



# Mountain View



The in-house newsletter of Mountain Valley Developmental Services  
January 2012

*At first people refuse to believe that a strange new thing can be done, then they begin to hope it can be done, then they see it can be done -- then it is done and all the world wonders why it was not done centuries ago.*

*'The Secret Garden' Frances Hodgson Burnett*

## Welcome New Staff Members

Give a big welcome to **Cody Nelson** who will serve as DSP at Columbine; **Cassandra Groves** who join us as DSP at Mesa View; and **Audrey Warner** who is the Programmatic Supports Assistant.

*Piglet was so excited at the idea of being Useful that he forgot to be frightened any more.*

*'Winnie the Pooh' A.A. Milne*

## Staff Anniversaries

Susan Henderson	32 years
Ana Trejo	12 years
Jennifer Acha	11 years
Chavon Ryan	9 years
Jennifer Wagner	4 years
Maureen Brennan	3 years
Erbierito Rivera	3 years
Brent Basham	1 year

## Birthday Wishes

*When I grow up (as everyone does)  
what will become of the Me I was?  
'Always Wondering' Aileen Fisher*

Kerra Sandlin	January 6
Tatum Harper	January 10
Keisha Massarotti	January 13
Yvonne Zahourek	January 14
Jessica Laura	January 16
Blue Avila	January 17
Erbierito Rivera	January 20
Monique Beach	January 22

Tom Brady, after living a full life, died. When he got to heaven, God was showing him around. They came to a modest little house with a faded Patriots flag in the window. "This house is yours for eternity Tom, said God. "This is very special; not everyone gets a house up here." Tom felt special, indeed, and walked up to his house. On his way up the porch, he noticed another house just around the corner. It was a huge 3-story mansion with Orange and Blue sidewalks and drive ways, a 50 foot tall flagpole with an

enormous Broncos logo flag waving, a swimming pool in the shape of a horse, a Broncos logo in every window, and a Tim Tebow jersey on the front door. Tom looked at God and said "God, I'm not trying to be ungrateful, but I have a question. I was an all-pro QB, I won 3 Super Bowls, and I even went to the Hall of Fame." God said "So what's your point Tom?" "Well, why does Tim Tebow get a better house than me?" God chuckled, and said "Tom, that's not Tim's house, it's mine."

### **What are you doing in 2012?**

\*Gonna take my first vacation as an adult. Plan on taking my kids to Ft. Benning, Georgia to see my brother. He will be graduating from Ranger school and ships out to Kuwait in June. This will be his second time that he has been deployed and the first time we will see him in two years. Very excited! ~ Samantha Herter

\*My community plans for 2012 center on sustainability. ~ Linda Austin-Martin

\*Define interesting. ~ Laura Ayers

\*Walking a ½ marathon with my sister and niece at the San Diego Rock 'n Roll Marathon in June. ~ Myriah Walker

\*Celebrate a centennial birthday and a 95th birthday with two grandmas; a basement remodel; husband has a trip to Peru for the month of June; graduation; 1st birthday; parents' 35th wedding anniversary; family reunion in South Dakota; another MRI to see if cancer is in remission (keeping our fingers, toes and eyes crossed...); porch railing to go up; brother moves back to town and graduates from the hot rod institute... it's a busy year! Salud, good health, posterity and blessings to all going into this new year!! ~Amanda Emerson

*The whole world had changed.  
Only the fairy tales remained the same.  
'Number the Stars' Lois Lowry*

***You must be careful! Treat them carefully!  
They're People.***

*'The Indian in the Cupboard' Lynne Reid Banks*

### **Nix the Naysayers**

Contributed by Janet Jesse

It is said that the mind processes 50,000 - 80,000 messages a day; external, visual messages as well as those we read, hear and think about and that 80-90% of them are negative ones! No wonder we think change is hard. No wonder it seems we are battling the odds, or fighting our way through the sea of negativity. We are!

Negativity can zap your energy in no time flat. It reduces participation, erodes teamwork and diminishes the value of the topic of conversation. If you are the speaker, leader or facilitator, it is better to be prepared, to beef up your leadership muscles and develop skills to shift negative energy to positive energy.

If you let yourself and others be dragged down by doubts, fears, limiting thoughts, you will never get to your goal. You need to listen to your own voice, your own deep commitment to the goal. To achieve your change or goal you need to become acutely aware of your own spoken words, and those of others. Notice negative ones and how frequent they are present. Who are the people that support your goal? Where are they? If they are not there now, go out and find them.

It takes a great deal of personal strength and determination to confront resistant staff. You must stand tall. A coaching-approach style of leadership helps leaders realize it is possible to break through negative thinking and make progress with resistant staff members.

