

H.O.P.E. Happenings

H.O.P.E.

Volume III, Issue 3

December, 2007

"You will be secure, because there is hope." Job 11:18 NIV



H.O.P.E. Brings Magic to Christmas!



The cold, snowy winter weather could not keep H.O.P.E. participants and providers from coming out to enjoy a magical evening at the 4th annual Festival of HOPE.



Approximately one hundred people enjoyed a magical evening. Cards



were made to send to recovering veterans at the Walter Reed Memorial Hospital. Terry the Magic Guy got some pretty special help for his magic act from H.O.P.E. participants. And of course Santa and his elves stopped by to see who had been naughty and nice. We are glad to report that everyone there made the "nice list!" We want to wish the happiest of holidays to each of you, and send wishes for health and blessings in 2008.



Scrapbooking Event is a Hit!

HOPE participants enjoyed an evening of scrapbooking at the Northwest Community Center. Melinda Courage, our resident scrapbook expert, gave instruction on completing two different styles of pages. There was a lot of creativity flowing in the room. It is easy to see that the smiles on the photos weren't the only smiles filling the room that evening. We are hoping to host another scrapbooking event in the future!



Linda's Logic

I am so excited for our upcoming growth in 2008 and am on the edge of my seat with excitement to unwrap the gifts of the upcoming year!



L to R:
Amy Wallman, Co-Founder & COO,
Tammi Matkovich, the inspiration for H.O.P.E.; and
Linda Matkovich, Co-Founder & CEO

During the busy holidays, Amy reminds us that "Children learn what they live." What are you teaching your children or working on with your participants?



Read this and ponder.

Did you ever play make-believe growing up and if you were granted 3 wishes, what would they be? After a few years, I figured out that my 3rd wish would always be to have 3 more wishes! Seems like that's what we can do with our gift wish lists as well! Yes, I, like many others start out with "oh, I have everything I need", but then my mind starts thinking about how this would be nice or that would make my life a little bit cozier, etc... Have you found yourself doing that now that we're at the 11th hour for the Christmas rush? I purposely did little shopping in the stores this year. Why? Because I always find great bargains for ME! That keeps me from thinking of others, and I didn't want to lose my focus.

Isn't it interesting that our business is just that—focusing on others? That is an essential element to a successful direct care professional and agency—

the ability to be go-give. Many businesses focus on go-get (or what can you get to make you more \$), however, our business is focused on the more that we give of ourselves to others, we truly grow more ourselves!

And, when we compare that to how God gave His only Son so that we could have life...and have it abundantly...wow! What an amazing focus He had for us.

I am truly humbled by this journey that God has chosen for me. I am proud of H.O.P.E.'s team of direct care providers and employees...they rock! They are such an amazing group of individuals who are dedicated to raising the bar on what providing "supported community living & employment" services is all about. I am so excited for our upcoming growth in 2008 and am on the edge of my seat with excitement to unwrap the gifts of the upcoming year!

Amy's Anecdotes

Lately my pleasure reading consists of Sandra Boynton's "Snuggle Puppy", Dr. Seuss's "ABC Book" or various "How to Parent" books, one of which is "Children Learn What They Live". The simple and common sense words really struck me as it seems the words can apply to most any relationship that I am involved in—parent/child, friendships, husband/wife, provider/participant to name a few. The poem goes like this:

If children live with criticism, they learn to condemn.
If children live with hostility, they learn to fight.
If children live with fear, they learn to be apprehensive.
If children live with pity, they learn to feel sorry for themselves.
If children live with ridicule, they learn to feel shy.
If children live with jealousy, they learn to feel envy.
If children live with shame, they learn to feel guilty.
If children live with encouragement, they learn confidence.

If children live with tolerance, they learn patience.

If children live with acceptance, they learn to love.

If children live with approval, they learn to like themselves.

If children live with recognition, they learn it is good to have a goal.

If children live with sharing, they learn generosity.

If children live with honesty, they learn truthfulness.

If children live with fairness, they learn justice.

If children live with kindness and consideration, they learn respect.

If children live with security, they learn to have faith in themselves and in those around them.

If children live with friendliness, they learn the world is a nice place in which to live.

With the holiday season upon us, I am going to try and be extra mindful of the last phrase when I and another shopper are both bolting for that last must-have toy for Christmas.



Alison's Assertions



Alison
Lumsden,
Director of Independent Living
Opportunities

We hear a lot about big miracles this time of year but I believe that HOPE is spread



even through the small ones.

