

Message from Friends of Fircrest President, Jim Hardman

Dear Friends of Fircrest

TAXES

Services for people with developmental disabilities will be **insufficient** to meet their needs as long as government revenues remain at or near current levels. Social service departments are asked to again prepare budgets with **significantly fewer dollars**.

Current revenue levels will not change much as long as the present system for generating revenue exists without significant **reform**. Washington has a **regressive revenue system** where revenue reliance is dependent on taxing the poor and the shrinking middle class. **Lower income** taxpayers pay a significantly **higher** percentage of their income in **taxes**. The wealthier you are the smaller the percentage of income you pay in taxes. State revenue is generated by a sales tax. In hard times we buy less generating less sales tax and thus reducing state revenue.

So **hard economic times** for you are **very hard** economic times **for people with disabilities** who need state services. Other inequitable tax dynamics such as taxing gross receipts for the business and occupation taxes make it tough on businesses with high operating cost ratios, those whose profit margins are low. Property taxes are limited by a voter approved initiative passed a few years ago.

People look at **government missteps** that cost a lot of money, like the Seattle highway 99 tunnel and the faulty 520 bridge pontoons, and they don't **trust** government to spend tax dollars wisely. This lack of trust results in reluctance to approve new tax measures, including reforms. So **who suffers** most? **People with disabilities** who need government supplied services which are dependent on a tax system that needs reform which won't occur due to lack of trust.

Who would benefit from tax reforms? In addition to poor and middle class people the prime beneficiaries would be those dependent on state services: children and people with disabilities.

RISKS

DSHS is looking to place people with dually diagnosed mental and developmental disabilities into Yakima Valley School. Some, not all, such people are **aggressive and young**. Aggressive behaviors **can be treated**. Rainier School has long received clients from Western State and other settings who have aggression issues. So has Fircrest. While RHC staff do a remarkable job in addressing aggression issues such behaviors **impose risks** to both staff and other non aggressive residents. Risks can be reduced but not eliminated. Aggression reduction is a process and not completely predictable. Staff and non aggressive **residents get hurt**, staff seem to get the worst of it. But other RHC residents are affected and require our protection. Why are we imposing upon them a risk of "peer" assault? We bring aggression to their **neighborhood** and **homes** and rely on staff to keep them from harm. My RHC clients [for whom I am guardian] have no self protective skills to ward off aggressive peers and sometimes some of them are **assaulted**. Some level of risk is inevitable where you have cognitively impaired people living together, "normal risk". But bringing into the living mix known risk enhancers is a **policy** worthy of **examination**.

Bringing aggressive peers into a nursing environment is unconscionable. The **YVS plan** should be **DOA**. The Fircrest 1510 Court buildings are physically segregated and could **accommodate** transitionally aggressive people **without imposing risk** of assault upon non aggressive residents.

Rainier's campus is perhaps large enough to provide physically **segregated** housing units. Both Fircrest and Rainier options would require **capital costs**. As between capital costs and resident **safety risk** which is the better **choice**? Is this a decision influenced by a regressive and insufficient tax structure? Do RHC residents assume risks so that the higher income folks have a more comfortable [for them] tax system? Ultimately its **up to us**.

Let us and our public officials know what you think
J.R. Hardman, J.D. CPG

BOARD OF DIRECTORS NOTES

Board Resignations: We sadly accept the resignation of two board members. Maria Walsh who has served primarily as treasurer for 14 plus years as well as being active on many committees. And Karen McNerney, one of our newer Board members who has regrets that she is unable to sustain the level of involvement to which she feels she'd like to sustain. We understand her dilemma and appreciate her service and voice. We consider all former board members part of the Fircrest family and hope they will stay in contact and join our meetings any time they can.

Treasurer's Responsibilities

Monthly reporting and recordkeeping.

Precise step by step functions to keep monthly expenses and income recorded will depend on Treasurer's experience with QuickBooks. To have that ability would greatly simplify the documentation needed by our CPA on a monthly basis.

Collect mail from the FoF box at Fircrest. All our mail & statements are sent to Fircrest.

Pay bills and make reimbursements from accounts designated for specific use. Make deposits to accounts for specific income categories. Provide to CPA all monthly expenses and income and bank statements. Via e-mail & Quick books or make copies and snail.

See that donors get thank you notes-important for their tax records. Letter to donors is built into the Quick books program.

Keep a file of all bank statements, copies of all checks payable and incoming including CPA's monthly report.

