



Conservatory: (noun) 1: a place to grow. 2: a facility which is specifically intended for the display of **butterflies** with an emphasis on education.

# WELCOME!

In this issue of the conservatory, we will be exploring the purpose of doing this in the first place. Enjoy!

## Running with Scissors

By Joshua Richards

I was worried so much about the chainsaw I never saw it coming. The first time I worked with a chainsaw, my supervisor reassured me by saying “It’s okay Josh, worried people rarely have accidents. Every accident I’ve ever had happened because I was too comfortable.” I chopped and split wood that day. All day, without incident; the same cannot be said for my supervisor.

Later that day, my supervisor was too comfortable driving a tractor around with a front-end loading bucket on the front, and the Camp Director was too comfortable sitting in a parking lot with a chainsaw while a tractor was chugging around, leading to an accident that could have ended his life. Thankfully, it did not, but I have never forgotten this advice, *accidents happen when you are too comfortable.*

In my life, I have seen many accidents, and almost all of them could have been preventable if protocols, policies, and procedures were followed. I’ve known First aid errors that have cost lives, med errors that have caused hospitalizations, and just trying to rush to be on time lead to seatbelt/wheelchair belt failure and significant injury.

Please remember, the best way to prevent accidents is to not become too comfortable. –J

## ARC night with the Cavaliers



Photo credit Shant’a Grant

(above) Eileen and Elisa enjoying the game.

We had a great night out watching the Cavs win against the Milwaukee Bucks. Big thanks to Phyllis, Shant’a, Tonya, Debra, Latichia, Elisa, Dan and Pam for making this happen!

## Ask an Administrator

This weeks question is for Michelle Linton, Director of Human Resources. The question for Michelle:

“Can I have My paycheck now?”

“It’s in your bank account. Don’t pay attention to what your bank account says, trust me, it’s there.”

Of course, I’m sure Michelle would have a reasonable answer to your question, presuming she didn’t know you were specifically looking for a humorous answer.

What kind of questions do you have? In this monthly section, we will be answering **YOUR** questions, whether they are for HR, compliance, nursing, anyone!

Sometimes you really want an answer but feel afraid to ask. Don’t worry, we will not report your name on the question.

Whether you report anonymously or not, I will work to make sure we find you the right answer!

Questions can be submitted anonymously on paper in an envelope marked “Ask an Admin” to the office front desk or via email to [jrichards@louisaridge.com](mailto:jrichards@louisaridge.com).



**Inclusion Day** Was a huge success! Over 80 people celebrated with us from over 5 different providers. Everyone enjoyed the food, music, balloons, and face painting, and other providers were jumping to find out how we made it all work! A HUGE thank you and congratulations to Sonya Carroll and Charmagne Foster for planning and arranging, Shaneka Johnson for DJ-ing, and all of the wonderful ADS staff who helped make this a UI-free event. Thank you!



Photo Credit Joshua Richards

(right) Katie and Antoine enjoy some executive funk with Raychelle

**UI Panel News:** This month, the Unusual Incident review panel met on Thursday, April 11th. While trends for March were person-specific driven, some notes to discuss would be as follows. **1: Use correct verbiage when writing reports.** To achieve this, remember to write reports based upon the facts, being as accurate as possible. Also, if reported actions include routine checks (for example, checked Mary every 20 minutes for an hour,) there needs to be documentation showing that this happened. **2: Make sure the prevention plan is appropriate for the incident.** An easy way to ensure this happens is to include “to prevent ...” in the prevention plan itself. This helps guarantee the prevention plan is targeted for the incident. For example: “Josh will water the plants every day after breakfast to prevent the plants from dehydrating.” is clear, where as “Josh will water the plants every day after breakfast to prevent being late to work” clearly does not make sense.

## Fun & Riddles

1. What can you hold in your right hand but not in your left hand?
2. What gets wetter the more it dries?
3. What is once in a minute, twice in a moment, and never in a thousand years?

Answers on the page 4

### Knock Knock

Who’s there?

Tank

Tank who?

You’re welcome



Garlic bread

## Quick & Easy Garlic Bread

A fun and easy addition to spaghetti night that almost anyone can make with minimal supervision or assistance.

### Ingredients:

**Bread of choice** (french or Italian bread is nice, but sliced white bread works in a pinch)

**Olive oil** (butter can be used, but will raise the saltiness)

**Chopped garlic** (again, garlic powder can be used if desired.)

**Hard Italian cheese** (parmesan, romano, asiago, you can use what you have or take the opportunity to try a new cheese.)

### Directions:

Cut your bread the way you prefer (if not using pre-sliced bread. I recommend either slicing loaves in half, or on an angle for individual slices of garlic bread)

**Set oven to “broil”** If your oven has a light, turn it on.

**Spread butter, or drizzle olive oil on top of the slices.**

**Sprinkle garlic powder or chopped garlic on top of bread** (you don’t need much, especially for chopped garlic, or a combination of both.)

**Sprinkle cheese on top of bread** (fresh grated cheese is always the best, but again, not necessary.) \*sprinkle Italian seasoning if desired.

**Place bread on sheet pan under broiler for 5 minutes** (Or less, watch this closely. The moment it starts to brown on top and smell tasty it’s done.)

Share your recipes with us!

## CONTRIBUTORS WANTED!

Do you have a great co-worker you want the company to know about? What about the individuals you care about? Does your house have any fun activities coming up? LET US KNOW! Contact Joshua Richards at the office with photos, stories, or to nominate a topic to be covered in the Conservatory. Email [jrichards@louisaridge.com](mailto:jrichards@louisaridge.com), phone number 330-945-4115 extension 302.



