



What's Happening at Strive September, 2018



Notes from the CEO:

Submitted by: Sharon Jacksi

It has been my privilege to serve as President and CEO of Strive. When I accepted this job in mid-June 2014, I had no thought that I would stay for four and a half years and see the agency through many changes, culminating in our new building, a program model change to increasing host homes, an

expansion of children's diagnostic and behavioral services, and initial development of conflict free case management. I have worked at all levels of state and private non-profit businesses during my career but have never been involved with more passionate and professional people than I have found at Strive and in our committed community members. We are truly a remarkable multi-dimensional organization from our staff to our board to the individuals we support.

It is now time for me to retire and enter the next phase of life. I am writing today to let you know that I will be retiring the end of February 2019. The timeline through the end of March 2019 is flexible, depending on the Board's selection of a successor and I am committed to supporting a smooth transition. I will be returning to Strive late spring part time as Clinical Psychologist, working with Audyssey and the I/DD Cross System Crisis Program.

The Board of Directors has formed a Search Committee. Sally Schaefer, management consultant, will assist the Board in the advertising, screening and selection process. The plan is to employ the new CEO by January 1, 2019. I would then help transition the person to the CEO duties for 6 to 8 weeks. The position announcement is available on the Strive website with a closing date of September 28, 2018. As this hiring and interviewing process becomes more detailed, you will receive additional communications.

I will always be grateful for the opportunity to be a partner with you in supporting our individuals. The road ahead is full of potential for the organization, along with the hurdles that always come along. I strongly believe Strive will meet every challenge and will continue to build a bright future for all individuals with developmental disabilities on the Western Slope.



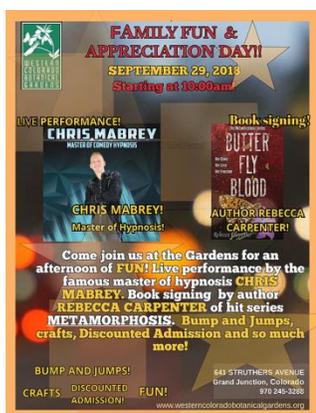
**Gina Aparicio, Voc DSP
Karen Kilgore, CM Monitor
Angela Kishbaugh, Voc DSP
Shauna Pena, Admin Asst
Steven Shain, BSP
Damien Willow, DSP
Pam Zal, DSP**

Departmental Updates:
Vocational/Residential
Submitted By: Valita Speedie

Botanical Gardens

The Gardens **gift shop** is officially **carrying products** from **Sweet Beginnings!** We now carry their beautiful aromatic giant bath bombs, bath sparkles and salts, bug repellent, neck chillers, chap stick and more! Something for everyone! **Come check us out!**

Benson Landscaping will begin **working to beautify** the area that holds **our popular train** which is located near the pond and Heritage Garden. The train has been a **favorite for children and adults** and has needed a bit of a face lift. We can't wait to see the results!



Botanical Gardens is proud to announce a **partnership** with the **Mesa Country Public Library**. We are part of their **Culture and Nature Pass Program**. This program helps children and families in the Valley gain access to many different educational facilities.

On September 29th we will be holding a fun event for families in the community. **Rebecca Carpenter**, author of the hit series "**Butterfly Bones**" will be **available to sign copies** of her new book. In addition, there will be an amazing performance by the famous comedian **Chris Mabrey** (master of comedy), hypnosis, bump and jumps, snacks provided by Sweet Success, crafts and more! **The fun begins at**

10am!

In **partnership** with the **Grand River Mosquito Control District** the new **Pollinator Garden** has made great progress. Work is about at completion for the season, although we still have a few more areas to work on and items to add. The progress that has been already made is quite significant!

For **visitor's enjoyment**, there will be additional plants added this fall, as well as throughout all four seasons. We have already had **plenty** of both **butterfly** and **bee visitors** that have arrived to enjoy the pollinator garden!



Wellness

- We have been working on some **new experiences** and developing an events calendar. The "**space room**" has become the **favorite hangout** for one of our individuals.



