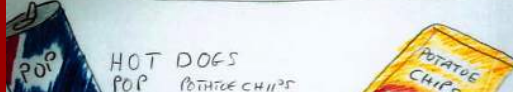


# QUEST NEWSLETTER



## Voices, A Year in Review

The Voices group was established in an effort to promote self-advocacy among the Individuals receiving supports. This group does far more than simply advocate for each other, they teach each other about having a strong voice and getting involved in the agency and community.

In 2011 the Voices group set and accomplished three key goals which were:

- Standing up for your rights, and to empower others to do the same
- To form a stronger bond and promote agency participation
- To raise funds to purchase three round tables

Throughout the year this group travels around Southern Alberta attending meetings such as SARSAN and SAIPA. These meetings allow the Voices group members to get to know others and expand on their awareness of self-advocacy. Here is a look back at their accomplishments in 2011:

**February:** planning began for the agency Penny Carnival that allowed everyone the opportunity to participate in a day of fun and excitement.

**March:** focus was placed on teamwork and self-reflection.

**April & May:** expansion of the agency concession & the purchase of a new guitar for the newly formed music class.

**July:** representatives from SARSAN came in for a day to provide the program with a presentation on what it means to be a self-advocate.

**August:** the team designed & built an inclusive float for the city parade.

**September:** volunteer month. Members of the group volunteered with Special Olympics and the City Police Services.

**October & November:** cookbooks were developed and printed for December sales.

This group is working together to set 2012 goals. They meet the third Wednesday of every month over the lunch hour. New members are always welcome! Look out for upcoming events hosted by this amazing group!

## Voices February

6

Candy-grams go on sale at the Community Access Program. Grams delivered to participants on Valentines Day. 50 ¢ each

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Voices group meeting at lunch hour. Everyone welcome to attend!

29

Pancake breakfast will be held at the Community Access Program from 9-10:30am.

## FEBRUARY HAPPENINGS

# Employee Resource Center

-  Valentine Craft Night  
Community Access Program 7pm
-  Valentine Candy Grams Sales Start!
-  Evening Valentine Dance  
Community Access Program 6:30pm
-  Happy Valentine's Day!  
Tea, baking & crafting at CAP
-  Swim Night @ Stan Siwick 6:30pm
-  Family Day! CLOSED
-  Games Night @ CAP 7pm
-  Tobogganing @ Sugar Bowl 6pm
-  Advocacy Presentation CAP 10am  
Speaker: Grant Harker, OPG

The Employee Resource Team is continually working to better the employee relations here at Quest. Some big news on the team: Kendal has recently decided to transition to the Residential Care Team! Kendal has been a key member of the ERC for nearly a year and we wish her luck in her new position. Mecole Maddaeux has joined the Quest team and will be filling Kendal's **large** shoes on a permanent basis! Mecole grew up in Yellowknife NWT and moved to Lethbridge to attend school. Mecole holds her Bachelors Degree in HR Management and Psychology, and comes to the agency with a wealth of knowledge and experience. We are very excited to have her as part of our team and wish her all the best! Please be patient with Kendal and Mecole as they learn the ropes in their new positions and develop a routine.

Just a reminder to all individuals, guardians, and staff – our door is always open. If you have questions regarding calendars, up coming shifts, open positions, etc. please do not hesitate to call or email us. We would be happy to book a meeting to discuss any questions you have.

*Do you have email? The ERC would like to stay connected with team members via email anytime you have questions about calendars or upcoming shifts! With the click of a button we are able to send a picture of what the day/week/month is looking like to individuals and staff!*



### Team Leader Openings

House 03 Female M-F 0800-1600  
House 05 Female M-F 1600-2300  
House Female 15 M-F 1600-2300  
House 16 Female M-F 0800-1600  
House 17 Male M-F 1530-2200

### Residential Openings

House 02 M-F 1600-2100  
House 02 EOW Sat & Sun 1000-2000  
House 03 Female M-F 1600-2100  
House 07 Female EOW ½ Live in  
House 07 EOW Sat & Sun 1500-2200  
House 07 EOW Sat & Sun 0700-1500  
House 08 Male Weds & Fri 1600-2200  
House 10 Male M/Tu/Th 1600-2200  
House 10 Male M-F 0800-1600  
House 18 Female EOW 2100-2115

### Nanton & Claresholm Openings

Female M-Th 0900-1500

### Supported Homes & Respite

Do you have an interest in sharing your home and life with a person with a disability? Supported Homes are an opportunity to include someone in your life while brining in some extra income for you and/or your family. For more information, please contact Manon.

Do you have an open suite in your home? A male individual is seeking housing and moderate assistance.

A female individual is seeking a loving person or family to share their home and become a part of her life.

## Increased Wages for Complex Needs?

It has been identified over the years that each Individual we support requires a unique support system to meet their needs. Our biggest struggle is finding staff who are willing to work with a more 'complex' group of Individuals. Recently Quest has received additional funding for House 18 to assist the agency in hiring consistent and qualified staff. These staff will make an increased wage to compensate for the increased needs in the household. While we understand that there are **several** cases where complex wages are required, we must consider this as a starting point for the agency. Our plan is to continue working with PDD in an effort to increase our Complex Needs Funding Model to allow for higher wages in these areas. We hope to see a few more changes this April as we enter into our new contract.



Personal space and body language are two of the key elements in CPI. Although each behavior level has it's own response, it is important that personal space and body language are appropriate for the situation. The CPI Supportive Stance ensures that you're not escalating the Individual by being too close or exhibiting threatening body language. When an Individual begins to enter a crisis remember that you should be a legs length away and positioned at a 90-degree angle. This will help provide safety for you as a staff and help you respect the individual's personal space by being non-threatening.



The **Foundations in Community Disability Studies Program** has been designed for direct service workers who provide community support for people with disabilities. This unique program provides the basic knowledge and skills required to be a successful direct service worker. If you are interested in gaining more knowledge in the field of disabilities, please contact Robyn Scarfe for more information or visit: [www.acdsonline.ca](http://www.acdsonline.ca).







