

# August

## What's Happening at Strive August, 2018



### Notes from the CEO:

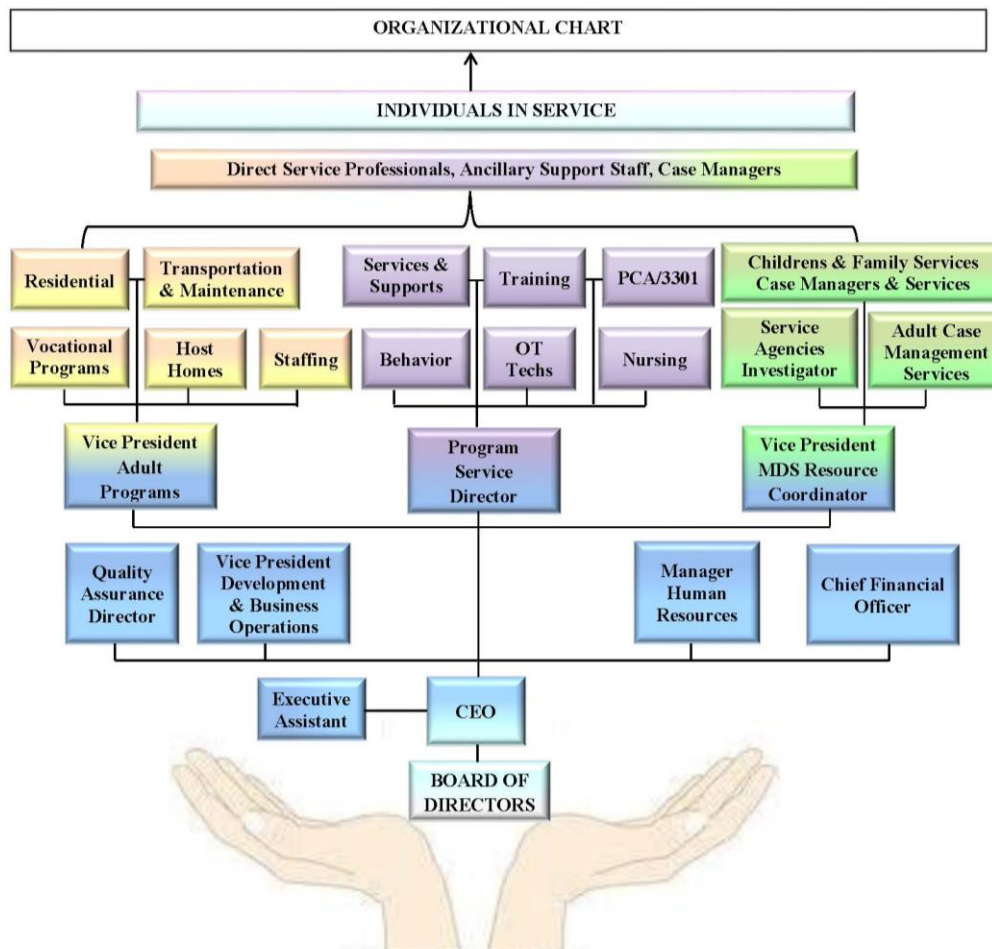
Submitted by: **Sharon Jacksi**

No agency can survive without a structural framework in which to provide support, direction and accountability. However, structural changes are as predictable as the sun coming up. As agencies grow to accommodate the needs of the consumer these changes are essential to ensure structural stability and focus. Recently there have been a few such changes at Strive. When it became evident that the Residential Department was being stretched so thin that essential services were at risk of suffering from a lack of oversight changes needed to be made.

In order to address these concerns there have been three organizational changes. First, the Residential department will be focusing on operational and personnel duties solely. A Program Department for the agency has been developed that brings behavioral, occupational therapy, training and nursing services under one department and under one director, Jennifer Boone. This addition is budget neutral and ensures the integration of services for our individuals. Thirdly, the operational functions of maintenance and transportation have been moved into the operational arena of adult services.

As with any change, there will be some small unanticipated "ripples". This is to be expected! Please take the time to ask questions for clarification when in doubt as to who is responsible for any specific event.