File required reports with the Secretary of state annually. There are two one very short application for our license as a 501(3) c . The other requires entering annual income and expense data which must be approved by the board and is legally required of all charitable solicitors.

Provide a monthly report for the Board of all balances and expenses. And where we are year to date with the forecast budget.

Head the annual budget committee.

Work with CPA to file report with IRS. Review with board.

Once organized, the job takes a few hours a month.

Contact Candace Braley for more info—cbbraley@Q.com

Board Member Basic Responsibilities

1. Meetings: Preparation, attendance and participation in regular meetings.
 2. Fiscal overview: Input into our annual budget /financial process and decisions as well as safe guarding internal controls.
 3. Mission: Carry out our mission through participation in the defining and reviews of our purpose, programs, strategy plans, fundraising goals and needs.
 4. Fundraising: Participate in giving, personally, as well as in the fundraising activities of the organization and making available your network of contacts who may contribute. *Add to our list of donors.*
 5. Advocacy: Be well versed in our messages and mission in order to educate your legislators, community, personal colleagues and other groups and individuals of the importance of Fircrest and of the need for RHCs to remain open. *Add to our membership and mailing list of supporters.*
 6. Service: Chair or serve on at least one committee and volunteer for ad hoc or task force jobs as they arise.
 7. Building and maintaining an effective board: Have a clear understanding of the strengths and weaknesses of the overall organization and of its goals in order to be present for evaluations and recommendations to keep the board thriving. This includes recommending new board candidates.
 8. Work together as a team. Keep in communication with your board members.
- Excerpts from: F. Howe, *Welcome to the Board* (San Francisco: Jossy-Bass, 1995).

FRIENDS OF FIRCREST REGULAR MEETING INFORMATION

All meetings, Board & Membership, unless otherwise notified, are held on Saturdays at 1pm in the Staff Training room of the ATP (Adult Training Program) Building, N.E. corner Fircrest Campus. All are welcome to any FoF meeting.

<p><u>Next Membership Meeting</u> Saturday, November 22, 1 pm Annual Membership Mtg. Service Awards</p>	<p>First FoF Meeting of 2015 is Saturday, January 10 at 1pm ATP Building</p>	<p><u>Home Unit Representatives</u> Third Tuesday of the month at 1 PM Fircrest, Admin Bldg.</p>
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Officers: 2014

President: Jim Hardman, J.D., C.P.G
Vice President: Paul Strand
Secretary: Candace B. Braley
Temp. Treasurer: C. Braley

Directors: 2014

Terri Anderson
Betty Cantrell, RN, BSN
Saskia Davis, RN
Maureen Durkan, RN

Kristin Ellison-Oslin, M .Div. Rev.
Liz Patterson
Karen McNerny
Cynthia Willman, O.T.

Emeritus: *Dot Brenchley, Jo Bousman, Ruth Durkan, Alice Hardman, MSW, C.P.G. Jean Huntley, Phil Scheier*
Advisory:
Michael Johnson J.D., C.P.G. Janet Way

LEGISLATIVE INFORMATION

Developmental Disabilities Administration (DDA) has sent to their Budget Decision Packages on to Office of Financial Management. The Budget information includes a list provided for 15% cut.

Examples of items in the Decision Packages are: The creation of a feasibility study (\$601,000 over 2 years) to examine the conversion of Yakima Valley School (YVS) into a Center of Excellence to serve individuals who have both Developmental disabilities and mental health diagnosis who are in need of services to address significant behavioral health issues. Current YVS residence would be transferred to other state run and community Nursing Facilities. There is no mention of the continuing Respite Care that is available at YVS.

Enhanced Respite request is another Decision Package Request. DDA requests funding to expand "Enhanced Respite Services" (ERS). This service provides children in crisis with access to short-term respite in a structured setting so they can remain with their families. Service delivery occurs in a licensed and contracted structured setting in lieu of the more intensive Community Crisis Stabilization program. ERS serves as a bridge to allow access to DDA's Home & Community Based Waiver program, which provides an array of community based services aimed at preventing placement in an RHC. Such services can currently be provided in King & Pierce Counties. Each site is individually contracted with private community residential providers, one bed at each site. The contractors assess & balance meeting the needs of the individual requesting ERS compared with those currently residing in the home. The contractor has the right to deny referrals. The contractor is paid regardless of occupancy, which allows immediate support during a crisis when the bed is unoccupied. The daily rate payable to the contractor for satisfactory performance of work is \$300/day.

DDA is moving forward with trainings in regard to the implementation of Community First Choice Option. If the Waiver proposal is accepted by CMS, the federal match would be around 58%. More to come...

