

RESOURCEFUL TIMES NEWSLETTER "MEANINGFUL WORK- STRONGER COMMUNITIES"

January, 2011

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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 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

Happy NEW YEAR everyone!!!!!! Hope each and every one of you had a great year and **WELCOME to 2011**.

January is typically the month of the year when many of us evaluate ourselves and make resolutions to get in shape or break old habits. Here at RFCSL, our resolution remains the same as in previous years- a commitment to providing exceptional care to each and every person served by our exceptional caregivers.

VISION- Our desired future

- To be recognized as a leaders in helping to create diverse and inclusive communities.

Mission- Our distinctive identity and core purpose

- To promote and contribute to the development of diverse and inclusive communities

GOALS-Long-term areas of focus

- Service Excellence, Human Resource Development, Resource Development and Management, External Relations and Communication

In preparation for moving forward to achieve our commitment to RFCSL's Program Outcomes (goals), Values, Vision and Mission, some of our initiatives include:

- January 2011, RFCSL will commence our bursary training through Centre Point, Learning solutions for non-profit organizations. Centre Point is committed to meeting the ongoing and emerging challenges facing non-profit organizations through their 8 month consulting, mentoring, training and knowledge sharing with RFCSL.
- RFCSL is currently revamping our Employees Relations Advisors committee: This committee is responsible for working closely with all employees and RFCSL Leadership Team to succeed is achieving our Vision and Mission while providing exceptional services and supports.
- As of December 24, 2010, we have fine-tuned our Residential Service Delivery Team. It is envisioned with the redefining of the residential program coordinators roles and responsibilities the relationships between the permitted subcontractors, individual served, guardians, advocates and RFCSL will significantly improve, thus enhancing a stronger team for the individuals being served.
- In December we created a Cultural Diversity policy. In January, the committee will kick off their commitment to working towards maintaining a stable, highly qualified, culturally diverse, competent and motivated workforce who actively delivers and promotes RFCSL*s Mission and Vision. This goal will be achieved by the committee implementing organizational initiatives/activities specifically related to cultural competence and diversity for employees and services.

With the commitment and dedication of all employees, permitted subcontractors and the leadership team, armed with the above initiatives and more, I remain confident that RFCSL will continually improve our services and supports.

I would like to take this opportunity to wish you all the very best in 2011 and beyond.

Rob Halfyard, CEO

“Good leaders create a vision, articulate the vision,
passionately own the vision, and relentlessly drive it to completion”.

- John Welch

Financial Update

It's a new tax year, 2011!!! You're T4's will be available in February. Please ensure that your TD1 form of eligible tax deductions is up to date. If you are unsure or if you need to make changes, please see Eric.

BENEFITS

Remember to keep your personal information up to date!!! Failing to do so can cause serious consequences for benefit coverage. For example, if you fail to notify the plan within 30 days that you have: had a child, got married, started living common law, etc., there could be serious consequences for the people you would like to have under the plan. After 30 days, in order for new dependants to be covered, they would need to fill out an EXTENSIVE medical questionnaire, and then Desjardins would decide whether or not they will cover the new applicant.

ALL THIS CAN BE AVOIDED IF YOU KEEP US INFORMED OF CHANGES WITHIN 30 DAYS!!!!
(SEE ERIC FOR CHANGES)

Did you know that if you have our benefit coverage, you do not need to purchase additional medical insurance for an out of country trip? Your medical coverage with Desjardins covers you for this. However, if you have an incident/accident while away and you need medical attention, you MUST call Voyage Assistance (if you are able). They can be reached from anywhere in the world by a toll free number 1-800-465-6390 (in Canada and USA) or by collect call from anywhere else (514-875-9170).

ALWAYS CARRY YOUR BENEFIT CARD WITH YOU WHEN YOU TRAVEL!!!

