

## *Amanda Noyes —DSP Extraordinaire*

We have a winner—times two! Congratulations to Amanda Noyes for being selected as one of the six statewide ARRM Cares Award winners AND for receiving the MN State DSP Recognition Award from ANCOR, our national trade organization. We are so proud to have you on our team.

ARRM is an association of more than 200 providers, businesses, and advocates dedicated to leading the advancement of services for people with disabilities in Minnesota.

ANCOR is the national trade organization representing more than 800 private providers of community living and employment supports and services to more than 400,000 individuals with disabilities.



Amanda and Lisa at the Fargo Marathon 5K



Amanda accepts her award from ANCOR Board President Chris Sparks.

*Amanda's inspiring nomination exhibits why she is an award-winning caregiver.*

*Happy and healthy is what most people try to achieve and is what Amanda strives to help others accomplish!*

*Eager to make positive changes in her life, Lisa started her journey at her current home with a weight that was not her ideal. She struggled with the motivation to exercise and had poor eating habits. Fortunately for Lisa, Amanda was one of the staff working at the home. Amanda's constant encouragement has helped Lisa become a healthier and happier version of herself.*

*One of the first things Lisa told staff, when presented with healthy eating options, was that she does not like spinach and will NOT eat it. Staff and Lisa made homemade pizza with spinach pureed in the sauce and she actually loved it. As her eating habits have*

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*changed, so has her pallet and her enjoyment of nutritious foods. Lisa has come to the realization that there are foods that make her feel better than others, thus guiding her*

*to want to make healthy choices.*

*Amanda has also supported Lisa's dream of running in multiple 5K races. Recently, Lisa has expressed interest in training for a 10K! Amanda has been her cheerleader throughout this process, letting Lisa and everyone else know that she can do it. Amanda is one of the few people who can keep up with Lisa throughout her training process and ensures she is running alongside her. Lisa has become quite the athlete over the last couple of years and was recently nominated for Special Olympics North Dakota Athlete of the Year!*

*Lisa's weight loss has created a problem that most people wish they had; all of Lisa's clothes have*

*become too big! Amanda was ecstatic to accompany Lisa while shopping for clothes that fit her! Along this journey, Lisa has found her self-confidence and a new wardrobe boosted that even further.*

*Amanda works hard to build Lisa up and understands that the road to changing your lifestyle can be difficult and filled with many obstacles. Amanda is never harsh or critical of Lisa's choices. She remains a constant supporter and gives Lisa the praise and attention she needs. Amanda's approach with Lisa is something that cannot be taught. She chooses her words carefully and shows great patience and compassion, even in the toughest moments.*

*This past year, Lisa wanted to participate in the 4H competition in her home town county fair. Lisa wanted to showcase her weight loss and how she had changed her life style. With Amanda's guidance, Lisa was able to develop a display depicting her hard work. This project earned her a pass to the Minnesota State Fair where she won first place!*

*It is enjoyable to look at Lisa's accomplishments over the past couple of years and to know that Amanda has been right there beside her through the entire journey. Amanda spreads joy and encouragement on a daily basis and Lisa's journey is a great reminder that reaching true health and happiness is a possibility!*



# TABLESCAPES

The Art of Dining

Tuesday, October 4, 2016

Courtyard by Marriott; Moorhead

For ticket information, contact Anna at  
ALarson@CreativeCare.org  
or 218-331-2036

## *Camp H.E.R.O. is Quickly Approaching.*

The idea behind Camp H.E.R.O. (Helping Everyone Remove Obstacles) came from a group of parents whose children had a disability. This group had fond memories of attending various camps in their youth—exploring the great outdoors, developing new friendships, and getting back to nature—all part of a great camp experience. Camp touched their lives and left lasting memories. They wanted the same for their children.

For most of us, different camp opportunities are right at our fingertips. They are printed in the paper, flyers are sent home from school, etc. For people with disabilities, it is much more difficult. Accessibility, specialized nursing and experienced staffing are a necessity.

CCRI's Camp H.E.R.O. is a place where people of all abilities can have fun and enjoy the onset of summer. It's a three-day camp held each summer. Campers are offered a wide variety of traditional camp activities in an environment adapted for people's abilities and not limited to their disabilities. We bring our own team members and medical staff to ensure a safe and pleasurable camping experience. Caregivers have worked with the campers in their home setting which is reassuring to the camper and their family. This familiarity eases fears and allows people to relax and enjoy their vacation.

The focus of Camp H.E.R.O. is to create opportunities for individual growth, learning and increased independence. Activities are an important part of the learning process, as well as FUN! Activities include: waterfront fishing, swimming, boating, horseback riding, and hiking. Nature and recreation programs, as well as arts and crafts are also offered. The main emphasis is on fun and involving the campers in planning what they want to participate in. Camp H.E.R.O. has a supportive environment which fosters social and personal growth. It is a community experience that involves people living with and engaging with one another. At camp, people develop an enhanced self-esteem which carries over into all aspect of their lives! It is an amazing experience!

To provide such a specialized camp is expensive. This three-day experience costs \$650 per person which includes transportation, lodging, staffing, and food. For more than 25 years, we have depended on our generous donors to keep the campfire burning for our campers.

This year, we need to raise \$17,100 to close the \$42,250 gap on Camp H.E.R.O. Closing this gap makes the cost for each camper only \$175.

Your gift will help ensure our campers have an adventure-filled summer. Help make a camp memory by supporting CCRI's Camp H.E.R.O. today.