- Sierra Bailon, DSP
- Brandi Bekoff, DSP
- Kaylee Blackwood, DSP
- Megan Connor, DSP
- Jharick Davis, DSP
- Jennifer Dinterman, DSP
- Matt Frost, DSP
- Casey Gordon, Voc Super
- Ruby Gutierrez, EI SC
- James Harr, DSP
- Aubra Kukus, DSP
- Alyssa Miller, Voc DSP
- Jess Nave, DSP
- Cassie Williams, DSP
- Kari Williams, BLS-DSP
- Hannah Wrigley, DSP



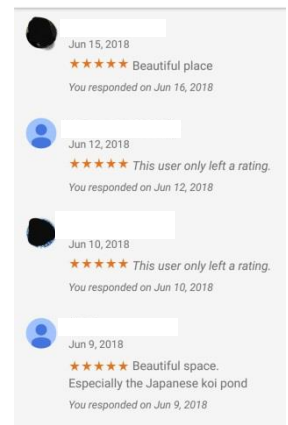
***Departmental Updates:***  
***Vocational/Residential***  
***Submitted By: Valita Speedie***  
**Vocational**

• **Botanical Gardens**

The Botanical Gardens' crews are **busy maintaining** these beautiful grounds, from the rose gardens to the pioneer gardens, and **everything in between!** Yet, they still have managed to have enough time to continue their project on **Bear Mountain**. From planting to watering the grounds' crew has been working on this project this season and is determined to make Bear Mountain beautiful! **It's worth the climb!**



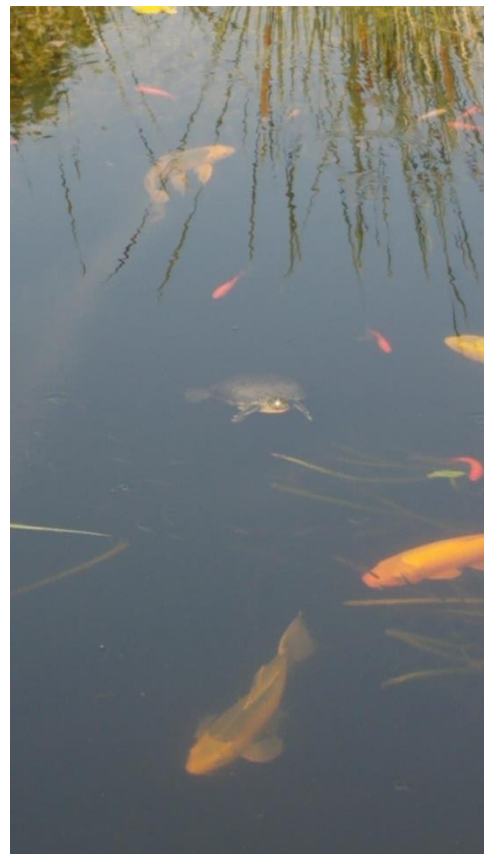
The gift shop has been experiencing an increase in visitors and has received an increase in ratings on several sites! **Check them out!**



Our **Butterfly additions** are going **fantastic!** We have released multiple batches of Butterflies and still see them fluttering throughout the pavilion! At one time, we had 35 of **our very own Chrysalis** we **raised from just an egg.**



Everyone at the Gardens has been up to their **knees** and **elbows** cleaning out the **overgrowth of lily pads and rushes** from the pond. It's good to know that the **turtles** and **fish** are absolutely **loving the clean pond**, and the **turtle even came right up to the edge of the pond WITH THE FISH!** He's been rather aloof as of late ☺



- **Wood Shop**

The woodshop crew has kept families and companies busy playing with their **custom made corn hole board sets**, which continue to be a **"must have" for summer fun in the sun!** To place your order, **call the Woodshop at 244-5541!**

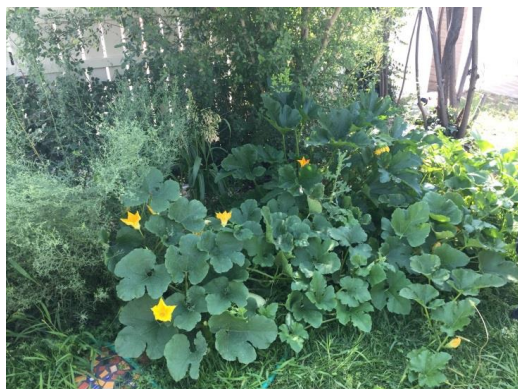
- **Uniquely Yours** has been very **creative** with **new and unique jewelry designs**. They are also creating **different products** using flower **pots** and **saucers**. The **artisans** saw a need for **children's** jewelry and started **designing** pieces specifically for them! Customers have **loved** the **new "kiddo" selection** for the children and sales **show** that they have become a **popular item!** **Come on down** and **take a look at all the artisans are doing!**

- **Creative Creations** continues to make **custom wooden signs** and have **expanded** their **ceramic products** for sale at **Uniquely Yours**. They have been busy **hand building soap dishes, spoon rests** and **wall art!** These **new items** have been a **favorite** to **create** and many **can be found at Uniquely Yours!**

- **Milestones**

This group has been having a **lot of fun** going on **outings to the park, playing ball**, and **drawing** with sidewalk chalk. A couple individuals enjoyed swinging and going down the slide. They continue to **garden** and the **squash** plant and **sunflowers** are

**flourishing**. When it's **been too hot**, everyone has **stayed in** and made **tie-dyed shirts**. They have also made **bird feeders** and **enjoy watching the birds** eat from them. Another **major focus** has been to continue working on **identifying numbers and letters**. Participants in this group continue to **learn sign language**.