Workshops & Training

CPI Training

March 12, 2011 **9:30 - 4:30 Permitted Subcontractors & Relief Staff
March 22, 2011 **9:00- 4:00 * Community Access Staff
October 11, 2011**9:00- 4:00 Community Access Staff
October 15, 2011**9:30 - 4:30 Permitted Subcontractors & Relief Staff

Medication Administration

March 26, 2011**10:00-1:00 Permitted Subcontractors & Relief Staff

Medication Refresher for Community Access Employees

March 10, 2011**9:30-11:00 Community Access Staff

***1:15-2:45 Community Access Staff

Positive Behaviour Support- Level 1

January 25, 2011	9:00-3:30	Community Access Staff & Permitted Subcontractors
Feb 14, 2011	9:00-3:30	Community Access Staff & Permitted Subcontractors
Feb 26, 2011	9:00-3:30	Permitted Subcontractors & Relief Staff
March 16, 2011	9:00-3:30	Community Access Staff & Permitted Subcontractors
April 09, 2011	9:00-3:30	Permitted Subcontractors & Relief Staff
April 20, 2011	9:00-3:30	Community Access Staff & Permitted Subcontractors

Please let Lisa know as soon as possible if you have someone you would like to register for any of these dates.

First Aid/CPR

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

Community Access News

Adopt a Family

This year Resourceful Futures has once again adopted a Christmas Family in need for the holidays. The family was a mother and father of three children. The children were 3, 4 and 6 years old. The support that we had received from everyone was overwhelming and heart warming. We would like to extend our sincere thanks to everyone who participated. THANK YOU FOR A JOB WELL DONE!!!

Christmas Dinner

Another successful Christmas party has come and gone. Great food, joyful friends, Christmas carolling and to top it off Santa made an appearance bringing gifts for everyone. We would like to give a great big thank you to Santa and all the volunteers for their time and energy it took to make it a huge success.

THANK YOU ALL!!

Social Committee

We would like to thank the social committee for all they have done in organizing the following fund raisers: food box and jelly bean extravaganza, just to name a few. Everybody should look forward

to the upcoming fund raising events this year. The wheels are in motion.

Employee Relations Advisors

The ERA committee is currently undergoing a new and exciting change and development. New members and Chair representatives are being voted on by front line staff. Rob Halfyard is taking on the role with frontline staff to help recreate the committee.

Mike Preston Scholarship Award

This year's recipient and nominated by their peers for outstanding commitment and dedication to the field of Community Disability Services is: Cameron Lorentzon. Congratulations Cam!

Wilma Millson Social Club Hillhurst Sunnyside Community Centre 1320 5th Ave. N.W

Dances Scheduled for 2011

January 08	
January 22	
February 05	Valentine's Dance
February 12	
March 05	
March 19	
April 02	
April 16	Easter Dance
April 30	
May 14	Hot Dog Night
May 28	
June 11	
June 25	
July 09	Stampede BBQ

ALL DANCES RUN FROM 7:00pm to 10:00

Members	\$4.00	Pop	\$1.00
Non Members	\$6.00	Chips	\$1.00
Memberships	\$10.00	Coffee	0.50

" Great dancers aren't great because of their technique; they are great because of their passion. "

BIRTHDAYS

January

- * Elizabeth
- * Sharon
- * John
- * Matthew
- * Rosemary
- * Marion
- * Kim
- * Colton

February

- Clinton
- Loretta
- Cameron

March

- Dustin
- Peter
- Emile

OFFICE CLOSURES 2011

February 21	Family Day
April 22	Good Friday
April 25	Easter Monday
May 23	Victoria Day
July 1	Canada Day
August 1	Heritage Day
September 05	Labour Day
October 10	Thanksgiving Day
November 11	Remembrance Day
December 23	In Lieu of Christmas Day
December 26	Boxing Day

January 02, 2012 In Lieu of New Years Day

Please ensure that your Access Calgary Bookings are cancelled for these dates.

STAR OF THE MONTH

Marsha

September, 2010

Marsha has on more than one occasion demonstrated extreme friendliness and a genuinely helpful nature. Staying behind to push in chairs at the end of a few programs, offering a friendly interaction to perk up anyone's day she is a good example of goodness in the Day room. No matter where Marsha has been she's been recognized as someone anyone can turn to for a small favour. She has a sense of humor that brightens smiles as well as an intelligence that continues to surprise everyone, and encourages her peers to reach for her stellar example. Congratulations on Star of the Month Marsha!

