



RANCH EHRLO SOCIETY

NEWSLETTER

Issue 99 September 2018

Powwow is a hit, three years in a row

Ranch Ehrlo Society's third annual powwow was the most successful yet!

Dancers from all over came to our Pilot Butte campus to take part in the one-day competitive event, with age groups ranging from tiny tot to Golden Age. Talent and dedication were on clear display as several drum groups performed and dancers entered the arena to vie for cash prizes. MC Howie Thompson and arena director Teddy Bison returned for the third year and kept everything running smoothly as well as ensuring spectators were entertained during breaks from the dancing.

Our family carnival was once again a hot spot for the younger crowd, with kids lining up to try their hand at classical fair games like ring toss. Each game was set up, manned, and taken down by one of our group homes – great job!

Volunteers came out from all over the agency to help run the canteen and cook and serve the free hamburger supper. Thank you!

We hope to see you next year for what is fast becoming our favourite way to end summer at the Ranch!

CARE in the night

Patrick Parker is a night float manager at Ranch Ehrlo. He manages a team of eight employees who only work at night and move from home to home in Regina and on the Pilot Butte campus. Even though the team has these hurdles in front of them when trying to form meaningful relationships with youth and adults, the CARE that they show is second to none.

CARE, Children And Residential Experience, is a multi-level model developed by Cornell University. Ranch Ehrlo began adding the model to its existing framework late last year. One of the goals of CARE is to develop congruency across the agency, so everyone is working together for a common goal of helping our clients.

Night floats provide backup to direct care



We are guided by the CARE, Children And Residential Experiences: Creating Conditions for Change, multi-level model. We work to improve services for our clients through six practice principles:

developmentally
focused

family involved

relationship based

trauma informed

competence centred

ecologically oriented

workers within the various homes they float between. What that support looks like is always different.

“We build relationships with several programs – from waking clients up in the morning and getting them ready for school. On weekends and holidays it is spending time playing cards, or doing activities outside,” Parker explained.

Nighttime is a challenging time for many of our youth. It also brings different challenges to night staff. It’s quiet and young people are alone with their thoughts.

“That’s when we see a lot of those pain-based behaviours, like running away and self-harm behaviours. In those situations, the response is always the same. A lot of caring gestures. If someone is coming back from being on the run, you welcome them back. ‘Hey welcome back. Are you hungry? Are you safe? Are you hurt?’ It’s not punitive. We want them to know that they are cared for and we are glad they are home,” Parker stated.

Helping the staff in the group home with the wake-up process is also a challenge.

Parker elaborated, “You are trying to achieve two things that youth hate to do – getting out of bed and, sometimes, going to school. But we stick to the caring gestures. Humour also works really well to meet with some resistance.”

Sometimes night floats have a different role, especially when it comes to the emergency receiving program at the agency. The program provides temporary short-term emergency care to youth, awaiting placement. Often the youth that need this service need it in the middle of the night.

In one such scenario, all the beds in emergency receiving were full and mobile crisis called with a youth who desperately

needed a place. Night floats made it work and found a bed for her on campus at 3 a.m. after many phone calls. But their job is more than finding a bed.

Parker explained, “Most of the youth in emergency receiving are coming from unsafe situations. It’s our job to welcome them and eliminate a lot of their anxiety and fears and let them know what to expect.”

Senory rooms aid in success at the Learning Centre



Whether it’s a computer for a secretary or a hammer for a carpenter, we all have tools that we require in order to do our jobs effectively. It’s no different for the clients at Ranch Ehrlo’s Learning Centre in Regina, a program that offers individuals aged 16+ with complex needs, ongoing vocational, social, and life skills development. Most of the young adults at the Centre have been diagnosed with autism, FASD, and other complex neurological disorders which lead to issues with sensory processing.

“A lot of times when we’re asking them to do job tasks or different activities, those sensory systems interrupt, making it hard for them to focus or move forward in their plans,” explained Learning Center manager Michelle Schwabe.