Our **caterpillar** has **hatched** into a **beautiful moth**. Everyone has **enjoyed watching** the changes.

- **Retirement**

This group has also been **tie-dying shirts** which the guys **love to wear** and are **so proud** of their work. They are doing **arts and crafts** and enjoy some **leisure time watching old programs** such as **I Love Lucy, Bewitched, Gunsmoke** and the like as they choose. They have gone **on a picnic** at the park, and have enjoyed **celebrating birthdays** as they fall.

- **Sweet Beginnings** has been working on their **knitting, making hats, and scarves**, along with **soaps, lotions** and the like. If you **need anything** please **come on by**, we still **make** all of your tried and true **favorites**, or give us a **call**.

- **Sweet success** has been **cooking like crazy**, making **cakes, entrees**, and the like. They are **selling punch cards** for **lunches** and **cookies** served at 950 and **loving** the **customer service!** We are **ready to cook for you**, please give us a **call** or **stop on by to make an order!!**

- **Host Homes:**

- The HH Department is **excited** to share that **Samantha Knight** has been **promoted** to **Host Home Coordinator**. In this **new position**, she will continue to **expand** her abilities and **assist** with **growing** the **Host Home Program**.
- The STRIVE Host Home Program has **successfully worked** with the **GJRC** to assist with one of the **first transitions** from the GJRC into a **host home**. The young lady involved is doing **extremely well** and is so excited to be **living her dream** of being in a community based host home.
- The Strive Host Home Program is **working** with the **GJRC** to start **visits with a second person** to **find** a great **host home**. This is also **going very well** and we **anticipate** this new host home to be **very successful**.
- Over the past few months, we have had **2** people **transfer** into our **Host Home program** from the **Denver** area.
- **Effective August 1<sup>st</sup>**, we have provided our comprehensive **Family Caregivers** with the **option** to be **Independent Contractors**.
- With the allotment of **new** comprehensive **slots**, we have had **one family interested** in becoming a **Family Caregiver** and will have this process **completed** by **the end of August** so this family can now have all of the **wonderful benefits** that Strive offers.

- We are currently meeting with **two additional families** to discuss **coming into** our **Host Home/Family Caregiver Services**.

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

***Submitted By: Doug Sorter***

#### **PR/Marketing**

- Several KREX TV interviews this month with the topic of our Children's services.
- Continued top of mind presence in the *Daily Sentinel* articles when addressing non-profits.
- Several radio interviews again addressing our Children's Services
- New ads running for our capital campaign with testimonials.

#### **Capital Campaign**

- Moving closer to our benchmarks to have access to eastern slope funders.
- Several successful grants completed.
- Continue to meet with and find new partners both individuals and foundations.
- Successful event hosted by the Christ family.

#### **Events**

- Boys of Summer concert was well attended and a success.
- Next concert August 24<sup>th</sup> Ralph Dinosaur, this includes a STRIVE company picnic.
- Working on "Rollin on the River" event and are looking for sponsors for this event.

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

***Submitted by: Chris Bergquist***

- Preparing final work papers for the financial audit. Auditors are conducting fieldwork the week of August, 20<sup>th</sup>.
- Transitioning for Paylocity implementation team to ongoing support team. There are just a couple minor outstanding items and then will be fully transitioned.

### **Human Resources**

***Submitted by: Andrea Podgorny***

- We currently started CORE on 8/6 and have **13 new employees**. **Nine** of these **Res DSPs**.
- We currently have **5 open positions** available; Voc DSP for Retirement, Case Management Admin Assistant, Early Intervention Occupational Therapist, Case Management Monitoring Specialist, and DSPs with many open flexible shifts.
- We do **offer a referral bonus** of a payout of **\$500** over a year span.

### **Behavior**

***Submitted by: Christina Cruz***

The Behavior Department is focusing on **Positive** psychology.

Martin Seligman designed the **PERMA** model. It is based on 5 core elements of psychological well-being and happiness. According to Seligman, these five elements can help each person reach a life of fulfillment, happiness and meaning.