It's definitely a small world out there. It seems like we are always running into people we know in the strangest places, especially this time of the year when everyone is out and about shopping for the holidays. It reminds me of just how many connections we make throughout our lifetime and considering that this is true for everyone, the domino effect is quite staggering (you know someone who knows someone who knows someone else...). I was thinking that if we put those connections to good use, we could really use them to make a difference in the lives of the people we serve. Inject into a conversation,

“You know, I have this fellow who is looking for a job...” or “I know this family who needs some living room furniture...” and even if the person you are talking to doesn't have the resources to make these things happen, they will undoubtedly know someone from their church or neighborhood or yoga class who does (or they will know someone)! We hear a lot about big miracles this time of year but I believe that HOPE is spread even through the small ones. If you know of a need that could be filled but you are not able to do it yourself, spread the word. You never know how far it will reach and what could happen...it's a small world, after all.

Nancy's Notes



Nancy
Williamson,
Independent Employment
Specialist



Let's all work to dispel those false myths and promote the facts and benefits of hiring a person with disabilities.

We've all heard them, may of us have seen them in practice, and some of us have been a victim of them. They are the myths and misconceptions of hiring a person with disabilities:

- ⇒ **Employees with disabilities have higher absentee rate than employees without disabilities.** False: studies by firms such as DuPont show that employees with disabilities are not absent any more than employees without disabilities. In fact, on the average people with disabilities have better attendance rates than their non-disabled coworkers.
- ⇒ **Considerable expense is necessary to accommodate workers with disabilities.** False: Most workers with disabilities require no special accommodations and the cost for those who do is minimal or much lower than employers believe.
- ⇒ **Persons with disabilities are unable to meet performance standards, thus making them a bad employment risk.** False: In 1990, DuPont conducted a survey of 811 employees with disabilities and found 90% rated average or better in job performance compared to 95 % fro employees without disabilities.

- ⇒ **It is important to place persons with disabilities in jobs where they will not fail.** False: Everyone has the right to fail as well as to succeed. Be careful not to hold someone back from a position or a promotion because you think that there is a possibility that he or she might fail in the position. If this person is the best qualified candidate, give them the same opportunity to try and training to succeed as you would anyone else.
- ⇒ **Persons with disabilities tend to do work of a higher quality than non-disabled employees.** True: In several studies, including those previously mentioned, it was found that 91% of the disabled workers scored average or better when compared with the general workforce.
- ⇒ **Workers with a disability are a good influence on other workers.** True: More often than not, the worker with a disability brings additional diversity in to the workplace.

Let's all work to dispel those false myths and promote the facts and benefits of hiring a person with disabilities. It can take only one inquiry or one assertion to get one of our job seekers in the door at a business and on the way to successful employment. Take time to think of potential employment opportunities you know of that a person with disabilities could fulfill and let us know.

HAPPY HOLIDAYS !!!

Charles Schultz Philosophy

Who didn't look forward to The Charlie Brown Christmas special growing up as a kid? This holiday season, H.O.P.E. would like to share a philosophy from the creator of the boy and his dog we all know and love.

The following is the philosophy of Charles Schultz, the creator of the "Peanuts" comic strip. You don't have to actually answer the questions. Just read the straight through, and you'll get the point.

1. Name the five wealthiest people in the world.
2. Name the last five Heisman trophy winners.
3. Name the last five winners of the Miss America.
4. Name ten people who have won the Nobel Prize.

5. Name the last half dozen Academy Award winners for best actor and actress.

6. Name the last decade's worth of World Series winners.

How did you do?

The point is, none of us remember the headliners of yesterday. These are no second-rate achievers. They are the best in their fields. But the applause dies. Awards tarnish. Achievements are forgotten. Accolades and certificates are buried with their owners.

This holiday season reflect on your own philosophy and decide how you want your legacy to be shared.



Kim's Korner

I want to thank you for your kind response to the Friday Fun emails that go out. I hope that you are able to find something fun to do in the community through this correspondence. Some upcoming events you will want to put on your calendar will include:

January- HOPE's Skywalk BINGO

January 18-HOPE tours K-LITE Radio Station

More details will follow soon!

We are always excited to hear about potential event ideas from our participants. Please contact Kim to share those ideas and have them become reality!!



Angel of H.O.P.E.

We want to recognize Laura Spurgeon as our Angel of HOPE.



Laura has provided services for H.O.P.E. the past three years.

Laura can always be counted on to have outstanding documentation, which is always turned in on time. Her respite kids are like a part of her family. She does special activities to celebrate the holidays with them and makes being a kid fun. She is caring and nurturing and goes beyond to meet the needs of the children for whom she provides services.

Thank you Laura, for raising the bar and being a true angel to your families!



