

Highland News

An Occasional Compilation of News and Events
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Fall 2006

A Time of Change At HCRS.

304 Temperance ready for Transition.

304 Temperance ready for Transition. Clients, Staff, Advocates, Board members and Department Staff are pleased to have reached a decision about moving out of the current home. After much consultation everyone involved has agreed on an achievable solution. Our Aflagship@ group home will be replaced by an eight bedroom, single story home in Plymouth.

The Department of Community Services is in the process of purchasing a 6.5 acre property on which it will build the new home. The Department will own the home and rent it to HCRS to continue supporting clients.

The Department of community Services will hire an Architect to desing the new home with consultation from all groups. It is everyone=s hope the new facility will be up and occupied by the Summer of 2007.

This past summer witnessed several staff changes led by Betty MacKay retiring after sixteen years of service with HCRS. Betty is enjoying her retirement and can be seen around town with her grand children. Other staff making changes in their lives include Jennifer Swinnamer who has

In the meantime the Department of Community Services has agreed to support an interim reduction of the number of people living at 304 Temperance Street.

Two residents will be moving to #2 Elm Court in New Glasgow. This move will occur as soon as sufficient staff have been recruited and trained. 2358 Spring Garden Road becomes a group home.

A fourth bedroom, a new storage barn, new cabinetry and basement storage were added to the small option home during the summer. This permits the last Children=s Small Option supported by HCRS to become a licensed home for special care. This is timely change as the last Achild@ supported by our agency is almost an adult. It is also a change that permits a fourth person to move into the home.

Staff and residents at the home are in the process of welcoming Charlie Robinson to move into the home. House Manager Susan Tibbo and Program Supervisor MarClare Macintosh are working hard to recruit and train sufficient staff to meet the needs of having a fourth person in the home.

Several Staff move to other opportunities.

accepted a position with the Department of Justice, while staying on as casual staff at HCRS. Also making a change are Donna Latter, Sonja MacIsaac, Dennis Arruda and Chrissie Cormier. We thank all of these fine people for their service

with HCRS and wish them well in their new situations

Vacancies on Board to be filled in October

Three directors resigned from the HCRS Board of Directors during the past few months. Past Board Chair Kathleen Wilson, Secretary Debbie Muir and Director Ken MacDougall resigned after many years of service. Board Chair Terry Curley accepted their resignations with regret. He thanked Ms. Wilson for her years of service as an Executive Officer of the Board and noted that Ken MacDougall brought a strong vision to the development of the Board. HCRS will be welcoming four new directors over the next several months - they are Art Kennedy, Beth Williston, Benjamin Davis and Sarah MacIntosh.

These four new directors will join Past Chair Lesley Sobey, Vice Chair Keith Kitchen, Treasurer Bradley Barkhouse, Directors Bob Curley, Jack MacIsaac, Craig Smith, Henry Lewis and Walter Smith on the Board. HCRS is fortunate to have such strong and willing volunteers serving as Directors.

United Way of Pictou County Funds United In Friendship Project

HCRS has been funded by United Way to develop a social support program for persons with disabilities in Pictou County. We are fortunate to have recruited Margie Beck to be the Program Developer on a part time basis for the next three years. This program is the result of the Partnership between HCRS and the Department of Community Services in delivering the Northern Region Respite Services Program. Our experience in supporting respite services to children and families in Northern Nova Scotia along with the Summer Recreation Program in Pictou County Sheri Scott to apply for a grant to United Way.

The goal is to help families and children build social networks that will endure from childhood to adult life. The benefits of which are increases inclusion, security, connectedness, mutual responsibility and advocacy. We also hope this leads to higher levels of independence and resilience.

Strike Averted at HCRS.

Over the past few months HCRS has been actively engaged in negotiations with CUPE Local 2330 to renew the Collective Agreement. This process identified and solved many problems. However, pay for overnight shifts stalled the whole process to point of CUPE filing a notice to strike.

We are all grateful that a solution was found thus avoiding a Strike. All of us, Board members, Clients, Staff and Advocates are acknowledge the support from the Department of Community Services that broke the impasse and prevented a strike.

The new collective agreement provides for wage increases of 2.9% in each of three years starting 2004. These will be followed by matching increments from the "Acute Care Sector" in 2008 and 2009. The contract expires on March 31, 2009. In addition the contract provides for shift premiums for evening and weekend shifts.

Third Annual Corn Boil a Success

HCRS celebrated its community with a corn boil and barbeque on Sunday September 17, 2006. The members of Special Olympics Pictou Baseball Team organized a pick practice while the corn was boiled.

challenged staff assumptions, re-framed support programs and interacting styles.

HCRS rediscovered the Ward One Recreation Centre in New Glasgow on a beautiful summer afternoon. The hot dogs, hamburgers, corn and watermelon was consumed with gusto.

During this annual event HCRS recognized the following staff reaching five, ten, fifteen and twenty five year service anniversaries in 2006.

Five Years - Wanda Brooks, Chris Jennings, Krista Schnare, Marlaine Klattenhoff, Maria Maclean, Melissa Mosher, Travis Roy.

Ten Years - Janet Bourque, Lynn Cooke, Tammy Kehoe, David King, Gail MacDonald, Lorne MacNeil, Shauna Parker, Joanne Price and Sheri Scott.

15 Years - Ross MacIntosh, Betty MacKay, Patti MacKenzie and Shelley Sutherland.

25 Years - Jamie Eisan.

Personal Outcome Measures

HCRS continues to improve its support services to clients by developing its own training and orientation materials based on Personal Outcome Measures. Most recently HCRS was able to participate in a two days of presentations organized by Summer Street Industries with CQL Canada and David Hindsberger. One result of which was the decision to purchase several copies of First Contact by David Hindsberger for the HCRS library. In addition to which this book is required reading for all HCRS staff, Volunteers and Board members.

Our agency continues to develop support services for our clients one at a time using the precepts of Personal Outcome Measures. Some of the more interesting outcomes include clients identifying genuine preferences on how they receive support services. The results have