

The Review

Spring 2011

NEWS FROM REHABILITATION SOCIETY OF SOUTHWESTERN ALBERTA

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Foundations 2010, Long Term Awards

We are indeed fortunate to have such a vibrant health and safety culture at the Rehabilitation Society. The commitment to our Health and Safety Management System is universal.

Health and Safety



We have had so many successes this past year. The most recent and certainly most memorable event was our combined North American Occupational Safety and Health week exercise with the Lethbridge Fire Department.

On May 4th the Fire Department responded to a “fire” at the A.R.C. bottle depot and “rescued” an employee who was trapped in an office. A total of 13 firefighters, 2 pumpers, a rescue truck and an ambulance were on hand for the event. Five officers supervised 8 firemen who bravely responded to our emergency.

Everyone was on hand in the parking lot to watch the event and afterwards individuals were encouraged to experience using fire hoses and the vir-



Don C.

Our Culture

tual fire extinguisher. Our firefighting heroes even took time out of their busy schedules to have their pictures taken with anyone who wanted to.

Between January and the end of April, eight persons were recognized by their peers and key workers for their “above and beyond” contributions to safety. What is really special about our recognition program is that nominees are usually quite surprised when they hear of the nomination. Every one of them feels that they have done nothing special but

in every instance someone else feels strongly about their contribution.

The Society recently received a W.C.B. rebate cheque in the amount of \$10,425.01 from Partners in Injury Reduction. This program recognizes and rewards employers who have demonstrated leadership in health and safety and especially those who have seen significant reductions in lost time injuries. Congratulations to every one of you for making this happen.

Annual Organizational Goals Update (*May 2011*)

The Rehabilitation Society has a long history of setting multi-year Strategic Organizational Goals that help us to move our business forward with a planned approach. Our desired outcomes for May 1, 2010 – April 30, 2013 are:

The Society has increased its collaborative community partnerships.

The community has increased awareness of what the Rehabilitation Society does.

The Society will have an expanded funding base.

The Society has increased the diversity of services it offers to the community.

We will maximize the use of our facilities to meet the immediate and future needs of the Society.

The Society has a measurable outcomes and data collection system.

We have achieved some excellent outcomes from the first year of our three year Organizational Plan.

Community Partnerships – We are currently pursuing partnerships with three local organizations. These partnerships also provide an opportunity for other organizations to gain

a greater understanding of the purpose and services of the Rehabilitation Society.

Community Awareness – Promotional videos for the Ability Resource Centre and JobLinks Employment Centre have been created and posted on our websites for public viewing. These videos will also be used on our customer monitors in our bottle depots, so that the public has a greater understanding of the services of the Rehabilitation Society. Our organization was featured for several various reasons in our local paper this year.

Expanded Funding Base – We researched various funding sources and due to our organizational structure and the downturn in the economy, we discovered that other funding sources may be challenging to find. We will continue to pursue funding that matches the needs of the services we offer based on a project by project basis.

Increased Diversity of Services – Two new service initiatives were chosen for development. A Youth Summer Program for older teenagers with a developmental disability, with a focus on healthy active living, exploration of future post-secondary education and employment opportunities. This will be based at Lethbridge College for the summer of 2011. Our L.I.F.E. (Learning, Independence, Freedom, Employment) service will begin op-

erating in September 2011. This service will support young adults with developmental disabilities to increase their ability to independently manage their personal life and gain adequate knowledge and experience of the work world, in order to pursue education needed for future employment or to immediately begin pursuing the employment options of their choice.

Facility Use – Spaces were cleared out and storage needs were relocated to open up more usable space for people in our services. We also have donated the use of our facilities to several other non-profit groups to use during our “off hours.”

Measurable Outcome & Data Collection System – This year we have added an Organizational Goals Outcome Report to our practices, which summarizes the main outcomes achieved in the past year. This report is shared with our staff and Board of Directors. We also drastically changed the way we develop Individual Support Plans and the way we collect data to capture the outcomes that occur for individuals in our services.

Overall it has been a productive year for our organization in pursuing our desired outcomes for 2013. We are currently setting our goals for Year 2 of this Strategic Organizational Plan and look forward to the year ahead.





From Left to right: Tarri Ducherer, and Barry Mahar (Logic Lumber, newest business partner), Lena Neufeld, (YWCA Lethbridge and District, long term partnership), Dianne Bieleny and Lisa Mills (Casino Lethbridge, business of the year).