Terri Anderson

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Response to YVS Feasibility Study Cost

The Fircrest experience of "downsizing" in 2003/4 revealed that medically fragile people who were moved were put at a greatly enhanced risk of dying and damages to their health short of death. Behaviorally fragile people were at enhanced risk of decompensating and suffering from emotional trauma which adversely affected their health and well-being.

The Fircrest campus has three buildings called 1510 Court which are physically separated from existing living units. They are each larger than currently used duplexes. If they cannot be economically restored at least their real estate footprints are there and they are zoned for medical campus use. They are also close to major hospitals, including the U of W Medical system, and the skilled labor of a major population center. They are also more likely to be nearer families needing these services.

DSHS did not effectively study the patient impact of those "downsized". In fact, no families or guardians were contacted for information about how the relocations affected the people moved.

I litigated for my clients in that group [5] under the Abuse of Vulnerable Adults Act. The records kept by the RHCs clearly revealed the adverse consequences but the follow up 'investigation' was either grossly incompetent or otherwise corrupt as the very clear evidence was ignored. The evidence was politically inconvenient. DSHS settled the case for \$325,000.00 and gave each client the right of return to Fircrest. Details of the experience are interesting. The moves at issue were non therapeutic and for administrative convenience only.

The Rainier experience with admitting people from Western State or others with significant aggressive mental health issues shows that mixing such people with defenseless people is very difficult and puts the defenseless at enhanced risk even when extra staffing is used with aggressive patients. The mixing of aggressive and passive patients appears to lack rigorous or published study. Of course precautions are taken but risk to passive clients is heightened none the less.

Jim Hardman

CAMPUS NEWSFor Campus Monthly Activity Schedules and news go to fircrestfriends.org**HOME UNIT REPRESENTATIVE COMMITTEE (HUR) REPORT**

As scheduled, the meeting was held on September 16th. Terri Zimmerman, Acting Head of PAT A, had been invited as our Guest Speaker. Unfortunately, due to a family emergency, she had to re-schedule. Terri will address the group on Tuesday, October 21st at 1 pm in the Cascade Room.

The meeting time was used discussing various issues that Parents/Guardians are experiencing regarding information sharing. Several ideas were discussed as to how Administration can better interact with Parents/Guardians regarding the ever changing situations on Campus. This will be the main thrust of our upcoming discussion with Terri Zimmerman.

October 21st HUR Meeting: Terri Zimmerman was our Guest Speaker. She addressed the questions regarding campus activities and communication issues. The staff members are still being asked to do more with less. However, Parents & Guardians need to be kept in the loop regarding changes & activities on campus.

Shirley Pilkey, Administrator for the Skilled Nursing Facility has been invited to address the HUR at the November 18th meeting. This is still unconfirmed. Hopefully, we will be able to blend the information obtained from both Administrators. Stay tuned. Come to the next HUR meeting !!

Terri Anderson, Acting Chair

425.788.4529

WinchesterWillie@comcast.net**Art Sale - Silent Auction & Garden Show Event a Big Success!!**

Art Therapy and Just Garden Programs threw a party on September 25th. celebrating their one and two year anniversaries, respectively, and raised funds toward purchase of a kiln.*

Great time was had by all who attended. Music got residents, staff and guests dancing, food prepared by the Fircrest dietary staff was a hit. The salsa made from veggies harvested on campus was outstanding. The "garden worm" and "speech therapy" show and tells were fascinating. Most fun was witnessing folks out bid each other for the birdhouses and other art made by Fircrest Art therapy participants.

Message from Katia Ramirez, Psychologist and Art Therapy Program Creator.....

Thank you to all of those who contributed to making the Annual Art and Garden Show a lovely event for our clients. I appreciate all of the support for the Art Program over this last year and also for the new Harvest Cooking Group, pending Green Houses and Worm Bed project.

