

# Resourceful Times Newsletter

## "Meaningful Work - Stronger Communities"

**JANUARY, 2012**

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### ***Donations, Donations***

RFCSL is a non profit organization providing a number of activities for Adults with Disabilities at our Activity Centre. Some of the Activities include:

- Music
- Cooking classes
- Photography
- Arts and Crafts
- Book Club
- Cosmetology

If you have music instruments, kitchen gadgets/small appliances, picture frames, arts and craft supplies, books, cosmetology items etc, lying around, please contact Lisa at 403 531 8631 ext 201 or email her at [lisam@resourcefulfutures.org](mailto:lisam@resourcefulfutures.org) to make arrangements.

Thank you in advance for any donations you may have that will enhance the activities for the folks we serve.



RFCSL Leadership Team

# Director's Corner,

Rob Halfyard, RSW, CEO

"The biggest mistake that you can make is to believe that you are working for somebody else. Job security is gone. The driving force of a career must come from the individual. Remember: Jobs are owned by the company, YOU own your career!"

- *Earl Nightingale*

I felt the above quote is very fitting, considering all the training being offered to RFCSL leadership team, frontline employees and permitted subcontractors training such as:

- Personal Leadership Certificate Program for frontline caregivers, completed by, Val Johnson, HR Consultant/Trainer
- Non-Profit Management, HR Plus Certificate Program for RFCSL leadership team, completed by Centre Point, Advancing Non-Profit Management.
- True Colors (McBride Career Services, scheduled for Feb. 2012 for frontline caregivers)
- Personal Management, Gottfried Mitteregger, HR Consultant/Trainer scheduled for March 2012 for frontline caregivers)

Each and every day when I come to work, I see the difference the training is making not only in the lives of the people we serve, but the changing attitudes of our caregivers, regarding their overall improved commitment to the Community Disabilities Services profession, particularly around responsible care, client empowerment, accountability and professionalism.

A common theme I hear from participants after each training session is, "Wow, the training is not just specific to Resourceful Futures policies, procedures and practices. The skills learned will help me provide improved quality of life outcomes for my clients, improve my career advancement opportunities in the Community Disability Services sector and improve my personal life. "

Another significant improvement I noticed is that when RFCSL introduces new ideas, practices, policies, accountability etc, the newly trained caregivers embrace the idea of change and are quick and confident to offer their positive feedback.

I would like to thank Eric Jensen, HR Director and Lisa McKee, HR Manager, for researching and selecting trainers that are a great fit for RFCSL specific frontline training needs. Well done.

Resourceful Futures would like to extend a huge THANK YOU, to Persons with Developmental Disabilities, Calgary Region Community Board, for providing RFCSL the grant money to provide the much needed training to our frontline caregivers.

**Lets never underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around.**

Keep up with the GREAT WORK TEAM; you are truly MAKING a DIFFERENCE, in the Community Disabilities Community sector, one life at a time!

# FINANCIAL UPDATE

## CHANGES TO EI/CPP DEDUCTIONS

Effective January 1, 2012, the Federal Government is increasing the premiums for Employment Insurance and the Canada Pension Plan which will result in slightly lower take home pay.

EI premiums will rise to \$1.83 per \$100 of insurable earnings (up from \$1.78 per \$100), with a maximum annual insurable amount of \$45,900.

Premiums for Canada Pension Plan contributions will remain at the same rate (4.95%), but the maximum pensionable earnings will increase to \$50,100 (up from \$48,300)

This will take about \$142 from employee paycheques who qualify for the maximum over the year. Those who make less than the maximum annual amounts will see less of an impact.

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## CHANGES TO PERSONAL INFORMATION

It is CRITICAL that you keep us up to date on changes to your personal information. This information is crucial for Canada Revenue Agency, our Benefit Program and for our Admin office to be able to contact you.

If you have changes to your name, address, phone number, marital status, dependents, beneficiary, please notify the office as soon as possible. Failure to notify within 30 days may have serious consequences for your taxation and benefits!!!!

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## "EFAP"

If you are a full time employee, don't forget about our EMPLOYEE & FAMILY ASSISTANCE PROGRAM (EFAP). There are posters around the office which show a toll free number for you to call to get advice on numerous issues, from family concerns to life management tools to stress management and more. They are there to help you with your personal well being.

# Workshops & Training

First Aid/CPR

If you require First Aid/CPR please contact Lisa @ 403 531-8631 ext 201 or email [lisam@resourcefulfutures.org](mailto:lisam@resourcefulfutures.org) and we can set up a training date.