Employer Recognition

Once each year JobLinks recognizes businesses in our community as those that stand out and excel as business partners.

Many businesses partner with JobLinks to give people with disabilities and barriers to employment the opportunity to shine in employment and gain work experience, so that they can become a productive individual in their community.

JobLinks staff has assisted hundreds of individuals over the past several years to find and retain employment. Some of the employers that have partnered with us along the way have been recognized as Business of the Year at our business appreciation lunch held during the month of April.

This year, JobLinks staff and management hosted a luncheon at the Casino and recognized Logic Lumber as our newest business partner, the YWCA as our long term partner, and Casino Lethbridge as our Business of the Year. These businesses have done all they

could to reach out and accommodate the individuals placed in employment at their businesses. These businesses have recognized the importance of hiring persons with disabilities and barriers, and have accepted these individuals with open arms.

Many of our own individuals have gained employment through these partnerships, and so we say thanks to these employers that continue to partner with us to make the lives of individuals just a little brighter!

2011

Annual General Meeting

The Rehabilitation Society held the 2010 Annual General Meeting on September 27, 2010 at the Ability Resource Centre.

All individuals, families, employees, and members were invited to attend. The Past President gave his address, the annual reports from the Executive Director and the Management Team were reviewed and the auditors gave their report.

The Rehabilitation Society of Southwestern Alberta recognized Dean and Bev Gallimore as recipients of the 2010 Presidents Award and presented

them an original art work piece by Tammy Blanchette.

Dean and Bev both served on the Board of Directors of the Rehabilitation Society, as well as the Finance Committee.

Their ability to balance the financial needs of our organization and at the same time ensure the success of individuals was appreciated. Both Dean and Bev went the extra mile to help out wherever they could. Their dedication and ongoing commitment to this organization has helped to shape our future.



From left to right: Barry B, Bev G and Tammy B.

On behalf of the Board of Directors, individuals and employees at the Rehabilitation Society, Ability Resource Centre and JobLinks, we thank them for making a difference.

The Board of Directors for 2010/2011 are: Art Tamminga – President, Deb Chapman, Karin Murray, Jennifer Little, Amber Watt, Guy McNab, Curtis Michaelis.

Thanks very much to our volunteer Board of Directors. We appreciate their commitment to the Society and the quality services provided.





Marissha Gillin

2011

Volunteer Celebration

Volunteers from the Ability Resource Centre have made another incredible impact on their community this year.

Sixty two volunteers have contributed an amazing 11,415 hours to community organizations.

That contribution is equal to the work of 5½ full time staff. At an average Canadian wage this results in \$284,918.00 in staffing cost savings for the non-profit organizations we have partnered with, including the Humane

Society, Alberta Health Services, Helen Schuler Nature Centre, Blankets for Canada, Lethbridge Soup Kitchen and several local churches. Tracking the efforts of our volunteers started in 2006, and since then we have consistently increased the amount of individuals choosing to volunteer their talents and the amount of hours being contributed.

This year we have 14 more volunteers than we had in 2006 and they have contributed 1,847 more hours.

Another positive outcome from all this volunteering is the number of volunteers who have decided to challenge themselves further by becoming competitively employed.

Individuals grow their skills and confidence in community volunteer placements and often transfer that skill development to competitive employment.

The greater gift to the community is that individuals who move into employment placements typically continue their volunteer work.

Building Friendships

Since the summer of 2006, The Ability Resource Centre has offered an annual camping trip to the Kananaskis area for individuals that are supported by staff. Campers stay at Sundance Lodges, a local favorite spot for camping located on Highway 40 just twenty minutes south of Highway 1, and only a ten minute drive from Kananaskis Village.

While at Sundance Lodges, campers stay in comfortable trappers tents or tipis, fully equipped with beds, heat, and lanterns. Hot showers and laundry facilities are located on site as well.

Nightly campfire activities provide the group an opportunity to relax, share stories, eat, and tell the odd tall tale. The campers are fed extremely well with balanced nutritious meals

cooked to perfection over an open fire or on the camp stove. Specific dietary needs are met for those requiring it.

Over the past number of years we have realized the many benefits for everyone involved. There is increased trust, friendship, and respect between staff and individuals.

People enjoy the teamwork involved in keeping the camp functioning



Camp activities provide the group an opportunity to relax, share stories, eat, and tell the odd tall tale.

every day, and everyone has the opportunity to relax and enjoy the beautiful Canadian Rockies.