# Getting to Know you!

In this section we want to share about the people we serve and the staff that makes it happen.



Photo credit Joshua Richards

## Candyce Honorable (by Joshua Richards)

Candyce has been with Louisa Ridge for many years, receiving help with Vocational Habilitation, Transportation, and Adult Day Services. She is very kind and helpful, always willing to lend a hand not only to staff, but with her peers as well. Her favorite kind of music is gospel, with her favorite artist being Oleta Adams. Her super power is waking up in the morning, and her favorite animal is dogs, because she loves to pet them. She rides with NMT daily and can regularly be found at the day program, hanging out with her friends or helping clean up the lunchroom. She doesn't like loud noises, but loves playing card games and *trouble*. The person she admires the most is her Grandmother, who taught her to be good, smile, and do different things. Her advice for others is to "just be yourself."

(above) Candyce smiles for the camera with the penguins at the winter wonderland party

## Barbara Dabney (By Tonya Davis and Joshua Richards.)

I don't do this for praise, I do this because this is who I am.

I had the pleasure today to sit with Mrs. Barbara Dabney, one of Louisa Ridge's Direct Support Professionals at the day program.

Mrs. Dabney, often called "Ms. Barb" by the people she works with, and for, has been working for Louisa Ridge since June of 2015. "I started just helping out at my niece's group home. I would come and visit her, and pitch in when I could. Sometimes, I would help with cooking, or cleaning, and sometimes I helped by taking them out for a walk, or something else fun. Shortly after that, I began working at Louisa Ridge."

Ms. Barb found a great deal of joy working with individuals with disabilities, even when the times were challenging. "[When working with individuals with behavioral challenges,] I felt a bond, from my experiences with others, and a love, because I know it isn't them or their choice. If I put myself in their place, what I would want is a little empathy, caring, and understanding." Ms. Barb can be found most days at ADS, leading games, arts & crafts, and teaching the individuals about wildlife, and other trivia.



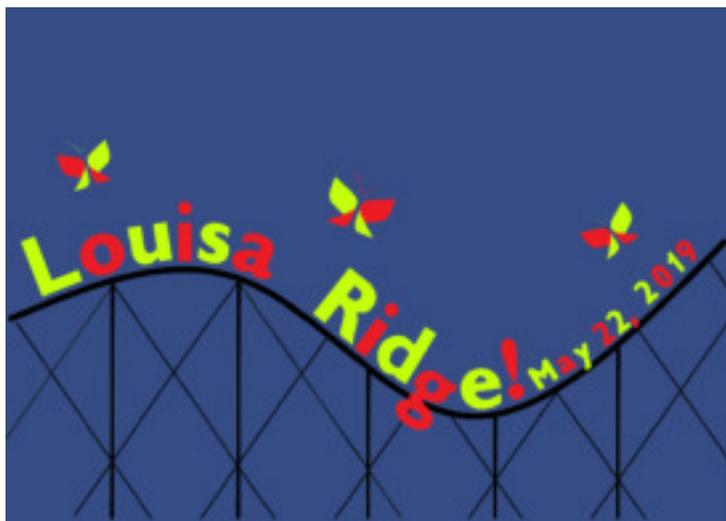
Photo credit Joshua Richards

(above) Mrs. Dabney posing on Country Western day at ADS

Know an individual or staff member you feel should be recognized? Contact us to help them get the recognition they deserve! [jrichards@louisaridge.com](mailto:jrichards@louisaridge.com)



# Upcoming Events:



Cedar Point Day with friends and family of the Arc of Ohio. —Wednesday, May 22, 2019

Please make sure all RSVPs are reported to Joshua Richards no later than Thursday, April 25, 2019. Payment may be made later. We need to know how many people plan on going to make arrangements for staffing, transportation, and t-shirts which will look like the photo on the left.

## Training Classes in MAY:

FIRST-AID/CPR/AED  
Initial Classes:

Wednesday 5/8/19 10:30am-4:30 pm  
Wednesday 5/22/19 10:30am-4:30pm

FIRST-AID/CPR/AED  
Bi-annual recertification classes:

Wednesday 5/1/19 9am-11am  
Wednesday 5/15/19 9am-11am  
Wednesday 5/29/19 9am-11am

### 8-hour DODD training annual recertification

A class will be held in the office  
Monday 5/6/19 10am-2pm  
Thursday 5/16/19 4pm-8pm

**\*Reminder** if you were asked to complete annual re-certification on your own, make sure it is handed into the office no later than Thursday, 5/16/19. If you are unable to complete it on your own, please plan on attending this class.

Riddle answers. 1. your left elbow 2. a towel 3. the letter 'm'.

Med Certification Classes:

MA1 (initial 2-day class):  
Monday-Tuesday May 13-14 9:30am-5:30pm

MA2 (initial G-tube class):  
Monday 5/20/19 10am-2pm

MA 3 (initial Insulin class):  
Tuesday, 5/28/19 10am-2pm

Annual Recertification classes:

MA1 (re-cert.):  
Monday 5/6/19 9:30am-12:30 pm & 1:30-4:30 pm

MA2 (G-tube re-cert.):  
Monday 5/20/19 2:30pm-4:30pm

MA3 (insulin re-cert.):  
Tuesday 5/28/19 2:30pm-4:30 pm

Be part of the fun!

Is your home interested in hosting or attending a party or event? Let us know! We can assist with planning arrangements and with getting the word out! Contact Joshua Richards at the office [jrichards@louisaridge.com](mailto:jrichards@louisaridge.com).