*"The greatest pleasure in life is doing what people say you cannot do."*

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## Just an Opinion

### Health and Wellness

When is drinking WATER MOST effective:

- ❖ 1 glass of WATER after you WAKE UP: This will help activate internal organs
- ❖ 1 glass of WATER after taking a bath: This will help lower BLOOD PRESSURE
- ❖ 2 glasses of WATER a half an hour before each meal: This will help with your DIGESTION
- ❖ 1 glass of WATER before you go to sleep: This will help avoid a STROKE or HEART ATTACK in your sleep.

# Community Access Updates

## Happy New year from the Community Access program!

The Community Access Program has had another great year with all the new and exciting events. A big thanks to the cultural diversity committee for a fantastic job in planning the United Nations day which has inspired all who participated or were spectators. This was a real eye opener for everyone.

Once again the annual Christmas party was a great success. Thanks to all the volunteers who helped make this a great day. Community Access staff and Clients would like to say a special thanks to crossroads community center for allowing us to host our big day, Makayla Work for the wonderful Christmas music played on her bag

pipes, the staff and clients who performed in the play, music and the ethnic dance, and last but not least thank you Santa for all the gifts.

Resourceful Futures would like to thank everyone who donated to the "No crib for a bed" Christmas fundraiser this year. This was in support of the Neighbourhood Link program. This was a great success!

The Community Access Program started up new programs this fall. Many of the first art projects from the new "Art Program" have already been sold. There are a number of pieces available for purchase. Come by and check out the beautiful paintings.

The Access Program is looking into new volunteer placements within our community. Resourceful Futures would like to thank The Kirby Center, Rehabilitation Society and Golden Age Center for allowing our individuals to be able to give back to their community. We are following up with the Neighbourhood Link.

Winter has once again arrived. Please ensure that everyone is coming to program dressed appropriate for all weather conditions. This includes the proper boot, mitts, coat and hat.

Social committee is excited to announce our monthly birthday and dance celebrations. This celebration occurs the first Thursday of each month.



*"Without dreams, there can be no courage. And without courage, there can be no action."*

- Wim Wenders

## BIRTHDAYS

### **January**

Elizabeth B  
Sharon C  
John D  
Matthew H  
Rosemary Z  
Marion J  
Kim M  
Colton M

### **February**

Clinton L  
Cameron L

### **March**

Dustin M  
Peter M  
Emile L  
Hamed D

## OFFICE CLOSURES 2012

February 20	Mon	Family Day	<b>Please ensure that your Access Calgary Bookings are cancelled for these dates.</b>
April 06	Fri	Good Friday	
May 21	Mon	Victoria Day	
July 02	Mon	In Lieu of Canada Day	
August 06	Mon	Heritage Day	
September 03	Mon	Labour Day	
October 08	Mon	Thanksgiving Day	
November 12	Mon	In Lieu of Remembrance Day	
December 24	Mon	Floating Holiday	
December 25	Tues	Christmas Day	
December 26	Wed	Boxing Day	
January 01, 2012	Tues	News Year Day	

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## Snow shovelling Guide

### Before you start:

- Dress properly for the weather before heading outdoors. Unprotected exposure to low temperatures and wind chill can result in hypothermia or frostbite.
- Dress in layers starting with a warm insulating inner layer; ending with wind and water proof outer layers. If you become too warm as you shovel, you can always remove outer layers as required.
- Wear proper footwear with a solid tread and adequate ankle support. Don't forget to wear a toque or hat to prevent heat loss from your head.
- Stay well hydrated by drinking plenty of water before and after you shovel. Avoid caffeinated beverages and alcoholic beverages as well as smoking. These all act as stimulants that can put a strain on your heart by constricting blood vessels and increasing heart rate. Caffeine can also promote dehydration- another important reason to avoid it. Alcoholic beverages do not act as a stimulant, but they also promote dehydration, impair your judgment, and make you more susceptible to the effects of the cold weather.
- Reduce the chance of injury by warming up your muscles with light exercise and stretching before you shovel. Warm muscles use energy more efficiently.

### How to Shovel:

- Choose the correct size of shovel for you. A smaller shovel will require you to lift less snow at a time and reduce the strain on your body.
- Protect your back by lifting properly: Keep the shovel close to the body, stay balanced by standing with feet about hip-width apart, bend your knees, squatting with a straight

back. As you lift the snow use your legs to provide the lift, tighten your stomach muscles to support your back, keep your back straight. Do not bend your back.