There is power in the words we speak. An encouraging word to someone who is down can be just the sort of thing to help him make it through a problem. By contrast a negative word to someone who is struggling to reach higher ground can be just the sort of thing to keep him in a pit of despair. Listen deeply to every spoken word for they are the indicators of attitudes, beliefs and the source of

resistance. Our spoken and written words convey our ideas, goals, intentions, inspirations, outlooks, thoughts, beliefs, hopes, dreams and perceptions. One's words are simply a mirror of their thoughts; a living verbalization of them. They are also a key that can be useful in unlocking resistance to change.

#### *Coaching Tips:*

- Be aware of your words. Seek to include positive language in your communication.
- Notice the words and language other people use.
- Recognize that the majority of people can change.
- Become adept at being a better listener. Give people the gift of your attention and allow them to be heard. You don't have to fix them, or their problem as they see it. They may simply want an ear, and once they feel heard, they can be more open to listen to you.
- Don't give up on people you perceive to be resistant. Most people can change, although it may take time and skillful coaching. They need a leader with a coaching-approach; one who will not avoid resistance.

***The answers aren't important really. What's important is knowing all the questions.***

*'The Changeling' Zilpha Keatley Snyder*

### **How to store vegetables & fruits without using plastic**

Here's some great tips on storing foods and minimalizing the amount of plastic you use. This link is to a great article, which includes a PDF for a 3 page document that you can print and save. <http://www.washingtonsgreengrocer.com/everything-else/storage-tips/how-store-vegetables-fruit-without-plastic.htm>.

***One doesn't contradict a hungry tiger.***

*'My Father's Dragon' Ruth Stiles Gannett*

## **International Day of Mourning and Memory January 23, 2012**

**from the National Alliance of Direct Support Professionals (NADSP)**

In the most recent entry of his blog, "Rolling Around In My Head", author, clinician, trainer and advocate, Dave Hingsburger recounts the first time that he walked through a cemetery on the grounds of an institution and his feelings about the forgotten lives of the people who were buried there.

He also writes about the triumph of Sandra, a young woman with Down Syndrome, who was denied a heart transplant because of her disability - until January 23, 1996 when, as Mr. Hingsburger puts it; "she got her heart...and so did the medical community".

In honor of Sandra and all those with disabilities who have been forgotten, the NADSP is joining Mr. Hingsburger's request to recognize January 23rd, 2012 as "International Day of Mourning and Memory of the Lives of Disabled People".

We ask you to read Dave's Blog, <http://davehingsburger.blogspot.com/>, share it with your friends and colleagues and then take a moment on the 23rd to reflect on the lives of those you've supported who are no longer with us. Perhaps next year, we will be part of something much larger. Spread the word.

***side note:*** If you decide to honor this and do something on this date with your staff and clients, please share with the newsletter elf, a/k/a Myriah Walker, about your's and the client's experiences and I'll put in next month's newsletter. This could be a rewarding experience for all involved.

***Memory is a way of holding onto the things you love, the things you are, the things you never want to lose.***

*~From the television show 'The Wonder Years'*

To Mountain Valley Staff:

It has been a pleasure working with you these past few years and even more now that I am getting to know some of you better and work more with you.

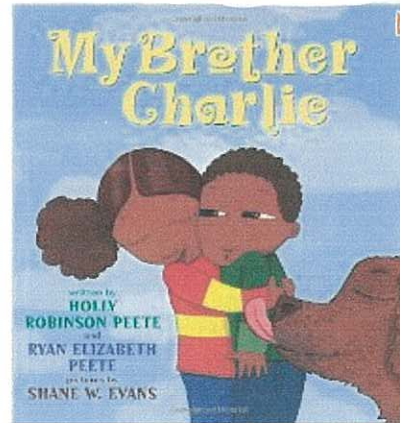
Never have I been so proud to be a part of an organization as in the past two months. Seeing the amazing ways that staff and clients have come together to solve problems, facilitate moves, motivate each other and interact with families while juggling the myriad of other duties and responsibilities is truly a beautiful thing.

The teamwork that is demonstrated daily from each of our programs and with each of the homes rivals that of the best NFL or NBA teams. Y'all anticipate the needs of the clients and read one another seamlessly, and often with a big smile and even bigger heart.

Thank you for having such an amazing attitude, a giving spirit, and a great devotion to the clients and each other. We are lucky to have one another, and to be able to come together in times of challenge demonstrates the strength and tenacity of our organization.

I greatly appreciate each of you and look forward to some wonderful successes in 2012.

Dana Peterson



### ***Book Description (from Amazon.com)***

Age Level: **6 and up** | Grade Level: **1 and up**

From bestselling author and actress Holly Robinson Peete--a heartwarming story about a boy who happens to be autistic, based on Holly's son, who has autism.

"Charlie has autism. His brain works in a special way. It's harder for him to make friends. Or show his true feelings. Or stay safe." But as his big sister tells us, for everything that Charlie can't do well, there are plenty more things that he's good at. He knows the names of all the American presidents. He knows stuff about airplanes. And he can even play the piano better than anyone he knows.

Actress and national autism spokesperson Holly Robinson Peete collaborates with her daughter on this book based on Holly's 10-year-old son, who has autism.