledge of what drugs are being used in Mesa County, what they look like and what symptoms a person may present with if they are using.
- EI is currently recruiting for a full-time occupational therapist. Amanda Pesta, our current OT has been on maternity leave and decided to come back at only a few hours a week so that she can be home with her baby. We are lucky to have a couple of contract OT'S, Cheryl Bodie and Ann Leonard who have helped to fill in the gap

Program Operations...

Submitted by: Sarah Bonnell

- START Crisis team just finished up their last audit prior to the end of the grant period. The reviewers reported glowing results of their audit and felt the program was one that was an invaluable asset to the community. It was with great joy we received this report. While we felt quite honored with the report we also felt a sense of urgency to speak with our community partners, grant agencies and any other possible funders to maintain the program as much as possible. In coming months we will continue conversations around funding.
- Case Management has continued to increase their billing. They broke over 8,000 units last month while having several open vacancies. The team has really gotten to a much more constant basis. The department has been working on significant training on documentation and the importance of documenting our activities as case managers. It is an expectations that our case managers record all of their work that they do for our clients (billable and unbillable) to assure we have a good case file to indicate their needs, supports, services and any incidents that have occurred. Our team seems to really be picking up a great pattern! This is specially exciting considering there were three open positions!

BILLING UNITS	
4,184	November, 2017
5,362	December, 2017
6,643	January, 2018
7,750	February, 2018
8,251	March 2018



APRIL ANNIVERSARIES	
1	Melissa Chavez, Joseph Dubois, Morgan Ham, Kayla Purdy, Amorie Rodriguez-Rodriquez, Kristina Ruppelius, Emily Samuel, Jessica Smith, Amanda Wood
2-4	Sandra Eisenberg, Jonathan Ericson, Sonya Griffee, Jonna Heinz, Cyndi Jones, Christy Perez, Andrea Podgorny, Garrett Singley, Jessica Stubblefield, Dana Sullivan, Kristi Yourtee
5	Mary Johnson, Kim Oviatt, Cheryl Trice, James Winterswolf
6 – 9	Caleb Burgess
17	MA Lawrie
20	Terry Cottrell



SUN	MON	TUES	WED	THUR	FRI	SAT
1	2	3	4	5	6	7
	Cynthia Hiler	Jessica Subblefield				Kindall Hatzenbuehler
8	9	10	11	12	13	14
Matthew Hiler		Christy Perez	Ashley Dalton, Dana Sullivan			
15	16	17	18	19	20	21
	Chelsea Dexter					Amanda Pesta
22	23	24	25	26	27	28
Emmilie Anderson, Kiana Ham		Emilie Climer				Samantha Knight
29	30					
	Jeanne Sarent					