- When possible, push snow, don't lift it. Always orient your body in the same direction you are pushing the snow. If you need to move the snow to one side, reposition your entire body to continue facing the direction you are pushing.
- Do not throw snow over your shoulder or to the side. Most back injuries occur when you are in a twisted position. The injury can be made worse when you are bearing the weight of heavy snow as you twist.
- Don't extend your arms when maneuvering a full shovel of heavy snow as this puts excess strain on your back muscles and too much weight on your spine. Attempt to keep the weight of the shovel close to your body.
- Pace yourself and take a break, especially if there's been a heavy snowfall; don't try to clear it away all at once.

-Alberta Health Services



## Warm Up with a Steamy Bowl of Hearty Stew

This is a traditional Irish stew done in the slow cooker for ease of preparation while the family is away at school and work. Chunky potatoes fill this hearty stew that will warm you up on a cold night. Look for cheaper cuts of lamb for stews like shanks and shoulder or leg chops that are meaty and flavourful.

### *Slow Cooker Irish Stew Ingredients*

*3 lbs lamb legs or shoulder chops	*1 tbsp dried thyme
*1 tsp salt	*2 cups beef or chicken stock
*1/2 tsp pepper	*2.5 lbs round or long potatoes (about 8), peeled and cubed
*1/2 cup water	*2 tbsp butter, softened
*3 onions, chopped	*2 tbsp chopped fresh Italian parsley
*2 large carrots, chopped	*2 tbsp all purpose flour

### Cooking Instructions

Sprinkle both sides of lamb chops with half of the salt and pepper. Brown lamb all over, in batches, in skillet over medium high heat. Place in slow cooker. Add water to skillet and bring to boil scraping up brown bits. Pour liquid into slow cooker.

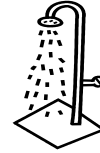
Return skillet to medium heat and cook onions, carrots, parsley, thyme and remaining salt and pepper for about 8 minutes or until softened and beginning to turn golden. Scrape into slow cooker. Add stock and potatoes. Cover and cook on low for 8 hours or until lamb is tender and easily pulls away from the bone.

In small bowl, mash together butter and flour until well combined. Uncover slow cooker and stir butter mixture into stew and cook on high for 20 minutes or until slightly thickened.

Makes 6 servings.

**IF YOU HAVE A RECIPE THAT YOU WOULD LIKE TO SHARE PLEASE SUBMIT IT TO LISA, WE WOULD LOVE TO TRY IT!!**

# SHOWERING AND BATHING ALERT



**RECENTLY, A VERY SERIOUS SCALDING INCIDENT OCCURRED WHERE AN INDIVIDUAL WAS BURNT BY HOT WATER WHILE BEING SUPPORTED TO BATHE IN A PDD FUNDED GROUP HOME, RESULTING IN A FATALITY.**

As a result of this incident, Persons with Developmental Disabilities, Calgary Region Community Board has directed all agencies to institute safety measure to prevent similar incidents from ever occurring.

**These safety measures MUST be in place by FEBRUARY 29, 2012**

At this time, RFCSL is doing extensive research to determine what needs to be done in every living arrangement, i.e., permitted subcontractors and respite homes. I am sure you all can appreciate the amount of work this entails.

Attached, RFCSL provided you some information from Safekids Canada. Please examine this information carefully, so you can be prepared to discuss what modifications are required for your specific circumstances.

## **EFFECTIVE IMMEDIATELY**

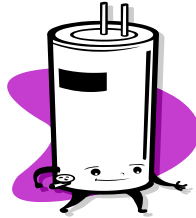
**YOU ARE REQUIRED TO MAKE SURE THAT THE SHOWER/TUB THE CLIENT IS USING, ASSISTED OR NOT, DOES NOT EXCEED 49 DEGREES C OR 120 DEGREES F. TO MEASURE THE WATER, YOU CAN USE A THERMOMETER. IF YOU DO NOT HAVE A THERMOMETER, PLEASE CONTACT YOUR COORDINATOR IMMEDIATELY AND ONE WILL BE PROVIDED TO YOU FREE OF CHARGE.**

*"Let's not STOP what needs to be DONE, Let's STOP the STOPPING"*

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# Calling ALL Plumbers

Resourceful Futures is in need of contracting some work that needs to be completed by **February 29, 2012**



The contract work involves installing hardware such as Mixing or Tempering valves to approximately 50 plus homes in the Calgary area

If you know of any qualified Plumbers that are looking for some extra work and their prices are reasonable, please have them contact one of the following people. The work is to commence immediately. The work can be done evenings, weekends or through the day.