**P: Being able to focus on positive emotions.** This is the ability to be optimistic and view the past, present and future from a positive perspective.

**E: Engagement** in the activities in our lives is important for us to learn, grow and nurture our personal happiness.

**R: Relationships and social connections** are one of the most important aspects of life. Building positive relationships with the people around us is important for spreading love, happiness and joy. Having strong relationships gives you support in difficult times.

**M: Having a purpose and meaning** to why each of us is on this earth is important to living a life of happiness and fulfillment.

**A: Having goals and ambition in life** can help us to achieve things that can give us a sense of accomplishment.



**PERMA** applies to each and everyone of our lives. See how you can **add the 5 elements of PERMA** into your life!

### **Early Intervention...**

***Submitted by: Nancy Ketchum***

### **Early Intervention**

- We were finally able to fill our last Service Coordinator position and want to **welcome Ruby Gutierrez** to the Early Intervention Team. We are very excited to have her as part of the EI Team.

1. **Mary Jo Copa**, one of our Developmental Interventionists is unfortunately leaving EI. Mary Jo has taken a teaching position with School District 51. She is very excited about getting back to teaching and we are all very happy for her. **She will certainly be missed by the EI Team as well as the families and children she has worked with.**

### **Open Positions**

- EI continues to have a **full-time OT position open** on our team. We have also now added a Developmental Interventionist (DI) position. **Information is available on the STRIVE website.**

### **Children in EI for Fiscal Year 2017-2018**

- **258** children served with an **IFSP**
- **205** children were **new** to EI Services
- **460** children **total** were served in EI ( some were referral only, some were not eligible)

### **MDS Resource Coordination...**

#### ***Submitted by: Kayla Purdy***

- MDS is officially providing the oversight for all provider agencies in their investigation process. Each individual agency will follow up with concerns reported to them and provide information from interviews and evidence collection. Rather than in the past having the investigation process end with the provider agency, the CCB MDS will be reviewing and conducting further investigations as needed. This should increase continuity within the community and deliver support that the provider agencies previously did not have. Our new Investigation Team will be **Nicole Benning** (who will be the point person for all calls and initial reports), all follow up to investigations will be done by our Team; **Daisy Garcia, Daniel Smith, Tracy Brown, Isaac Ortega, Laura Russell** and **Chris Flores**. **Thanks to this wonderful team for their hard work and excitement in getting this up and running!**
- We hosted the **Speaking for Ourselves** quarterly conference for **People First**. It went really well, we had a lot of positive feedback and had a total of **83 participants** in the conference. The conference functioned as a strategy meeting to develop more fundraisers for our organization and discussed updates to by-laws for People First organizations in Colorado, as well as implementing more adaptive equipment in conferences.
- One of our individuals in services used to be very timid and shy and never wanted to go program due to her fear of being around a lot of people. She was terminated from the SLS Waiver for not receiving services in 30 days and then was re-enrolled. She picked a new provider and started off attending three days a week. With consistent attendance her confidence grew and she has become more and more comfortable with other people. Just recently, she requested to start attending **four days a week!** She is becoming less shy and timid, and **enjoying** going to program four days a week. She enjoys her

time volunteering at Royce Hurst and is opening up to those around her every day!

- Another individual would often struggle at work with behaviors, always wanting to take breaks, and wanting to go home a lot; now she's wanting to **work an extra day, and taking on new job tasks**; where in the past she wouldn't of shown any initiative to independently do beforehand, **this all comes from after she moved into a host home!** She's doing **awesome** in the new environment and growing so much.
- The overall success of a case manger's career can usually be summed up in the idea of great challenges that keep us up at night wondering if we could have done more. We work in the shadows and don't always interact with the individuals we serve to the capacity of truly understanding their needs. Sometimes a situation arises that consumes us and challenges our ability to find the successful outcome. **Alone we struggle and together we succeed.** When multiple agencies work together and pull resources, outcomes can have a positive lasting effect. Recently what started as a multi-level messy emergency enrollment turned out to be the justification of why **team work** across the board (and the state in this case) brings about the best results of a very successful story. Late in June one of our team members was handed an emergent enrollment that was not even determined a DD case. What looked like a DHS/APS matter turned into a month long exercise in her ability to **think outside-the-box**. With the **individual's needs and person centered directions** she started to look into and discovered a new route to success. The process an individual has to go through to get determined DD entails:
  - Approval for an emergency DD comp waiver slot
  - Getting a referral plan out and accepted by a provider
  - Finding a placement that will have a **positive and independence driven outcome**, along with an adequate level of needs reflected by a SIS score, medical and psychiatric needs met, all being addressed while the at risk homeless adult doesn't have the ability or resources to keep themselves safe.