Reasons to Celebrate

Here are some creative reasons to celebrate!

December

16th: Ludwig van Beethoven's birthday. Listen to some music, make a musical instrument or attend a concert.



28th: W.F. Semple received the first patent for chewing gum in 1869. Have a bubble

January

29th: Kansas Day! Kansas became a state in 1861. Rent the video "Wizard of Oz."



30th: First jazz recording by the Original Dixieland Jazz-Band in New Jersey in 1917. Listen to some jazz music or have a jam session.

2nd: Groundhog Day. Plan a game of shadow tag.

26th: Birthdate of William Cody (Buffalo Bill), American Scout, n 1846. Visit the Neal Smith Wildlife Refuge and look for buffalo.



29th: Leap year! Have girls ask a boy over for a snack.

"Until one feels the spirit of Christmas, there is no Christmas. All else is outward display-so much tinsel and decorations. For it isn't the holly, it isn't the snow. It isn't the tree not the firelight's glow. It's the warmth that comes to the hearts of men when the Christmas spirit returns again."

--Anonymous

A Penny for your thoughts...

Courage is contagious.

"When a brave man takes a stand, the spines of others are often stiffened."

Billy Graham

Courage is doing what you are afraid of.

"Courage is being scared to death and saddling up anyway."

John Wayne

Courage is a belief in action.

"The only measure of what you believe is what you do. If you want to know what people don't believe, read what they write, don't ask what they believe, just observe what they do."

Ashley Montauge



Winter Weather
are you prepared?



Listen to emergency broadcasts. Know what winter storm warning terms mean:

- ◆ Winter weather advisory (Expect winter weather conditions to cause inconvenience and hazards.)
- ◆ Frost/freeze warning (Expect below-freezing temperatures.)
- ◆ Winter storm watch (Be alert. A storm is likely.)
- ◆ Winter storm warning (Take action. The storm is in or entering the area.)
- ◆ Blizzard warning (Seek refuge! Snow and strong winds, near-zero visibility, deep snow drifts, and life-threatening wind chill.)



Attention
Independent
Contractors!
 Reimbursement
 Schedule:
 January 17, 31
 February 15, 29
 March 14, 28

Questions & Answers from Miss Wanda Waiver

Q: Hi Wanda. I have a tough question and I need some help. I work with this adorable child. I love helping him work on his goals. The only problem is that sometimes his parents ask me to do things that are not related to the goals that we are to be working on. I love the family and don't want to let them down. How do I respond to this sticky situation?

A: Thanks for asking. This can be an uncomfortable situation for all those involved. I would advise you to let the parents know that you are only authorized to work on the goals identified in the team plan. If the parent wants you to work on additional goals then the team should discuss putting those additional goals in the plan which will give you the authorization to provide those services.



Research Educates Us About Cancer



The World Cancer Research Fund (WCRF) said the link between body fat and cancer is closer than generally realized.

It found convincing evidence of a link to six types of cancer, five more than in its last report, 10 years ago.

Professor Michael Marmot, chair of the panel of 21 eminent scientists who compiled the report, said: "We are recommending that people aim to be as lean as possible within the healthy range, and that they avoid weight gain throughout adulthood."

The report, which selected 7,000 studies from a worldwide pool of 500,000 written since records began in the 1960s, includes five key findings.

They are that processed meats, such as ham and bacon, increase the risk of colorectal cancer, and should be eaten sparingly.

Another is the link between red meat and colorectal cancer, for which the evidence is stronger than ever. People should not eat more than 500g of cooked red meat a week -- or between 700g and 750g for "blue" or uncooked meat.

A further finding was the strongest evidence yet that alcohol is a cause of cancer. If people must drink, the report said, they should limit their intake to two units a day for a man or one for a woman. A unit is a half pint of beer or a small glass of wine.

The report recommended mothers breastfeed exclusively

for the first six months after birth followed by complementary breastfeeding, after evidence showed breastfeeding protects the mother against breast cancer.

It did not recommend dietary supplements as prevention.

"This report is a real milestone in the fight against cancer, because its recommendations represent the most definitive advice on preventing cancer that has ever been available anywhere in the world," said Professor Martin Wiseman, project director of the report.

Scientists believe there are several reasons for the link between body fat and cancer. One is the relationship between excess fat and the hormonal balance in the body.

Research has shown that fat cells release hormones such as estrogen, which increases the risk of breast cancer, while fat around the waist encourages the body to produce growth hormones, which can increase levels of risk.

The report makes 10 recommendations including 30 minutes of moderate activity a day, rising to 60 minutes; drinking water rather than sugary drinks; eating fruit, vegetables and fiber and limiting salt consumption.