Rob Halfyard, 403-531-8631 ext 204

Lisa McKee, 403-531-8631 ext 201

Eric Jensen, 403-531-8631 ext 205.

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## How to lower your hot water temperature

### Lower the temperature of your hot water heater'

The easiest way to prevent burns from hot tap water is to turn down the setting on your hot water heater to 49°C (120° F). Do this only if you can easily see the thermostat dial on the outside of the tank.

If you choose this option, there are some important things you should know:

If anyone living in your home has a long term or serious illness, check with your doctor before turning down your water heater. DO NOT lower the temperature of your water heater if anyone in your home has health conditions such as:

- chronic obstructive pulmonary disease
- HIV/AIDS
- an organ transplant cancer
- A weakened immune system (from disease or from taking medicine that suppresses the immune system).

People with these conditions are more at risk for Legionnaires 'disease, a type of severe pneumonia.

Read the manual for your water heater before changing the setting on the thermostat dial. If you do not have a manual, contact the company that made the water heater. Their number should be posted on the heater. If you rent your water heater, contact the rental company.

- **Gas and oil-fired water heaters** have thermostat dials located on the outside of the tank. If the dial has numbers on it, turn the dial down to 49\* C or 120\* F. If the dial has words like Hot, Warm (or Medium), and Vacation, turn the dial to the Warm or Medium setting. That is approximately 49\* C. (The water will still feel quite hot at your taps, but will not cause a scald burn in seconds.)
- **Do not lower** the temperature of your water heater **below** 49' C or a Medium setting. A lower setting can lead to the growth of the bacteria that causes Legionnaires 'disease.
- After adjusting the temperature, wait 24 hours and then test the temperature of your tap water again using a thermometer. Sometimes a heater requires several adjustments before you get the right temperature.
- Water heaters may continue to pose scalding risks, even when turned down. Be sure to practice safe bathing and to supervise children closely.
- If you have an **electric** water heater, **do not** lower the temperature setting below 60\* C. The bacteria that causes legionnaires' disease grows more easily in some electric water tanks because of the way they are designed. You can still lower your water temperature by installing safety valves. Talk to a qualified plumber, the company that made your heater, or the rental company for your water heater.

### **Install mixing valves to control the temperature of your hot tap water**

Devices called **mixing valves** or **tempering valves** can be installed in the plumbing pipes at various places. These valves control the temperature of the water **before** it leaves your taps. Inside your water heater, the temperature can be scalding hot, but the valve will mix in cooler water if needed, to ensure that water at the tap is no hotter than 49' C.

Talk to a qualified plumber or the rental company for your water heater for proper installation of mixing valves.

#### **There are three ways you can use mixing valves:**

- You can install a master mixing valve right at your water heater. This will control the tap water temperature everywhere in your household.
- Or, you can install mixing valves in the hot water pipes that go to separate areas of your household - for example, to the bathroom and kitchen.
- Or, you can install mixing valves at individual taps - for example, at each sink and bathtub.

#### **If you do not have access to your water heater:**

Turning down the thermostat of large water heaters in multi-unit buildings is NOT recommended. Harmful bacteria can grow in large water heaters set too low. Also, there may not be enough hot water for everyone in the building.

If you live in an apartment or multi-unit building and do not have access to your hot water heater:

Ask your landlord or property manager to make sure that the hot water at your taps is no hotter than 49\* C (120\* F). One option is to install mixing valve(s) in the hot water pipes so that the hot water is a safer temperature everywhere in your apartment. An alternative is to install a mixing valve at each of the taps in your kitchen and bathroom.

If you cannot get mixing valves installed in your hot water pipes, you can use **other devices** to help protect your child from tap water scalds.

#### **Other devices**

Some other devices available include:

**'Anti-scald' or 'shut-off' devices:** These are products that attach to the faucet or tap. Some models actually replace the faucet. If the water gets too hot, these devices slow down the water to a trickle. You can restart the water by mixing more cold water into the tap.

Anti-scald devices are available in safety specialty shops, some hardware stores, and some children's product stores. Not all models fit on all kinds of taps, however, and although these products are promoted as "do it yourself" items, they may require adapters or the help of a plumber to install them.