All participants pay a fee to go on the trip which helps offset the rising costs of transportation, food, and lodging. Other sources of funding are provided by the Ability Resource Centre, the "Nook" canteen, as well as private donations and fundraising dollars from barbeques and bottle donations.



Cans for Kids

The Alberta Bottle Depot Association presented the Alberta Children's Hospital Foundation with a cheque for **\$11,932.55** from its *Alberta Cans for Kids* program.

The cheque was presented at the Rehabilitation Society of SW Alberta Bottle Depot. The Rehabilitation Society and Green's Pop Shop Bottle Depots raised the money through donations of beverage containers from their customers. The Society Depots' contribution to the total was \$7691.65.

Minister of Advanced Education & Technology and MLA for Lethbridge-West, Greg Weadick, attended the cheque presentation on behalf of the Government of Alberta.

"The Alberta Bottle Depot Association

is to be commended for using its successful beverage container recycling program to not only protect the environment but also help a worthwhile cause," said Weadick. "This kind of partnership strengthens businesses and the charities they support, as well as communities."



"We're so grateful to the Alberta Bottle Depot Association for their *Alberta Cans for Kids* initiative," said Jeanette Lyall of the Alberta Children's Hospital Foundation. "Thanks to community support, we are able to provide funding for child health programs, life-saving equipment and innovative research at the Alberta Children's Hospital.

We're very proud to be part of a community that shares the vision of a healthier future for our children.

Also in attendance, Bridgette Pastor, MLA for Lethbridge-East, Jason London Compliance Manager, Beverage Container Management Board, and Jeff Linton, Executive Director of the Alberta Bottle Depot Association.

Alberta Cans for Kids is a fundraising initiative implemented by the ABDA to raise money and awareness for important causes through one simple act – recycling beverage containers. Bottle depots across Alberta have bins set up for the Alberta Cans for Kids program in which customers can deposit their empty beverage containers.

The depot operator recycles those containers and the refundable deposit amounts collected at southern Alberta depots are donated to the Alberta Children's Hospital Foundation. The program has raised a total of \$123,169.35 province-wide since it was implemented in 2009.

Naturally Speaking Toastmasters Club

Five years of success

Naturally Speaking Toastmasters Club members are delighted. Their Club has made a positive difference to them by increasing their confidence and expanding a number of their skills during the meetings.

Naturally Speaking Toastmasters Club was created in March of 2006, and a year later had reached 21 members. That was enough people to get Charter Status on August 3, 2007. Of course being an official Toastmasters Club meant a lot for the members because the Club became

more organized. Today they have an Executive Team with a President, Treasurer, Secretary, Vice-president of Public Relations, Vice-president of Membership and Vice-president of Education; working towards leadership skills.

Real life skills are very important



Today, in 2011 this Club is proud to include 30 members; lots of success stories and solid friendships.

during the meetings: from communication skills to leadership skills; to respect for each other. These skills are being demonstrated daily in their day to day routines.

On the other hand, one of the most important roles of this club is to support people with disabilities to reach their communication goals through positive experiences.



Update

ADWA

The Alberta Disability Workers Association (ADWA) is a Professional Association for every individual employed in the Community Disability Services Field. The concept of a Professional Association for Community Disability Workers was launched at the 2009 ACDS Spring conference in Kananaskis.

The initial work was done by NE Workforce Council, St. Paul Abilities Network (SPAN), and ACDS Provincial Workforce Council. ADWA was registered as a non-profit Association in Alberta on June 29, 2010.

ADWA's mission is: To build a valued workforce, promoting the well-being and potential of all Albertans. Today there are approximately 17,000 workers serving the needs of 15,000 individuals with disabilities in Alberta.

In order for ADWA to remain self-sufficient we need to have a minimum of 1000 members. It is important to note that ADWA is not a union or a negotiating agent. ADWA will be funded and governed by its Members, giving them a voice of their own without the politics and relationships that exist in the sector today.

On January 6, 2011 ADWA's Executive Director, Colin Reichle, and staff from other agencies were invited to an ADWA informational session at Ability Resource Centre. Our agency currently has 24 ADWA members. Approximately 120 ADWA members attended the first Annual ADWA General Meeting at the Coast Hotel in

Calgary on April 26, 2011. At the AGM Colin announced that there were currently 265 ADWA members and he was expecting another 65 applications from one agency. There were elections for the Board of Directors with the following results:

President: Tim Bear, St. Paul Abilities Network, St. Paul, by acclamation.

