

INSIDER'S NOTES

Winter 2011

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Kelly Wright, Community Support Facilitator

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Jeana Young, Community Support Facilitator

Kathy Gibson, Community Support Facilitator

*All individuals, regardless of disability,
have the right to be contributing members of their communities.
Inclusive community Resources (ICR) provides community based supports
to enable adults with developmental disabilities to live in their own homes.*

Valentine's Day Art Auction and Dance

In the spirit of community and love, Kelly and I were pondering ideas on how we could get both our consumers and our staff together for Valentine's Day. Given that we are trying to raise money for our staff to help with any personal costs they incur as an ICR employee, we knew that we needed another fundraiser. We immediately thought of selling art as we have many amazing artists in our little community, and we felt that giving them a chance to showcase their talents, make a little money for themselves, while at the same time making money for ICR staff as a whole – would be a great way to bring us all together.

We are calling all artists, staff and consumers to donate up to two pieces of art for the art auction. Art is an expression of you, something that is specially designed by you, whether it is photography, poetry, ceramics, painting, or scrapbooking. Each piece of art that is donated will be up for a silent auction at our Valentine's Day Party and 20% of the profits will go directly back to the artist, and the remaining will be put into a pool to pay for staff expenses such as first aide/CPR courses, fingerprinting costs, and specialized trainings.

So many of our artists have been looking for an opportunity to get their name out there, and what a great way to do this, by showing our community of consumers, staff, family, and friends the talent that lies within ICR. Please consider entering a piece of art or two for the auction and contact ICR for further directions on how you can do this.

By Jessica West

The Great Communicator

I once heard that communication is a skill that you can learn. It's like riding a bicycle or typing. If you're willing to work at it, you can rapidly improve the quality of every part of your life. Communication doesn't come easy for all of us, but for one staff member of ICR it does in a special way. David Long started with ICR almost 2 years ago becoming the live in staff for one of our clients. He not only is an attendant, but also has become a trustworthy friend and confidant. David stays up late into the night with his roommate taking walks around Alameda and discussing life-relationships, family, politics, the economy, laws, goals, achievements and their shared love of art.

David's calm demeanor, patience, and dedication have made him perfect ICR employee material. He has braved the long waits with IHSS and all of the bureaucracy that comes with it. That alone takes a special kind of person! He is

always flexible and available to step in to cover a shift when needed, even on short notice. He has researched and looked into healthy dietary options specific to the disability of the consumer he works with. He has become the "go to" guy for staff when they have any questions or concerns and has also helped guide the new facilitator to learn the special language needed to communicate effectively with this particular consumer.

David isn't just an employee of ICR. He embraces what this company is all about. He encourages independence, acceptance, and understanding. He is tolerant, kind, patient, and truly loves what he does. I feel so incredibly grateful to have such an amazing person on staff who is always willing to reach out his hand to help. Thanks for being such a team player David!

By Kelly Wright



A Note from the Executive Director

We all strive to belong. As an agency, ICR assists many of our consumers to participate in a variety of community activities, whether they are exercise classes, going to church, participating in Special Olympics or other activities. Although these efforts are really important and enable ICR consumers to access the greater community, they do not build community within ICR itself. As the state's financial situation becomes direr, it becomes all the more important for consumers, staff, and circles of support to draw together for strength and unity.

Our facilitators, as well as our behaviorist, have been planning many more activities which bring members of the ICR community together. In December, approximately 20 attendants and consumers participated in an assertiveness training workshop given by KidPower. The participants learned many skills to apply to their daily lives. We recently hosted our annual holiday party. It was fun to watch consumers, staff, family members, and other guests getting to know one another. The raffle raised \$300 at the party, which will be used to support attendant training and other activities for which we are not funded.

As highlighted elsewhere in this newsletter, ICR will be celebrating Valentine's Day with an art auction and dance. We have invited both staff and consumers to submit their work. This will be yet another opportunity for us all to get together.

In the near future, we are planning a series of workshops about sexuality for our consumers. Our behaviorist and a facilitator are creating the curriculum with specific consumer needs in mind. We also want to recognize our hardworking attendants. In March, we will host an afternoon at Albany Bowl for all ICR employees. These are just two of the many events we are planning to build community. We welcome any and all suggestions for future events and activities.

ICR Sex Education Group

ICR is very excited to announce the start of a new sex education group for ICR consumers. In working with our clients, questions about sex and relationships often come up and what better way to answer these questions than in a workshop setting.

We believe that educating our consumers on the basic principles and components of sex education will facilitate safe practices. In addition, we hope that this group will have a positive impact on the self-esteem of the participants. We expect the social skills of the participants and their ability to relate to others to also improve through group interactions.

ICR Values

INDIVIDUALITY - ICR recognizes that every consumer has unique needs & desires. Supports will be tailored to enable individuals with developmental disabilities to live according to their desired rhythm of daily life.

INCLUDING PEOPLE OF ALL ABILITIES - ICR is committed to serving people with a wide range of cognitive disabilities. Accommodations will enable people with significant cognitive disabilities to participate fully in the planning process in whatever way they can.

SELF DETERMINATION - ICR will support our consumers to problem-solve, make decisions & choices, & – most importantly – to take control of their daily lives.

SOCIAL NETWORKS - To participate in community life, consumers may wish to work with family, friends, & neighbors who support them. ICR will encourage the communication within the team of individuals, their circle of support, & others to share responsibility for his or her well-being.

Announcements

ICR would like to welcome its newest consumer, David Mavity. We are happy and excited to have David be a part of the ICR community. We look forward to building a relationship with David.

Happy anniversary to the following ICR staff members this winter quarter:

Harold Eberhart, 5 years in January
Patricia Filomeo, 2 years in February
Michele Hutchinson, 4 years in January
Dorena Coon, 2 years in March
Emily Bittner, 4 years in January
Mark Mattson, 2 years in March
Bruce Joseph, 4 years in January
Amanda Coughlin, 1 year in January
Maria Gray, 4 years in February
Lindsey Lewis, 1 year in January
Natalie Hunter, 4 years in March
Hannah Mecaskey, 1 year in January
Kenneth Brown, 3 years in January
Benjamin Ruiz, 1 year in January
Kellen Hart, 3 years in February
Qin Ma, 1 year in January
Leilani Hingada, 2 years in January
Katherine Brown, 1 year in January
Ulrike Weitzl, 2 years in January
Joseph Beckhusen, 1 year in January
Caroline Williams, 2 years in January
Stanley Lamontagne, 1 year in January
Eli Rough, 2 years in January
Lourdes Garcia, 1 year in February
Lashanda Smith, 2 years in January
Asya Grigorieva, 1 year in February
Danielle Roddy, 2 years in January
Mary Chyatte, 2 years in February
Josiah Jordan-Koch, 2 years in March

ICR Activities

Sweetheart Dance and Art Auction, Thursday, February 10, 2011, 5pm-8pm at ICR

ICR Staff Appreciation Day Bowling Extravaganza, Saturday, March 12, 2011 @ Albany Bowl, 1:30pm-4:00pm

ICR's Sex Education Group, February-March, Time TBA