**Tap guards:** A tap guard blocks your child's access to the hot water tap. These can be found in many home improvement and child safety stores.

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## Reduce Your Water Use on World Water Day

According to the UN, two-thirds of the Earth's population will lack adequate water supplies in 2025.

Per capita, Canadians are the second-biggest water consumers on the planet, behind Americans. The average Canadian uses approximately 335 litres per day, while 1.1 billion people worldwide who are water-poor must survive on five litres per day.

This March 22 is World Water Day and you can start making simple lifestyle changes to conserve the planet's water supply:

- Take a shower instead of a bath, and keep your showers short
- Turn the faucet off while you brush your teeth, shave, or wash your face.
- Rinse dishes, vegetables, and fruits in a filled basin, rather than under running water.
- Replace an older toilet with a modern low-flush one.
- Install water-saver aerators on your faucets and water-saver heads on your shower.
- Go to a carwash that recycles its water.
- Encourage water conservation at the office.
- Resist buying bottled water
- Help under privileged communities conserve water by building a rainwater harvesting tank through and international development organization.

## **Employee Resources/Interest websites:**

*CDSCalgary:* Community Disabilities Services Calgary  
Meaningful Work Stronger Communities  
[www.cdscalgary.com](http://www.cdscalgary.com)

*CRSPCC:* Community Rehabilitation Service Provider Council of Calgary  
To co-ordinate, collaborate, and act as a resource consultant in the planning of services for people with disabilities.  
[www.crspcc.ca](http://www.crspcc.ca)

*ACDS:* Alberta Council of Disability Services  
The association facilitates interaction, co-operation and communication between association members, PDD Community and external stakeholders.  
[www.acds.ca](http://www.acds.ca)

*Government of Alberta:*  
Helps you find services available in Alberta.  
[www.servicealberta.gov.ab.ca](http://www.servicealberta.gov.ab.ca)

*ADWA:* Alberta Disability Workers Association  
A Professional Association for every individual employed in the Community Disability Services Field.  
[www.disabilityworkers.ca](http://www.disabilityworkers.ca)

## **Client Resources/Interest websites:**

*AISH:* Assured Income for the Severely Handicapped  
AISH can help you get money for things like rent, groceries, and transportation.  
[www.seniors.gov.ab.ca](http://www.seniors.gov.ab.ca)

*Access Calgary:*  
Access Calgary is responsible for managing the eligibility, booking, scheduling and dispatching shared-ride, door-to-door transportation services for Calgarians with disabilities.  
[www.accesscalgary.ca](http://www.accesscalgary.ca)

*Calgary Transit:*  
Calgary's public transportation system Bus and Light Rail Transit (LRT) services.  
[www.calgarytransit.com](http://www.calgarytransit.com)

*Handi Bus:*

Calgary HandiBus is passionate about providing our customers with access to the community and promoting independence.

[www.calgaryhandibus.com](http://www.calgaryhandibus.com)

*PDD Calgary:* Persons with Developmental Disabilities, Calgary Region

The Calgary Region Community Board Persons with Developmental Disabilities is dedicated to enhancing the quality of life for adults with developmental disabilities.

[www.calgary-pdd.org](http://www.calgary-pdd.org)

### **Client Resources/Interest websites:**

*VRRRI:* The Vocational Rehabilitation Research Institute: VRRRI

The mission of the VRRRI is to be leaders in innovative services and research that support persons with disabilities to live as contributing and valued members of the community.

[www.vrri.org](http://www.vrri.org)

*City of Calgary:*

Here you can find the Street Survival Guide. You can also find \*People Resources\* here (under City Living)

[www.calgary.ca](http://www.calgary.ca)

*Enable Link:*

Online resources for people with disabilities, their families, friends and professionals

[www.enablelink.org](http://www.enablelink.org)

*Down Syndrome Research Foundation:*

[www.dsrfg.org](http://www.dsrfg.org)

*Autism Treatment Services of Canada:*

[www.autism.ca](http://www.autism.ca)

*Autism Society Canada:*

[www.autismsocietycanada.ca](http://www.autismsocietycanada.ca)

*Arnika Centre:*

Arnika Centre for Dual Diagnosis is a service for adults and teenagers 16 years of age and up with an intellectual disability and a mental health problem.

[www.arnikacentre.ca](http://www.arnikacentre.ca)

*Calgary Health Region*

[www.calgaryhealthregion.ca](http://www.calgaryhealthregion.ca)