Written By: Chelsie Graham, CDSP

Kim

October, 2010

Kim Martin. Always ready with a smile. Always ready with a helping hand. I'm not the only one who thinks so. More than one staff has noticed how helpful Kim has been. From assisting with setup for various events to stepping up to take the lead in a few programs. Kim's proven time and time again that she is one tough cookie. Her reading and writing has improved immensely and she uses her confidence to boost that of her peers. And that's a recipe for Star of the Month. Shine on Kim!

Written By: Jordan Lorentzon, CDSP

Michael

November, 2010

Resourceful Futures is fortunate to know Michael Burtnik. He began our day program a few months back and already has been first in line to help out. His most recent noted good deed was taking it upon himself to grab a shovel and clear a pathway so the participants of our Day program could get to their buses safely at the end of the day after a snowfall. This particular occurrence is what stood out, aiding in making Mike our November Star of the Month. Furthermore, he gains notice by volunteering to set up and take down for each activity in the Day Program. Thank you, Michael, for all your help and your generous Nature. We can all learn more about kindness through someone like you!

Written By: Johna Grant, CDSP

If you have witnessed a participant at Resourceful Futures going above and beyond, we would love to hear from you. You can either fill out a caught in the act form at Resourceful Futures office or send an email to rfcsl@resourcefulfutures.org

If the individual is selected to be the "Star of the Month" he or she will receive their name on a plaque posted in the day room as well as receive a gift certificate from Tim Hortons.

WEATHER CONDITIONS

January 11, 2011

To: Residential Caregivers, Parents, RFCSL Day Program Clients and Community Access Staff

Recently we have received phone calls and emails in regards to what to do when the weather conditions are to the point that it is prudent or not for clients to stay home from the Day Program. RFCSL is asking everyone to make the best judgment call when extreme weather conditions exist.

Here are a few guidelines to help out with the decision making process:

****During and after a major snow falls the road conditions will become poor and unsafe for transportation for all forms of vehicles (including Access Calgary and City Transit). RFCSL would strongly recommend clients to stay home on these days because of the extra long commute**

due to the poor roads and in the event of vehicles breaking down or getting into accidents. Please wait to resume normal travel after the road systems have been cleaned up.

**During cold weather conditions ranging from (-20 to -30 Celsius or lower with the wind chill included). Clients who use the city transit system should stay home because the wait time for buses and the cold weather is unsafe for them. Clients taking drives from Caregivers or Access Calgary should come to the day program.

**The Day Program will be open no matter what the weather conditions are and we will make plans during poor weather conditions for in house activities.

I hope this has answered some of your questions and concerns about when to send or stay home during poor weather conditions. If you have any thoughts, ideas or comments please feel free in contacting the Team Leaders and/or your Coordinators at anytime.

Thank you,

Troy Hudson troyh@resourcefulfutures.org 403-531-8631 ext. 206

Kendra Lee kendral@resourcefulfutures.org 403-531-8631 ext. 207

Helpful Tips for Winter Weather

Winter weather has arrived and everyone should be prepared and know what to do in extreme weather conditions. Here are some tips for when there's ice on sidewalks, when it snows and after a snowfall.

When there's ice or snow....

Clear the sidewalks around your home within ten hours of ice forming or the end of a snowfall. When clearing snow from your driveway, pile the snow on the left side of your driveway (when looking at your home from the road). This will help reduce the amount of snow that is pushed back into the driveway when the snow plow passes by.

When it snows....

Don't park on the road or in the lane. Parked vehicles impede the ability of the snow plow to efficiently clear the roads and lanes.

After it has snowed...

Clear the drainage basins of snow and debris. If safe to do so, locate and clean drainage basin grates in the roadway around your home. This helps clear a path for the run-off of melting snow and helps prevent flooding of your property and that of your neighbours.