- A special thank you to: Ross Baarslag-Benson for helping me to grow the Art Group over this last year, to Cheryl Felak who volunteered time and energy to the Art Group and the Gardens, to our new Rec Specialist, Gillian Hinch for collaborating with the Art Groups and for managing the coloring contest and making the Display boards. Thank you to Dan Lund for making a display cabinet for the client art work in the cafeteria. Be sure to stop by and see the coloring contest entries and certificates.
- Thank you Dietary: Rebecca, Elisabeth, Christine for harvesting, cooking and introducing garden recipes, thank you Rebecca for the beautiful center pieces and Christine for serving the food. Thanks to Derrek for making the client's favorite Fircrest cake. Thank you, Housekeeping Robert and crew, for setting up the tables.
- Thank you to Dr. Rao for the elegant Coffee Bar Service.
- Thank you to Friends of Fircrest for volunteering to help at the event, for overseeing the Auction and activities and for sponsoring the Pizza Party prizes
- Thank you to Muhammad Thompson for managing the games and prizes, clients had a lot of fun, and also thank you to the other Administrative Staff who stopped by and helped the clients with the games.
- Thank you to the Musical Artists for your performances: Chris Hartzog, Reuel Roque, and Christian Bringolf, thank you to Rebecca Foglietta for leading the way to the dance floor.
- Thank you to Speech Pathology, Ross and Jeri for setting up a Speech informational display

For those of you who did not win your bid or get the artwork you desired, I have good news, the Clients have a display at ATP Donations and you are welcome to browse and shop, the Art Groups will be making some new crafts and bird houses for the upcoming holidays

FoF looks forward to helping with the next Art Show

*See Grant fund report on page 5 for further information on the Kiln for the Art Therapy Program

MORE CAMPUS NEWS

Grant funds update: In addition to the programs that the Sallee Grant helped us fund, as reported in the Summer News Bulletin we have been able to provide funds for:

- Moving and tuning a donated piano for the Chapel
- Buy a computer to enable HPA's, recreation specialists and speech pathologists to take advantage of Fircrest's new Wi-Fi system to download music, pictures, and apps to iPads and iPods used by residents or for evaluations in the recently set up area in the 500 building.
- Purchase a kiln for the Art Therapy program. A portion of the funds for the kiln and materials were raised at the Art Sale in September.

There are funds remaining for which we are requesting proposals. Contact us with your ideas.

Grant Fund Committee will meet early in the new year to make decisions on proposals and to discuss future application for funds.

Staff additions: New Campus Hair stylist

Welcome Candice Brookbank, who has owned her own hairstyling business for the past nine years and has experience supporting individuals with intellectual disabilities. She will provide hair styling services to residents at the Fircrest Campus Salon or on home units. Her work schedule: Tuesday 3:00pm to 7:00pm. Wednesday & Thursday 10:30am to 7:00 pm

It is really wonderful to have this service for residents provided by one who chooses to be present to the unique needs of the Fircrest community.

Passing's

Chimes for Megan

Megan McNerney

February 9, 1985 - July 30, 2014

Megan McNerney, a resident of Aspen Hall, died July 30 after suffering respiratory and cardiac arrest a week earlier. Her family was at her side.

Megan moved to Fircrest in the spring of 2007. Surrounded by a tireless and loving staff, she blossomed into a happier and more focused young lady. She loved going on outings with her family or staff, but always welcomed returning to her familiar home at Aspen. In her earlier years Megan enjoyed therapeutic horseback riding, and could be found swimming in the Fircrest therapy pool prior to its closure. She always liked strolling around the campus and would select Christmas songs to listen to throughout the year. Megan is very much missed.

Megan's folks told FoF that the chimes in the Healing Garden were something she greatly enjoyed. Their theft was especially sad for Megan. Her family has offered to replace them in memory of their beautiful daughter.

FoF and all of Fircrest hope to hear the chimes again for Megan and all her friends at Fircrest.

If you wish to assist with the chimes replacement, contact Betty Cantrell -206 632 7754

Advocate for Vulnerable Youth

Edwin R. Hardman

December 22, 1921- September 7, 2014

Long time Friends of Fircrest member, husband of our own Board Emeritus member, Alice and father of our Board President, Jim.

The kindly, elderly man who greeted us at many a meeting had a distinguished career helping many young people through difficult times in their lives with his combination of training, skill and sensitivity. He was a consultant with various agencies including the Juvenile Court Conference Committee and Vocational Rehabilitation. After years of clinical practice Ed became a certified professional guardian until his memory began to fail.

Ed lived a long and productive life, devoted to Alice and loving to all his family including son Jim, late daughter, Lorraine, 5 grandchildren, 10 great grandchildren, spouses of Jim and Lorraine, many friends and dogs.

Ed touched many lives personally and professionally. We are blessed that he (and Alice) raised and mentored Jim to follow in such well grounded foot steps.

The world is a better place for the likes of Ed.

FoF sends heartfelt condolences to his family.

PLEA TO ALL OUR FIRCREST FAMILIES



Dear Parents, Guardians, Siblings and Advocates,

At risk of being tiresome, please view this message as an appeal for help.