- We celebrated **Natural Cream Sickle** day, **Relaxation** Day, and **National S'mores** Day.
- We also **welcomed Allysa Miller** to our **team** here at 508.

Active Wellness

- Now that Active Wellness is fully staffed, we are working on **developing** ways to work things out as a **team** (i.e. splitting tasks and duties).
- We celebrated **Natural Cream Sickle** day, **Relaxation** Day, National S'mores Day, and a few individuals had a **wonderful time** at the **Art Center** this past month.



Uniquely yours

This program continues to feature products made by **all** the **artisans in Strive!** The artisans take **pride** in the art they **produce** and **embrace** learning **new skills and techniques**. They are, in fact, always **STRIVING** to produce **quality products** for the **community!** Please come down and take a look and feel free to place special orders for anything that catches your fancy!



Wood Shop

Everyone in woodshop loves **the opportunity** to **express their creativity** and **embrace** every opportunity that arises to **create a new functional piece of art**. In addition to the **abundance** of **orders** placed monthly in the woodshop for **Adirondack chairs** and other items is keeping everyone hopping!

And then there's Knobby! Knobby is the **great tortoise** who lives at the Botanical Gardens. Tortoises and turtles have existed since the era of the dinosaurs, some 300 million years ago. They generally have life spans comparable with those of human beings, however, some have been known to have lived longer than 150 years.

Question: Is a tortoise a turtle? Interesting fact, a **tortoise is** a turtle, but a turtle **isn't** a **tortoise!** A turtle is any shelled reptile belonging to the order Chelonii. The term "**tortoise**" is more specific, referring to terrestrial turtles. ... **Tortoises** are usually herbivorous and can't swim. These reclusive and shy animals tend to be active during the day, are herbivores, feeding on grazing grasses, weeds, leafy greens, flowers and certain fruits. Their main diet consists of alfalfa, clover, dandelions and leafy weeds.





Anyway, the **woodworkers** at the Woodshop were asked to build Knobby a **new home** to live in. With a lifting lid for cleaning and heating, a front door with drop down ramp and sturdy legs this **new habitat is fit for a king!** When you stop by the gardens, be sure to **take the time to visit Knobby**, he will be **living** right outside the gift shop in his very **own tortoise condo!**

Sweet Beginnings

Due to an **ever increasing** interest in **attending** this program, the decision has been made to move it from the **Teller** building to the **Belford** building where there will be even **more space** for work stations and an actual stove for their **soap making!** And so, **the move is on.** Individuals and staff are **packing** the many, many supplies needed for the products this group produces and everyone is **excited** to have the **extra space.** A small backlog of product was produced prior to the beginning of this move

Sweet success

The **cooking gurus** at Sweet Success have been **servicing breakfast** at 950 over the past month. **WOW, within one-half hour they are sold out!** This response is **highly motivating for the cooks** and they are highly motivated to keep the service going. They want to **thank you all** for your **large appetites** and your **huge support!**

Labor Solutions

Work, work and more work! Everyone has been working like busy  This group did take a break and **join their peers** from **Active Wellness** to go and **enjoy** painting at the **Art Center.**

Residential:

- There are a lot of **dynamic changes** occurring in the Residential department. **New staff, seasoned staff becoming Host Home providers, new individuals, new procedures, all combined with the day to day challenges of living, make this department one with many challenges!** Add to that, the recent **unannounced survey** by the Department of Health; and we have had **"mini" tornados swirling** for the **past several weeks.** **Mercedes Castro** is now **working** full time in Residential with **Khristina Kukus.** Mercedes has **handed off** her responsibilities for the **supervision** of the **SLS Vocational** program to **Casey Gordon** who has hit the ground running. Together Mercedes and Khristina are **revamping systems designed** to ensure that all services offered are given and documented, questions are answered, and staffing is provided. **Of course, none of this would be possible without the dedicated staff out on the front line.** We are **continuing to hire DSPs** and encourage you to share your job experience with friends to promote the opportunities available in working for Strive!