The WCRF report can be found at:
<http://www.dietandcancerreport.org/>



Upcoming Trainings / Conferences

January 2008							February 2008							March 2008						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1 Office closed 8am-noon	2	3	4	5						1	2							1
6	7 Doc Due- HOPE 101	8	9	10	11	12	3	4 Doc Due	5	6	7	8	9	2	3 Doc Due	4	5	6	7	8
13	14 Doc Due	15 Advisory Board	16 HOPE 201	17 Reimb Day	18 Radio Station Tour	19	10	11 Doc Due	12	13	14	15 Reimb Day	16	9	10 Doc Due	11	12	13	14 Reimb Day	15
20	21 Doc Due	22	23	24	25	26	17	18 Doc Due HOPE 101	19	20 HOPE 201	21 EBOD	22	23	16	17 Doc Due HOPE 101	18 Advisory Board	19 HOPE 201	20	21	22
27	28 Doc Due	29	30	31 Reimb Day			24	25 Doc Due	26	27	28	29 Reimb Day		23 Easter 30	24 Doc Due 31 Doc Due	25	26	27	28 Reimb Day	29

Hope orientation 101 (3:00-5:30 pm) and 201 (3:00-4:30 pm) will be held at the H.O.P.E. office located at 2823 43rd St. (just off Urbandale Avenue)

Document/Time Sheets & Invoices are due every Monday by midnight, no exceptions.

Reimbursement checks mailed (Pay Day!) If you need to pick up your check, make arrangements with Linda by the Sunday prior.

Advisory Board meeting

Executive Board meeting

Check this out!

Training Requirements


With the Iowa caucus just around the corner, this is an interesting thing to do. You might even be surprised by the response you get to taking this quiz.

The following website provides you some issues to think about and provides some feedback on how your views align with the presidential candidates.

Find out which presidential candidate is closest to your views...

www.wqad.com

Click on the America Votes box and then click on "take the quiz."



Need some information for required training? Here are some helpful suggestions.

First Aid and CPR: American Red Cross:
515.246.6304, Mercy School of Emergency Medical Services: 515.243.2584 ext. 3, Des Moines Wellness Services: 515.241.5061

Mandatory Abuse Reporting: This class may be taken on line from Heartland AEA. The website is www.aea11.k12.ia.us

The fee is \$20. There are manuals available to study in the H.O.P.E. office. If you don't have computer accessibility, the class may be taken on line at the H.O.P.E. office.



H.O.P.E.

P.O. Box 13374, Des Moines IA 50310

Phone: 515.277.HOPE (4673)

Fax: 515.255.3368

Toll-free: 888.386.2795

www.hope-agency.org

Check it out!

To:

You will be
secure...for there
is hope. Job 11:1

Our H.O.P.E. List

The following items or services are needed to help us best serve our participants. If you can donate any of the following, please contact Linda Matkovich or Amy-Wallman at 515.277.4673.

HOPElist items:

__Donate to the NEW Heart of HOPE fund! This is designed for our participants and their providers to apply for up to \$50 towards activities or transportation costs while receiving services! Your donation is tax deductible by simply notating in the memo "Heart of HOPE"

_File size fire-proof box

_Ink Jets- for HP printers

_Postage Stamps

How to Get Involved

- Helping with office work
- Printing, collating and mailing our newsletters
- Volunteering to coordinate a community activity for one or more of our participants
- Helping with special events, such as our Annual Festival of H.O.P.E. or our next UNO tournament
- Helping with fund raising events, such as a luncheon with a speaker, a golf marathon, etc...
- Copying, collating and assembling orientation manuals and participant handbooks.

H.O.P.E. Advisory Board

Cindy Gilbreath
Nathan DeLange
Michelle Tietz
Jason Madden
Dr. Jim Pullen
Mardi Deluhery
Nancy Lyng
Melinda Courage
Jon Hansen
Melanie Hansen

H.O.P.E. Credentials

Home and Community Based Services (HCBS) Waiver Provider accredited to provide:

Ill and Handicapped Waiver: Respite, CDAC

Brain Injury Waiver: SCL, SE, Respite, CDAC

Mental Retardation Waiver: SCL, SE, Respite, CDAC, and Transportation

Elderly Waiver: CDAC, Respite

SCL—Supported Community Living

SE—Supported Employment Services

CDAC—Consumer Directed Attendant Care

Respite and Transportation

Contracted with IVRS (Vocational Rehabilitation)

Certified Employment Services Specialists

Polk County Preferred Network of Care Provider