Be Prepared to Drive in Cold Weather

Prepare yourself for cold weather and dangerous driving conditions. Make sure you have the following items in your vehicle to help you in the case of an emergency:

*Jumper cables

*Shovel

*Traction pads or chains

*Ice scraper

*Towing cable

- *Flares
- *Blanket, warm gloves and boots
- *First aid kit, candles and non-perishable foods such as candy bars
- *Flashlight
- *Cellular phone

Colder temperatures demand a lot of your vehicle, so it's important to prepare for the winter season. Visit a qualified technician to ensure your vehicle is in good working condition.

Slow down on icy or snowy roads

As the snow falls and the ground is covered with ice, it's important to remember a few safety measures that can help prevent a dangerous accident. When you're driving in the cold weather, remember these winter driving safety tips:

- *Slow down.
 - *Accelerate gently and steer smoothly.
 - *Carefully test your braking and steering at a very slow speed.
 - *Allow extra space between you and other vehicles.
 - *Slow down before curves and corners.
 - *Go down icy hills in a low gear.
 - *Avoid passing.
 - *If your wheels lock, ease off the brakes then re-apply them to maintain steering control.
- Taking these precautions when driving can help save lives and damages associated with accidents.

EMPLOYEES MATTER

October 2010

Heather Halfyard

Heather was born and raised in New Glasgow, Nova Scotia. In 1989 she decided to leave N.S. with her two children and cat for a better life in the great west (Calgary). She has been a valued employee of Resourceful Futures for 20 years, doing front line, residential and working administration.

Heather lives a very active lifestyle from playing darts, volunteering and going for her daily walk. Heather comes to work every day with a great attitude and is loved by clients and fellow workers. Living with the empty nest syndrome Heather decided she needed to take on more responsibilities and got two dogs which she adores.

Heather has two great passions gardening and driving through small towns looking for the wealthy farmers. She enjoys the small shops and the friendly people. Heather also likes going to the rodeos - not sure if it is for the show or the cowboys.

Written By: Val McLellan, CDSP

November 2010

Wellanie Payaba

I've known Wellanie here at RFCSL since 2009 where I met her during the Christmas program. I've worked with Wellanie since March 2010 when she returned from her Maternity leave. As

time passed by I got to know her more, little by little. She studied BS Psychology and became a Psychology instructor for 2 years in the Philippines after she graduated. While she was working there, she applied to become a Caregiver here in Canada. After completing a two year contract as a Live-in-Caregiver, she received her permanent residence status and applied here at RFCSL through recommendation by a friend.

Wellanie is a woman that is full of confidence, encouraging people as much as she can. She is open-minded and loves to work. She is the dedicated and hard working mother of one son. Wellanie only has one goal that she is striving towards; to give her son a bright future and a very good education.

As life gets tough for her, she holds onto this bible verse:

Call to me and I will answer you and tell you great and unsearchable things you do not know.

Jeremiah 33:3

Written By: Jan Bakidan, CDSP

Quotes

Obstacles are those frightful things you see when you take your eyes off your goal.

- Henry Ford

Thinking is the hardest work there is, which is probably the reason why so few engage in it.

- Henry Ford

Don't find fault, find a remedy.

- Henry Ford

Chaos often breeds life, when order breeds habit.

- Henry Adams

Character cannot be developed in peace and quiet. Only through experience of trial and suffering can the soul be strengthened, ambition inspired, and success achieved.

- Helen Keller

Learn from the mistakes of others. You can't live long enough to make them all yourself.

- Eleanor Roosevelt

He has achieved success who has worked well, laughed often, and loved much.

- Elbert Hubbard

The best thing about the future is that it comes only one day at a time.

- Abraham Lincoln

The only way to have a friend is to be one.

- Ralph Waldo Emerson

Don't cry because it's over. Smile because it happened.'

-Dr Seuss

'Be who you are and say what you feel because those who mind don't matter and those who matter

don't mind.'

-Dr Seuss

Dance as though no one is watching
Love as though you've never been hurt
Sing as though no one can hear you
Live as though heaven is on earth.
-Souza

How Else Can I learn

I want the right
To make mistakes.
Do I have to fight
for that right?
I am not perfect,
so do not expect
me to be so.
Erveryone makes mistakes.
They rarely cause earthquakes.
No it ismy turn.
How else can I learn?
- Janet Hall, Sept, 1994