“The sensory space allows them to relax, and before you know it, they’re back into the zone.”
Michelle Schwabe, Learning Centre manager

Their needs may look different, but it’s no less important that we ensure they have the tools they need to effectively get through their day. One of the ways we do so is the newly developed sensory rooms at the Learning Centre. Specifically, a sensory room helps aid sensory development by guiding individuals through various challenges to target their sensory ability to correctly respond to sensory information.

If someone becomes agitated, they have a relaxing environment with low lights, soft seating, and calming displays at their disposal.

“Just like you and I – the sensory space allows them to relax, and before you know it, they’re back into the zone,” Schwabe said.

If they need to be brought up from a low state, a bright room with an image of a summer sky on the roof has a ball pit, a swing, and a trampoline, amongst other activities, available to assist. The walls in this room are sand-coloured and textured, providing tactile stimulation.

In both cases, staff monitor clients’ responses to the sensory equipment and are aware of the individual effects caused. Once they return to their baseline – the optimal level of sensory functioning – they are able to resume their daily tasks.

COA is coming

We strongly believe that adhering to best practices, as well as continual evaluation, helps us strengthen our services for the young people and families we serve. For that reason we are accredited by the Council on Accreditation (COA).

Ranch Ehrlo was first accredited in 1971 and gets re-certified every four years. We are currently preparing for re-accreditation in 2019. The accreditation cycle is extremely in-depth, requiring 12 to 16 months of self-study and evidence preparation and culminates in an on-site visit by an evaluation team.

Accreditation is an extremely valuable designation. It signifies that we as an organization are effectively managing our resources and providing the best possible services to all our stakeholders. We are one of only 47 COA-approved agencies in the country, and the only COA accredited organization in Saskatchewan!

Group home relocation



Unit manager Matthew McGeough in front of one of the new homes

This July, clients in two homes for the Programs for Persons with

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Developmental Disabilities were relocated to new properties in Regina. This move is in the best interest of our clients, as the new units provide an environment better suited to meet their individual needs.

Ranch Ehrlo’s property management team has been working hard to source out properties that better meet the requirements of the youth and adults that use them.

New HR directors

The vacant human resource director positions at the agency have been filled.

The successful candidate for HR director, talent management and employee relations is Darin Reeves. Reeves joined the agency in October 2017 after spending several years working for the Saskatchewan Ministry of Justice. In May 2018, he took on the role of acting director of HR.

“He is ecstatic to be joining the Ranch in a permanent position and I know we will certainly benefit from his extensive knowledge and experience,” said vice-president of HR Judy Bidyk.

The position of HR director, total rewards, systems, and safety will be filled by Michelle Miller. She has a Bachelor of Arts and several designations including Chartered Professional in Human Resources and Certified Management Accountant. She brings 12 years of HR management experience from a lengthy career at the Saskatchewan Liquor and Gaming Authority.

Email carole.bryant@ranchehrlo.ca to sign up.

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Multi-sports camp



This summer, Ehrlo Sport Venture held its 3rd annual multi-sport camp for newcomer youth and the Regina Open Door Society!

Summer



Summer time and the living is easy. During the summer, youth in our program enjoyed countless trips to the lake and the woods!

Hoop dancing



Terrance Littlelent, an ex-Ranch Ehrlo powwow instructor, brought his hoop and hip-hop dancing talents back to the Ranch along with Chanz Perry to dazzle the youth.

Bike to work



Some of our employees out at Pilot Butte were doing some self care by biking to work this summer. (l to r) Michael Torrie, Sophie Grahame, and Tandi VanTol.

Renovation



Ehrlo Sport Venture Library underwent a facelift this summer. Stop by the location on 5th Avenue to check out the new digs.

Star-blanket



Our own Carole Bryant (a long-time SIGA board member) helped present fellow board member Chief Marie Anne Daywalker Pelletier with a star-blanket at a SIGA dinner in July to celebrate the Chief's appointment to the Order of Canada.