Friends of Fircrest has been in existence for over 30 years. Many of the founding parents/guardians are still working for the benefits of the entire campus - Intermediate Care Facility (lower campus duplexes) and the Nursing Facility (Y Bldgs) as well as educating public officials and the community of the importance of RHCs.

Unfortunately, we are aging. As they say-***the spirit is willing, but the flesh is weak.***

We need to inject new blood into the organization. We need families that have experienced dealing with Community successes and failures. We need new & fresh ideas. We need input from the younger parents & guardians, who are newer to Fircrest than too many of the current Board.

We understand the basic needs of residents. But the younger, more active clients are a new generation. They have experienced the new technologies that many older clients have not. They understand the use of personal computers, tablets, Smart Phones for communication. To your credit you, as parents & guardians, have exposed your loved ones to many different aspects of daily living.

We need your input. We need you to tell us and Administration what you feel your child/ward needs to make him/her a more complete person. We will help fight for your requests. **If you do not tell us what you need, we have no way of knowing.**

Please come to the Friends of Fircrest Annual Meeting on November 22nd. Meet the "old guard" and consider being an integral part of a re-vitalized Friends of Fircrest.

Thank you, Your Board of Directors

Board Goals and Tasks for 2015 - Not necessarily in this order

- ⇒ Board Source Book Update
- ⇒ By laws update
- ⇒ Find treasurer to replace temporary volunteer
- ⇒ Develop Board –Get new members and siblings on board.
- ⇒ Improve communications with and get larger membership participation on committees and to help at events
- ⇒ Expand Community involvement with Fircrest
- ⇒ Work with Fircrest Administration to improve communications between FoF, parents and guardians when changes are made to staff, care protocols and programs that impact our residents or our ability to participate in the decisions about our resident's care plan
- ⇒ Revisit our put aside goal of producing a small user friendly guide to Fircrest for Parents and guardians
- ⇒ Continue to support and create programs, activities and events to enhance and improve the lives of our residents.
- ⇒ Reaffirm our advocacy through contacting our public officials and legislators about the importance of Fircrest.

Lots to be done and many areas for you to volunteer your talents and expertise.

The above list is Fircrest specific. Our Action DD partners have set goals for next year that include legislative action that has consequences for all the RHCs in our state.

Visit Actiondd.org to get the whole enchilada.

2014 Annual Service Honorees

This year we had several nominees worthy of recognition. Please join us at the annual meeting to thank them for their care and service. Family and colleagues welcome.

Congratulations to Maria Walsh & Cheryl Felak



*Invite you to attend our Annual Meeting &
Service Recognition Presentations to:*

*Our Retiring Treasurer, Maria Walsh and
Outstanding Volunteer, Cheryl Felak*

*Whose unique contributions for Fircrests' Residents Have Shown
Extraordinary Dedication.*

Saturday, November 22nd, 1 p.m. Fircrest Coffee Shop



Light Buffet lunch provided

Questions? Candy -cbbraley@q.com or 206 527 1125

Annual Meeting Agenda

1:00 pm Welcome Friends

1:15 pm Open Meeting

Approval of Minutes of Oct.10th

& Treasurer's Report

Announcements/ Brief Reports

Nominations for Board Positions

Slate Review & Approval -Vote

1:45 pm Adjourn meeting

1:50 pm Award Presentations

Maria – presenter Candy

Cheryl – presenter Maureen

2:10 pm Open mike for remarks

Social and Refreshments

SLATE OF OFFICERS & BOARD OF DIRECTORS 2015

The following executive committee members have agreed to serve another 1 year term: President Jim Hardman, Vice President Paul Strand, Secretary Candace Braley. Temporary treasurer Candace Braley will serve to complete the 2014 Tax year. Treasurers' position is open now.

The following Board members' three year terms expire in 2015; Anderson, Braley, Cantrell, Davis, Durkan, Ellison-Oslin, Hardman, Patterson, & Willman. Paul Strand's term is up end of this year and has agreed to serve another term.

Retiring board member Maria Walsh has been nominated as Emeritus member.

There are up to seven Board of Directors' positions open for the next three year term. Any one wishing to serve is welcome to step up. Floor nominations will be taken at the meeting and any time between now and the meeting.

Please add to the nominations. Contact committee:

Saskia Davis at ddexchange@gmail.com .Candace Braley-cbbraley@qcom, or Paul at PaulStrand@ActionDD.org

The above slate and new nominations must be approved at the Annual meeting by a majority in attendance.