# Wellness in Action

Incorporating wellness into our culture is important at CCRI. Our Wellness In Action team encourages participation in community events that support healthy living.

CCRI was honored to be named a charity team for the Fargo Marathon. We were thrilled that more than 100 people participated—an event that celebrates the abilities of all participants.

The eleventh annual SuperHero 5K & SideKick Youth Run filled Gooseberry Park with super powers and villains alike, uniting for a great cause. More than 175 people came together to raise money (more than \$16,000) and awareness of people with disabilities.

Thanks to you, it didn't matter if people were fast or slow, young or old—everyone was able to reach their goal of crossing that finish line.



Thank you to our SuperHero 5K Sponsors: Gate City Bank, Medical Pharmacy Moorhead, Hornbacher's, Christensen Group, ByteSpeed, YHR Partners, DFC Consultants, Dawson Insurance Agency, Moorhead Ace Hardware, Markey & Associates, West Acres, Reardon Office Equipment, Laser Systems, Pieper Shingling & Construction, Premier Benefits Group, Payroll Professionals, Fieberger Swanson, West & Co., RDO Equipment, Moorhead Dairy Queen, SpartanNash

# *We Did It Again!*

On Sunday, June 26, the Star Tribune published "Top Workplaces 2016"—a list of the best places to work in Minnesota. We are delighted to let you know that CCRI once again received the special recognition of being named a Top 150 Company—a ranking that places us among the best of the best. [StarTribune.com/topworkplaces2016](http://StarTribune.com/topworkplaces2016).

The evaluation for the Top Workplaces program is based upon feedback from an employee survey. More than 1,555 organizations were invited to participate in the survey, and more than 73,870 employees shared their views. We are honored to be included in this list—especially since the judges were our team members!

"It's always fabulous to win an award," says Shannon Bock, Executive Director, CCRI, Inc. "Being named one of the Top Places to work in the state is especially rewarding because it is based on feedback from our team members—the people that know us best."

"Just being a part of something bigger than myself and contributing to the success around me! It is a very friendly, fun environment that encourages success! I Love CCRI!"—SLS team member

"I have flexibility with my job which, when my personal life needs more attention, there is ability to do this. The communication is great and I feel like I am appreciated." —SLS team member

"I get to work with individuals on a day-to-day basis and watch their lives change before my eyes. Working one on one with clients on goals is truly amazing when the change in their lives shows."—Options team member



CCRI's management team accepted the award at a banquet held for all the winners.

*"The companies in the Star Tribune Top 150 Workplaces deserve high praise for creating the very best work environments in the state of Minnesota.*

*My congratulations to each of these exceptional companies."*

*—Star Tribune Publisher Michael J. Klingensmith*

# CCRI Taught Me How to Treat People

by Kate Hauble, CCRI Direct Support Professional.

CCRI fell into my life during my senior year of nursing school due to a friend's recommendation. It was flexible, easy going, and the Caregiver role seemed to be fairly applicable to my future career. As I met the first people I would be working with, I was convinced the job would be manageable—make sure meds are given on time, participate in a few activities, help with meals and be present. What I had not fully understood at the time was that I was a houseguest invited in to support the everyday independence of some of the most loving people I have ever encountered.

I learned that strict schedules and task lists are not what people benefit from, but rather from the creativity and patience of their caregivers. Their disabilities do not define them or hold them back, and this is so inspiring.

As I established increasing rapport with people, I began to learn the importance of giving people as many choices as possible. I asked myself how I would feel if someone barged through my front door and began ordering me to complete the various tasks of my day in a robotic manner, moving down the task list serving only to complete documentation efficiently.

Person-centered. This short phrase was the theme during my training phase, and I really believe it should be at the core of each day. The uniqueness of both caregiver and care recipient are what makes this all worthwhile and fulfilling, as there is always something to be learned from each other.



Kate (R) and Lizzy share a hug while enjoying each other's company.

I have now graduated from nursing school and am anticipating my next role as a Registered Nurse on a Medical/Surgical Trauma floor in Syracuse, New York. I reflect on my experiences leading up to this point and I realize just how much CCRI has taught me about what it will take to be an excellent nurse. I frequently tell the people I work with "we are a team here, so let's figure this out together!" Because everything works better, gets done faster, and is just so much more fun this way. I will carry this mentality with me, as I am now immensely more prepared to make a difference with the patients I will encounter in my career.

The only way I can properly thank the people supported by and team members of CCRI for shaping my mind in these ways is to pay it forward. I look forward to going into the medical field with a blank slate and an ambitious mind with hopes of making difficult hospitalizations more person-centered.

*Nursing school has taught me to treat illnesses; however, CCRI has taught me how to treat people.*



*Creative Care for*  
**Reaching Independence**

2903 15<sup>th</sup> Street South  
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The mission of CCRI is to enhance and enrich the lives and learning of people with disabilities.

The vision of CCRI is to provide an environment where people of all abilities may experience life's possibilities.



# The Black Frame

## FASHION

### Show

Presented by



*Creative Care for*  
**Reaching Independence**

August 15, 2016  
The Rourke Art Museum  
521 Main Ave, Moorhead

**6 P.M.** Social Hour/Shopping  
with Black Frame Boutique  
(additional shopping after the show)

**7 P.M.** Fashion Show

Complimentary  
non-alcoholic beverages.  
Cash Bar available.

\$1,000 Value Grand Prize  
Drawing for all ticket holders!