Coffee Klatch

- In Coffee Klatch we are **focusing** a lot on **home cooking** with a **menu** that **details** what we are cooking and the **lessons** behind it. We have **integrated** a lot of **math activities** into our activities along with the **knowledge** of **modern technology** as it pertains to **food preparation.** We have also had some great **success** in learning **food handling safety!**



Performing Arts

In Performing Arts, we are **practicing** our play, which is a **scene** from the iconic play "**Romeo and Juliet**". Our **goal** is to have the **scene run 10 to 15 minutes**. The individuals are **working hard** at **memorizing** the **lines** and **learning** to **slow dance**. This particular scene will have a little **plot twist** at the **end** to add our **own little artistically flair** to this classic play.

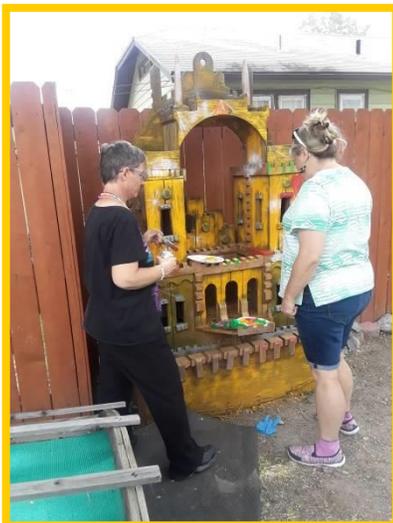
Healthy Body, Health Mind

In HBHM **we have been on the go, go, go!** This group is looking forward to **adding trees** to their **area** at the **Botanical Gardens**. We have **plants growing** at this time and have some **great peppers producing**. Everyone continues to **volunteer strong** and are a great help in **supporting the community** on our Wednesday S.C.O.P class.

All in All

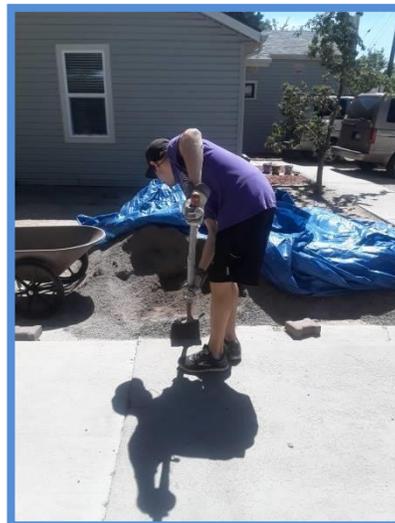
- All of SLS has been going **bowling** for the past few weeks on Tuesdays. This has been a **great activity** for all of us to get together and just have **fun**. Some individuals have **used this time** to **practice** for **Special Olympics** and they keep **improving** with each roll of the ball. **It is nice activity where we all get together and enjoy time laughing and bonding.**

- **Progress** has also been made on our **miniature golf course** as well. We are in



the process of **laying down trail mix** to help make a nice **pathway for wheelchairs, painted our castles, and working on making sure tree twigs are clean from the course.**

This has been one of our **biggest undertakings** and we are **having** so much fun watching it grow each week. **It is**



very rewarding to watch the confidence each individual is gaining through this and all of our

Public Relations & Development...

Submitted By: Doug Sorter

PR/Marketing

- We have had several interviews on KREX TV
 - Ralph Dinosaur concert and children's services
 - Capital Campaign presentation to KREX news room
 - Morning news interview Capital Campaign Chelsea Helms
 - Botanical Gardens with Shelby Bracho Fox 4
- We had several interviews on MBC Grand Radio:
 - Staff interviews on how they love working for STRiVE
 - Commercials on capital campaign
 - Commercials on how the community can get involved with capital campaign

- Moose, Magic, Vault and KSTR interviews on concerts at the gardens
- Daily Sentinel continues to keep us in the fore front of the non-profit world as different issues arise.