Well the process takes a little over a month under the best of conditions and a lot longer when every turn has a detour. From the beginning it looked like just another "pass the buck" to the next agency case. The problem with this thought process was her inability to "pass the problem." To her delight she **found the right agency, the right team, and the right supervisors** for this to be a **success** story. Without all the weighty PHI details it is with great pleasure and relief that a hopeless, messy, "pass the problem," **case was successful**. The individual we serve **is now placed in a safe environment**, has the **right level of needs requirement**, and has the **funding and resources** they will need to gain support, assistance, and **independence to succeed within the person-centered world** in which we have chosen to find a career.



- Case Management is adding another new addition to our team. **Coreen Blair** was hired on as an Administrative Assistant for Sarah Bonnell. She is an Arizona transplant, and has lived in Grand Junction for over 20 years. She enjoys hiking, crafts, and most importantly spending time with her grandchildren! Her background has been in administrative assistant work in the Grand Valley and she has a Bachelor's degree in Business Administration from Colorado Mesa University. She is excited to be a part of the Case Management team and working with an organization that gives back to the community!
- An **emergency enrollment** is defined as "an emergency situation where the health and safety of the person or others is endangered and the emergency cannot be resolved in another way." **Emergencies** are **defined** by the following criteria: (1) **Homeless**: the person does not have a place to live or is in imminent danger of losing the person's place of abode. (2) **Abusive or neglectful situation**: the person is experiencing ongoing physical, sexual or emotional abuse or neglect in the person's present living situation and the person's health, safety or well-being is in serious jeopardy. (3) **Danger to others**: the person's behavior or psychiatric condition is such that others in the home are at risk of being hurt by him/her. The Case Management Department worked on **three emergency enrollment** situations in July and all three were granted placement on the DD Comprehensive Waiver!
- Our intake team continues to work hard on enrollments. They have had **10 successful enrollments** onto the SLS waiver for the month of July.
- For the month of July Katrina, Daniel, and Laura **completed** a total of **9 SIS assessments**. They continue working hard each month to help support new families seeking services.

NAME	WAIVER	NEW ENROLLMENT	TRANSFER	PROVIDER SELECTED
Case 1	SLSW	24 Jul 2018		Path-Co
Case 2	State SLS	19 Jul 2018		ABLE
Case 3	SLSW	26 Jul 2018		Ariel
Case 4	SLSW	18 Jul 2018		Eleos
Case 5	SLSW		05 Jul 2018	Ariel
Case 6	SLSW	06 Jul 2018		Path-Co
Case 7	SLSW	25 Jul 2018		Path-Co
Case 8	SLSW	24 Jul 2018		Ariel
Case 9	SLSW	31 Jul 2018		Path-Co
Case 10	SLSW	02 Jul 2018		Path-Co

**Monthly Placement Summary:**  
**Submitted by: Samantha Knight**

**Vocational RFP's (Request for Proposal)**

- Six new Vocational RFP's were sent out by Case Management to all Service Providers in the area. Of the six, four chose to tour Strive's Vocational sites and have started attending vocational programs through Strive.

**Residential RFP's**

- A Family Care Giver RFP was sent by Case Management to all Service Providers in the area. After exploring their options, the family has chosen Strive and is moving forward with us.
- Three Residential RFP's were sent to all Service Providers in the area by Case Management. One has chosen Ariel and another has chosen a provider in the Denver area. However, one has chosen Strive and is moving forward with placement.



<b>AUGUST ANNIVERSARIES</b>	
<b>1</b>	Rosemary Archuleta, Robert Dauk, Krista Forbes-Dolan, Daisy Garcia, Emma Jones, Joy Schmitt
<b>2-4</b>	Jason Boxwell, Dennis Burnette, Nancy Franco, Samantha Knight, Kathie McClure, Caitlin Moody, Jessica Mulvey, Yvonne Renova, Launa Stubblefield
<b>11</b>	Tina Neil
<b>13</b>	Trinity Messamer
<b>24</b>	Linda Briggs



SUN	MON	TUES	WED	THUR	FRI	SAT
			1	2	3	4
					Jenni Boone	
5	6	7	8	9	10	11
Mike Zahniser	Michael Barnhill					
12	13	14	15	16	17	18
Emma Jones, Kristi Yourtee	Anna Johnson				Linda Gubbini	
19	20	21	22	23	24	25
	Katrina Kem				Barbara Horawa, Nova Tucker	
26	27	28	29	30	31	
			Duane Thomas	Sonya Griffee, Amorie Rodriguez-Rodriguez		