



SAND RUN SCOOP



HAPPY BIRTHDAY!

Erica Clark

Emily Andregg

Karen Strawbridge



Bobbie Blair- 3 years

Anna Schrader- 7 years



WELCOME ABOARD

Diana Young

Positive Culture Initiative

The Ohio Department of Developmental Disabilities has embarked upon an initiative called "Positive Culture"

Here are some highlights from their vision statement:

Creating a Positive Culture

A positive culture is an intentional way of supporting all people within our communities that focuses on creating healthy relationships and acknowledging the unique gifts that each brings to those relationships. It is about making the shift in thinking away from power, control and coercion in language and actions, and toward affirmation, unconditional acceptance and encouragement.

Why is this important to us?

Leaders of this administration have identified this movement toward a positive culture as a high priority for our work together throughout Ohio. The key message is about supporting one another in continuously striving to become more human in our work, to cultivate our spirit of gentleness and fully invest ourselves in creating environments where people can truly thrive. Cultivating a positive culture includes making the conscious decision to move away from beliefs and actions that contribute to violence or emotional harm, focus solely on the person's compliance, or maintain a social system that pushes people who are different to the fringes. The shift would then be toward beliefs and actions intended to heal the wounds of past traumas and bring about a feeling of being safe, valued and accepted as an equal member of a just community.

Shifting the Culture in our Communities

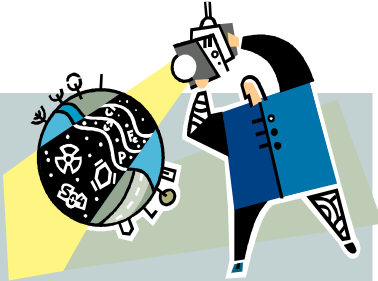
Culture can be defined as... 'the set of shared attitudes, values, goals and practices that characterizes an institution or organization'

Within each of our communities (a home, program, organization, town, family, etc.) there is the power to decide which attitudes and values will drive daily interactions and dictate practices. When even a small group of people come together around an issue that is important to them, in a safe format that promotes trust and allows for honest conversation, there is power to transform their community.

Imagine the possibilities for a culture that supports each community member in the pursuit of their ideal life, celebrates diversity, acknowledges each member's gifts and holds the shared belief that everyone has a unique purpose and value within the community.

Values Supported by Self-Determination

TRAINING COLLABORATIVE schedule is being revised. Please contact Ruth Bailey at 330-749-0299 to inquire about any training you need



Sand Run Supports Golf Team is looking for players of any skill level to play with our team in various charity outings during this Summer. The first scheduled event is Monday May 24th

Consumers, employees, families and friends of the agency are given first priority

Call Rich Willse at **330-256-2127** to voice your interest and let's get out there!



If you recommend a staff person who is hired and is in good standing after a 90 day evaluation, you earn a \$75.00 bonus. There is no limit to this offer.

Respect - Self-Determination, by its nature, recognizes that persons with disabilities are valuable, capable persons who deserve to be treated with respect. Respect is more than politeness and paying lip service. It is acknowledging the individual's value as a person, seeing his or her strengths and abilities, granting him or her the same consideration we each desire, and holding him and her in esteem.

Choice - Choice is central to Self-Determination. Many times people with disabilities have very limited choices. They often cannot choose very important aspects of their lives, such as where they live, with whom, how they will spend their time and their money, and sometimes even what they eat. At other times, selections are limited. For instance, individuals may be able to choose who their roommate will be, but not whether or not they will have one. True choice is being able to pick from the same wide variety of lifestyles, goals, and individual preferences most people enjoy.

Ownership - Self-Determination not only supports persons with disabilities to have more choices in their lives, but ownership of their lives. Ownership implies more than just decision-making. It means that the individual is the final and total authority-the boss. While most people are supported in the decision-making process by a circle of support, Self-Determination gives the person the final say. Ownership allows him or her control over his or her life and services. He or she may hire, manage, and if necessary, fire those who provide services. It also gives him or her control over the management of his or her financial affairs. Ownership also means that the individual accepts the responsibility for his or her actions and decisions, including spending public monies conservatively.

Support - Support is a keystone to making Self-Determination work. Most people have some type of support network in their lives that they turn to when they must make an important decision or take a step forward in their lives. Persons with disabilities are no different. However, before Self-Determination, those persons who helped establish goals and devise plans were mostly paid workers who in many instances were assigned rather than chosen. In Self-Determination the individual selects and invites each member of his or her circle of support. They can be family members, friends, people from the community-anyone that the person desires. Most importantly, they are people with whom the individual has or wishes to build a trusting relationship.

Opportunity - Many persons with disabilities have had only limited opportunities to experience many aspects of life. Self-Determination expands those opportunities allowing and encouraging individuals to explore the possibilities that are present in their communities. Since they are able to spend their funds in ways that they now choose, they are able to take part in events and activities that previously were unavailable. When someone has had limited experience, it may be difficult for others to allow him or her to take risks. However, opportunity also includes the ability to take risks, to make mistakes, and to grow from them. Take risks. However, opportunity also includes the ability to take risks, to make mistakes, and to grow from them.



Report ALL UIR's.

Send ALL timesheets mailed to Ruth Bailey to: P.O. Box 656. Wooster, OH. 44691. And on time!!