

Asotin County Community Services Employment Newsletter

Serving the Lewis-Clark Valley since 1973

All people living, working, learning and playing in a community based on abilities, not disabilities.

Our phone number: (509) 758-8349; Our website: www.asotincommunityservices.com

October 2017 Edition Designed by Vanessa Lombard; Edited by Cynthia Tierney

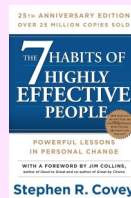
Inclusion Drives Innovation

October is National Disability Employment Awareness Month (NDEAM). The goal is to raise awareness about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities. The theme for 2017 is "Inclusion Drives Innovation."

NDEAM's roots go back to 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month." Upon its establishment in 2001, Office of Disability Employment Policy (ODEP) assumed responsibility for NDEAM and has worked to expand its reach and scope ever since.



Leah Wells is involved in ACCS community inclusion program. Sometimes she volunteers at the animal shelter, and particularly enjoys the cats. Recently, she won second prize at the Nez Perce County Fair for the beautiful vase she made in a ceramics class, North Pole Ceramics, another community inclusion activity. Other activities include volunteering for set up of the senior lunch at Valley Community Center, and karaoke at Lancer Lanes on Wednesdays. Leah regularly attends church on Sunday with her family.



Habit 6: Synergize

**Oneness
Unity
Strength**

Synergy, in simple terms, means "two is better than one." You synergize when you are being creative within a group. Synergy produces a product that is greater than what individuals might do on their own. Synergizing is teamwork, keeping an open mind, and finding innovative solutions to problems old and new. Synergy does not just happen overnight or with the wave of a magic wand, you must work hard to make it happen. Patience and openness create the conditions for synergy to emerge, as each team member contributes individual expertise and insight from personal experience toward resolution.

When we genuinely seek the input of every person on the team, we open up to other people's ideas, we gain more insight, and we gain new knowledge. With new insight and knowledge, the probability of inventing *new* things is greatly improved.

Valuing the different perspectives of the people on your team is what really fuels synergy. Many people mistake uniformity with unity, or sameness with oneness; they are different. In order to achieve unity and oneness you must value the mental, emotional, physical and psychological differences of other people, not just your own. Our differences should be seen as our strengths, NOT our weaknesses. Difference is the spice of life, or the splash of color on a grey canvas.



Check and Notify

It's a good idea to check your timesheet with your calendar or personal planner. If you believe you've found an error call us at (509) 758-8349 by noon on the 27th of each month. Errors called in later than noon on the 27th of each month will be corrected in the next payroll period.

Advisory meeting, November 29

4:30 – 5:30

**Families, Customers, Employers, Funders,
Agency Staff, County Personnel,
Community Members**

Please note we are changing our schedule for advisory meetings. They will now be held the last Wednesday of every other month.

What to expect: Expect lively discussions about how this agency works with individuals with disabilities who wish to earn a wage at a competitive job in the community, or to engage in community activities. Expect cookies and a jar of sweet, cold apple juice. Expect to feel valued and welcomed. Expect to contribute ideas during a lively discussion. Expect to teach and learn. And FUN! We always have fun. Please join us. RSVP (509) 758-8349

Safety Meeting: 1:30PM until 2:30PM on the 3rd Wednesday of every month (November 15th and December 20th). A must meeting for anyone working on the levee, social security, or at the Corps.



HOW HIRING A QUALIFIED PERSON WITH A DISABILITY SERVES EVERYONE BY JOY THOMAS

I recently returned to the field of education after an eight-year stay-at-home-mom hiatus. In addition to the typical reentry jitters and pondering over whether my favorite coral blazer is still in style, some more significant questions surfaced as I signed my contract: How will I travel to trainings and meetings after the closest bus routes to my house were just cut? What if one of my students or parents is allergic to my guide dog? And how many sessions with my accessibility specialist will it take for me to confidently use all the technology required to do my job?