Vice President: Denise Young, Calgary SCOPE Society, Calgary, by acclamation.

Directors (2 year term):
Shauna Pilipchuk, Grant MacEwan University, Edmonton
Linda Eglad-Dyck, Ability Resource Centre-Rehabilitation Society, Lethbridge
Eugene McCafferty, St. Paul Abilities Network, St. Paul
Gwen Bilodeau, Lac La Biche Disability Services, Lac La Biche

Director (1 year term):
Michelle Wolfe, Calgary SCOPE Society, Calgary
Anita Warriner, Calgary SCOPE Society, Calgary
Carolyn Karnapke, ECHO Society, Whitecourt
Ken Chapman was a Guest Speaker and a Resolutions Workshop followed that approved three Resolutions that will help guide the Board of Directors over the next year:

Resolution One: *"Be it resolved, that a primary purpose of the Alberta Disability Workers Association will be to advocate for increased funding, wages and benefits."*

Resolution Two: *"ADWA's*

effectiveness is dependent on large numbers of Members and financial resources to meet its objectives. Therefore be it resolved that all workers in the Disability Services Industry be strongly encouraged to join the Membership and participate in ADWA activities."

Resolution Three: *"Be it resolved that ADWA work in conjunction with ACDS to create a Professional Code of Conduct and Credentialing System for all people involved in the Disability Services Industry."*

The first Board Meeting was on May 13, 2011 in Drumheller. Any staff wishing to join ADWA can do so by filling out a Membership Application and paying an annual membership fee of \$120. Rehabilitation Society staff can have payroll deductions for ADWA membership fees (\$5.00/cheque), or you can make a lump sum payment, or you can make monthly payments directly from your bank account to ADWA. Linda Eglad-Dyck has membership applications and Society payroll deduction forms.

If you want more information about ADWA you can visit the website at www.disabilityworkers.ca. George Elliot once said, *"It's never too late to be who you might have been."* Now is our time, as professionals, to collectively work together for recognition, cohesiveness, and positive changes for everyone.

Encourage your peers to join ADWA – it is 'Our Profession, Our Association, Our Voice'!



Congratulations to the 2010 & 2011 Learners

Four learners successfully completed the Provincial Foundations Program in 2010 and soon four more learners will complete this program in 2011.

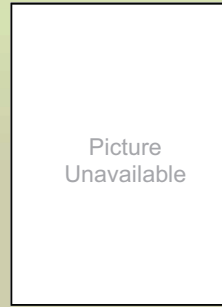
This 18 module program provides employees with the basic skills required in Community Disability Services to be an effective employee and a participating member of support systems.

Learners work hard at completing the program and receive lots of support from their Team Leaders and co-workers.

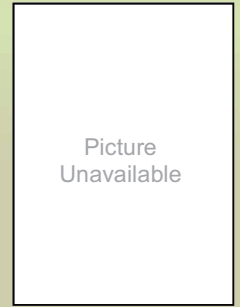
The program consists of studying

theory, writing tests and most importantly applying the learned skills and knowledge. Learners who successfully completed the program in 2010 are: Clint, Vicki, Chris and Joel. A new group of Learners for 2010/2011 will be completing the Program in June 2011. They are Lianne, Bryan, Carolyn and Jonah.

Thank you very much to the people who completed the Attitude and Application parts of the Program with the Learners. Taber Special Needs Association also had four employees join our group and successfully complete the Program. Congratulations to all successful Learners.



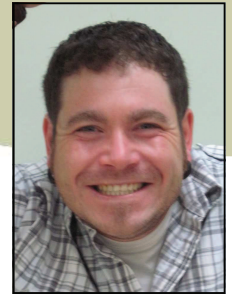
Lianne Kucheran



Bryan Sorensen



Carolyn Funk



Jonah Primrose



Long Term Service Awards

30 years



Jayne Van Lent



Ed Hinger

Several Long Term Service Awards were presented in November 2010, including two 30th year employees – Ed and Jayne. The Rehabilitation Society is very fortunate and proud to have so many long term employees. Congratulations and thanks to all of you!

10 years



Bruce Brown



Erin Thibault

20 years



Janet Woodcock

15 years



Rita Johnston

5 years



Valarie Pincombe



Cindy Seiller



Sean Leverett



Virginia Yellow Wings