Presentations:

- Downtown Rotary on capital campaign and new building
- Grand Junction Lions club on capital campaign and new building
- KREX TV news rooms on capital campaign and new building

Capital Campaign:

- Meeting with grand funders in the Denver area, Gates, Daniels and Kansas City Federal Reserve Bank
- Scheduled several meeting with individuals in community to support campaign successfully
- Grants for El Pomar, Wells Fargo and Buell have been summited
- Currently close to 50% of our fund raising goal

Accounting Services ...

Submitted by: Chris Bergquist

- We wrapped up the fieldwork for the financial audit last month. The audit opinion will be reviewed at the September board meeting.
- We filed the ERISA audit and filed the annual 5500 on the IRS website.
- We are acquiring and evaluating long term financing deals for 790 Wellington.

Behavior

Submitted by: Christina Cruz

The topic the Behavior Department is focusing on this month is: **Non-Conditional/Non-Contingent Positive Regard**. This is defined as:

- **a powerful method to reduce problematic behavior. NCR involves giving the individual access to a reinforcer frequently enough that they are no longer motivated to exhibit disruptive behavior to obtain that same reinforcer.**

When a challenging behavior arises, we evaluate the whole picture. We base our analysis the **ABC Model**.

- A: **Activating event** (sometimes described as a trigger)
- B: **Beliefs** (the thoughts that occur when the activating event happens)
- C: **Consequences – how the person feels and behaves when they have those beliefs** (consequences maybe divided into two parts: **your actions** and **your emotions**).

Understanding that people will engage in problem behaviors if they are reinforced is important to understanding behavior. One strategy to minimize the utility of the behavior is to saturate the environment with the reinforcer **prior** to the demonstration of the disruptive behavior. The goal is to provide the reinforcement on a continued and regular basis prior to the occurrence of a challenging behavior. This will reduce the “need” for the person to be disruptive and hopefully, in time, reduce the occurrence of challenging behavior. A great example would be providing the individual with time to talk through their day when getting home from a vocational program. This will allow the person to decompress from their day and hopefully reduce any challenges with the transition of coming home from work. Hopefully, the person will prefer the positive attention on a regular basis and extinct the challenging behavior.

The Behavior Department is **always available** for questions and in-servicing. If you have questions, please contact the Behavior Department at 950 Grand Ave.

Early Intervention...

Submitted by: Nancy Ketchum

Early Intervention

EI is currently serving **153** children in program. Our **referrals** have remained **consistently high** which requires us to do several intake meetings a week and to have **4** children **assessed for eligibility**. We are short providers and **continue to look** for an **Occupational Therapist** and a **Developmental Interventionist**. We have recently completed a contract with an Occupational Therapist who is providing **Telehealth services** to some of our families.

Success Story:

Jess Mulvey our Developmental Interventionist has been working with a little boy who has displayed several behavior issues such as hitting and spitting. He has **difficulty communicating** what he wants as well as being safe outside because he will not stop when instructed to do so. He also **struggles** with **eye contact**. Jess has been able to work with the family to **develop strategies** that have been **successful** to this little guy. He loves to **play a game of throwing confetti** so the family will get him to **look at them** before throwing it. When he hits they have been able get him to hit an **identified object** instead of people and are working on getting him to **point and look at his family when he wants something**. **The strategies recommended by Jess and being used by the family have gone a long way in changing some behaviors with this little one and decreasing the frustration for the family!**



MDS Resource Coordination...

Submitted by: Kayla Purdy

- **CDASS - Consumer Directed Attendant Support Services** is now in **effect** for the Supported Living Services (SLS) waiver statewide. This **new program** allows people to **manage** their **own services** within the SLS waiver, under personal care, homemaker basic and enhanced, and home healthcare. This consumer directed program requires the individual to be authorized by their doctor to manage their services or to have an authorized rep who would help with managing the services. All payments for the series will come through a financial management service, which will provide payroll, tax and utilization supports. **All new enrollments will be offered** this, it will be offered at the annual service plans with **provider choice** and it will be offered if an individual is asking for different services or a different kind of service. CDASS services will be completely **managed by the individual** meaning they will hire and fire, set schedules, communicate needs and preferences, etc. This is an **alternative** to using a **Program Approved Service Agency (PASA)**. PASA agencies **will not be involved** in these types of services if a person **selects to use CDASS**. If a person uses a CDASS set for personal care or homemaker, they cannot use a PASA as well, however; they are allowed to use PASA agencies for other services such as vocational programs, community connections, etc.
- Case Management still has a **high influx of intakes** that are coming in and the **intake team is rocking** at getting these rolling, and **Support Intensity Scales**