As a person who is legally blind, these are legitimate questions to ask, but they're also relatively straightforward to solve, especially when compared to the invisible barriers people with disabilities face. The concerns that kept me awake the nights preceding my first day of new-teacher training were far more nuanced than transportation hiccups. My mind darted anxiously from cultural stigma to past experiences to potential perceptions, but it ultimately landed on this one question: At this organization, will I be valued for what I can bring or overlooked for what I lack?

When an organization offers someone the opportunity to bring their talents, skills and knowledge to the table, they will absolutely show up and thrive. Giving a differently abled person the chance to excel in what they are skilled at not only allows that individual to succeed, but it also promotes a culture of perseverance among everyone. When I watch my students progress in their learning journey despite challenges, I feel motivated to move forward in my own educational discoveries. And when an organization hires and values qualified employees who are differently abled, the organization sends a resounding message to its team and to the public: "Here, we care about what each employee uniquely brings." Or, as stated simply in the words of my favorite poet, Maya Angelou: "In diversity there is beauty and there is strength."

Read More....<https://www.crixeo.com/disability-employment/>

ASOTIN COUNTY COMMUNITY SERVICES ACHIEVES

3-YEAR CARF ACCREDITATION!

In order to do business as an employment agency, ACCS must be accredited by CARF International. In order to be accredited, we must make sure we have systems in place to safeguard our customers and employees. We must provide evidence that our leadership is engaged with the community through an interactive strategic plan. Competence-based training for staff (staff can demonstrate understanding) must be in evidence. Personnel files must contain original transcripts and credentials, goal based evaluations and signed job descriptions. Customer's employment files need to demonstrate sufficient documentation to track progress from intake to job placement. Financial procedures are scrutinized for legitimacy and soundness. And perhaps most critically, families, colleagues, customers, funders, employers and county personnel when interviewed privately resound the idea that ACCS is an organization that serves the community ethically and caringly.

Keeping in mind that our agency CANNOT OFFER EMPLOYMENT SERVICES if we fail to meet accreditation standards, we were thrilled when we read the results of the survey:

"Congratulations on achieving a Three-Year Accreditation from CARF. This achievement is an indication of your organization's dedication and commitment to improving the lives of the persons served. Services, personnel, and documentation clearly indicate an established pattern of conformance to quality."

"Family members have confidence in the organization as a whole and particularly the current leadership team."

"ACCS direct services staff members are caring and committed to the customers and look for opportunities to provide meaningful community activities and as well a support customers in the employment program."

"The customers report not only being very pleased with their jobs, but are also very complimentary about how they are supported...They also report they are always treated with respect..."

"The organization's expansion and the additional services being provided is impressive. This has successfully introduced new opportunities for revenue and growth of the customer base."

Thank you staff, employers, families, funders, county colleagues, commissioners and customers! We are proud of our achievement and yours! We look forward to three more years of growth and service to our community.





Halloween in the LC-Valley

HARVEST FAIR & CARNIVAL

LEWISTON, ID Beautiful Downtown Lewiston's 8th Annual Pumpkin Palooza is back October 28th from 12-4pm. This free fall festival will include games, crafts, costume contests, and market, as well as special events like The Great Pumpkin Roll! Main Street will be full of fun and free activities for kids of all ages! Thanks to our generous sponsors, we'll have more games and activities than ever — everything from pumpkin golfing to spooky tic-tac-toe! Each will offer candy as well as non-candy prizes for each participant. SPOOKY POOCH Show-starts at 3:30

ASOTIN, WA - The Asotin County Fair and Rodeo 5th Annual Trick-R-Trunk will take place Saturday, October 28th, from 4:00 to 8:00 p.m. at the fairgrounds. Admission is free.

LEWISTON, ID - The Community Food Drive will take place October 28th. Leave non-perishable foods in your porch or by your mailbox for pickup. All proceeds will go to Community Action Partnership Food Bank.

