

Direct Support Professionals provide front-line support to ensure participant independence and inclusion.



Frika Allen

Caregiver
Consumer Direct Care Network

Direct Support Professional (DSP)

- Native Montanan
- Bachelor's Degree in Social Work—May 2018
- DSP Experience:
 - >Aron Care Hore
 - >Opportunity Resources
 - >Consumer Direct Care Network
- Hamilton Assisted Living and Memory Care



Ben Bledsœ

President/CFO
Consumer Direct Care Network

DSP to President/CEO

- 14 years at COON
 - >Began as DSP
 - >Arizona Program Manager
 - >Implemented Quality Improvement Department
 - >President/CHOin October 2012
- Masters in Healthcare Administration
 - >Bachelors in Sociology
- Served in the Peace Corps Tonga



Darren Larson

Community Relations Coordinator Consumer Direct Care Network

Participant and Community Relations Coordinator

- Native Montanan
- Bachelor's Degree in Political Science May 2006
- Participant of PAS for eighteen years (self-directed services for four years)
- Advocate for life

Today's Plan

- >Share our efforts to appreciate Direct Support Professionals
 - >Connect the 'Culture of Caring' with independent living
 - >The business side of appreciation and caring
 - >Learn from you









Appreciation 2

- 1. Recognition and enjoyment of the good qualities of someone or something
- 2. Afull understanding of a situation



Welcome to the Hour Gubs











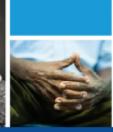














Hur Qub Awards

1K: Letter of thanks and wristband (\$150 raffle bonus)

5K: Letter of thanks, wristband, and a sports pack (\$150 raffle bonus)

10K: Letter of thanks, wristband, and a travel mug (\$150 raffle bonus)

15K: Letter of thanks, wristband, and a blanket (\$150 raffle bonus)

20K: Letter of thanks, wristband, and a bottle with a travel bag (\$150 raffle bonus)

25K: letter of thanks, wristband, and a personalized memento, \$250 bonus, and a call from Ben Beckoe!







Hur Qub Results

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	Texas	1455	253	52	11	2	1
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Moments of Recognition





Direct Support Professional of the Year

Engage participants in the appreciation program to nominate their DSP.

Select five winners who receive \$150 bonus.

Celebrate the winners on our websites and company Facebook page.

Getting The Word Out

Sent postcards and emails to participants inviting them to nominate their caregiver.

Published notifications on our websites.







Direct Support Professional of the Year

Received 220 amzing responses!

Selection committee representing cross-section of the company.

The Winners

Johnny Cartwright
Macy Henze
Menritt Penry
Dale Libengood
Rafael Lara Reyes

Anchorage, AK
Boise, ID
Temple Hlls, MD
Ticson, AZ
Plant City, FL

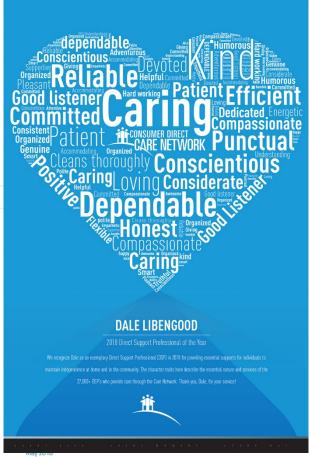
NEWS

DIRECT SUPPORT PROFESSIONAL OF THE YEAR

- MACY HENZE

Announcemental DSP Appreciation

Macy is Houlton's direct support professional (DSP), and together they're a great team who bring a vibrant energy to their community in Boise, Idaho. Houlton, 21 years old (will be 22 in September), enjoys his job at Five Guys, playing Scrabble, and watching Marvel movies. He loves sports such...



MORE >



Appreciation Appreciation Wall





Culture of Caring



Marie Marie

To provide care and support for people in their homes and communities.

VASION

To help people live the life they want.





Values

Respect | Integrity | Service | Excellence



















What and who is Consumer Direct Care Network

Home and Community Based Provider for 28 years

Based in Mssoula and provide services in 16 states

Serve more than 19,000 individuals and support employment for 25,000 per year

Specialize in personal care and self-direction























Why are we

Committed to Direct Support Professionals

Leadership history as caregivers

Meaningful work that deserves increased recognition, attention, and value

Workforce issues in home care — 41% growth needed in the next decade

Rate and wage challenges



















Unique Opportunities, Challenges, and needs In Self-Direction

Workers who typically would not do this work

Working on an island

Feeling of contribution and meaning in work

Requires newstrategies for communication, engagement, and efficiency























Demonstrate Interest in Workers'

Lives No Matter Employment Relation

Bry-in from service recipients

Consistent communication and training

Empathy

Celebrate DSP success and achievement