(SIS) are **getting done** as soon as they can. This past **month a total of 8** SIS's have been **completed**.

- **\$288** was **made** at the **GJ Rockies Game** for People First on Monday, and **\$307** at their **Yard Sale** - which is **pretty neat accomplishment!**
- We have another **great member** joining **our team!** Her name is **Shauna Peña**, and she just moved to Grand Junction from Cortez, CO about 3 weeks ago to be closer to family. She has two children ages 8 and 4. Her favorite past time is mountain biking. She has a BA in accounting and worked for a non-profit family resource center in Cortez for the last 7 years as the Finance Manager and assisted with HR duties. She is **excited to be here** as a **Case Management Admin Assistant** and is looking forward to getting to know everyone!
- Our **MDS Website is officially live!!!!** Please feel free to **check it out, share it** with those we work with, support, etc. Meet the team and learn a little bit about everyone and how we support our individuals! Here is the link to check it out: **<https://mesadevelopmentalservices.org/>**
- Our **intake team** continues to **work hard on enrollments**. They have had **7 successful enrollments** onto the SLS waiver and **1 successful enrollment** onto the DD waiver for the month of August. **Way to go team!**

AUGUST INTAKES						
Name	Waiver	New Enrollment	Transfer	Change in Service	Services Requested	Provider Selected
Case 1	HCBS-DD	08AUG2018				Community Intersections
Case 2	HCBS-SLS	08AUG2018				Strive
Case 3	HCBS-SLS	16AUG2018				Path-Co
Case 4	HCBS-SLS	22AUG2018				Path-Co
Case 5	HCBS-SLS	22AUG2018				Path-Co
Case 6	HCBS-SLS	22AUG2018				Ariel/Path-Co
Case 7	HCBS-SLS	22AUG2018				Path-Co
Case 8	HCBS-SLS	30AUG2018				ABLE; Strive

Monthly Placement Summary:
Submitted by: Samantha Knight
Vocational RFP's

- **Two new** RFP's were sent out by Case Management to all Service Providers in the area. **One new** RFP was sent by Case Management **only to Strive** per the guardian. **Of the three, all have chosen to tour Strive Vocational sites and have started attending vocational programs through Strive.**

Residential RFP's

- **Seven** Residential RFP's were sent to all Service Providers in the area by Case Management. **One** has chosen **Strive** and is moving forward with **placement**. The other six have **not yet chosen** a Service **Provider** and Strive is waiting for communication from each party.



SEPTEMBER ANNIVERSARIES

1	Alexis Jarrin-Lopez, Doris McCauley
2-4	Ariel Cisneros, Emma Franco, Holly Nelson, Amanda Pesta, Elizabeth Puderbaugh, Athena Ruiz, Cathy Swiger, Heather wicks
5	Lanessa Goode
6	Sarah Bonnell
18	Reed Bird
23	Patti Buzzell
32	Gaynell Rubalcaba
38	Jeanie Larsen



SUN	MON	TUES	WED	THUR	FRI	SAT
						1
2	3	4	5	6	7	8
		Maria Franco				
9	10	11	12	13	14	15
Vanessa Mireles	Marilee Cloyd, Richard Parker					MA Lawrie
16	17	18	19	20	21	22
						Doris McCauley, Elizabeth Puderbaugh
23	24	25	26	27	28	29
			Kelli Lupo	Lani MacKey		Lorena Higgins
30	31					
Laura Russell						