

August 2024

# BENCO NEWSLETTER

A Newsletter for Benco Staff

## National Association for Direct Support Professionals

Benco is proud to announce the newest round of DSPs who are entering or continuing certification with the National Association of Direct Support Professional e-badge academy. The NADSP provides national recognition for the contributions and competence of staff who meet the certification standards. Each of the various levels of certification: DSP-I, DSP-II, DSP-III have robust requirements and high standards for coursework. Individuals achieve these levels by demonstrating a commitment to ethical care and integrity in the field of direct support.

Benco is incredibly proud to be one of only a few programs in Oregon that participates in the NADSP process. In the last two years, Benco has had 25 participants, who completed 2,510 hours of accredited training related to giving support to individuals. 1,035 badges were earned by providing real life examples of skills, knowledge and supports given to individuals in our programs.



Pictured our newest batch of DSP-I participants:  
Sarah L, Payton M, and Brandon K



## All Benco staff are members!

Did you know as an employee of Benco, you are automatically a member of the National Association of Direct Support Professionals? This membership entitles you to exclusive content such as newsletters, training materials, webinars and much more!

Video series that are available include:

Code Of Ethics Series  
Let's Talk Videos  
Leadership Videos  
Learning Annex Videos  
The Competency Connection  
The Aging Series

To access these materials, go to <https://nadsp.org/member-login/>. Enter the password: yes2DSPs! to gain access to all our archived webinars and materials.

## 2024 Benco NADSP Banquet Award Winners



John B. received the  
Outstanding  
Leadership award



Knox L. received the  
Achievement award



Cameron B.  
received the  
Ambition Award

**VALUES CORNER**  
**Thoughts from Benco's**  
**Executive Director: Sarah Frazzini**

Integrity is all about doing what you say and saying what you do. Actions are driven by our needs, values, beliefs, desires, and emotions. The values we hold most important are what propel us toward action and response to situations that pop up in our lives. Getting clear about your values and understanding your biological and physiological needs in a given period of time will help you better understand why you do what you do. Being curious and asking deeper questions of others - family, friends, co-workers, people you provide care to - will help you understand better why they do what they do.

When our behaviors and actions are in alignment with our values, we build trust, dependability, and stability for those we engage with. Safety with you and support are easily felt. When our actions don't match our words and vice versa, trust is difficult to build and is easily broken. Furthermore, conflict, miscommunication, and misinterpreted motives are more likely to occur.

At Benco, acting with integrity means that our actions, our composure and our words align with Benco's values. We follow protocols, guidelines, policies, procedures, and laws. We maintain self-control regardless of the situation. We speak the truth. We maintain confidentiality around private matters. We always treat others with dignity and respect. We center our work and our interactions with person centered practices in mind by honoring strengths and supporting areas of growth.

Self-reflection is a skill that if practiced regularly can be well developed over time, just like lifting weights to build strength. We need to practice reflection to build the skill. At the end of a tough situation, it's great practice to invest time in reflection. Questions to ask yourself: How did I show up in that situation? Did my words and actions align with my values and the values of Benco? Are there tools or strategies that I can use in the future to be in alignment with Benco's values? Is there follow-up that I need to do to repair damage that may have occurred?

Journaling, meditating, debriefing with your supervisor, recording voice memos on your phone, using apps on your phone or computer like **Reflectly** are all good ways to practice self-reflection.

At Benco, we care deeply about doing what is right and we use that filter to pause and help guide us in the actions we engage in. That is how we care without limits.

## DOP Updates:

**APC and Lead staff meeting** is scheduled for **August 27th at 2:30 PM** at the Admin office in the large conference room. These meetings will offer leadership trainings and an opportunity to learn from and get to know other program leadership.

**DSP Feedback Session**  
**Wednesday August 14th from**  
**2:30-4PM at Martin Luther Park**  
4905 NW Walnut Blvd.

This will be an on-going monthly meeting that allows DSPs to have a voice in the development of training, employee engagement opportunities, and feedback on matters most important for their daily life at programs.

**Employee Appreciation surveys:**  
Each staff should have received and completed an employee appreciation survey. These surveys provide helpful knowledge about the ways you best receive appreciation. Every employee matters and contributes to the incredible team that is Benco. The leadership team wants to know how best to celebrate, console (when there are rough days or personal challenges), or communicate with you. It is not required, but we are asking everyone to fill out the survey to the degree they feel comfortable then return to Misty or their PC.

### **DOP Flexible Schedule: to ensure availability to all staff**

Did you know that DOP is available to meet with or talk to staff outside of the regular 8-4 M-F schedule? DOP is a position that was created to provide support for all of our staff. Support can mean additional training, assistance navigating interpersonal dynamics, or resource gathering. Reach out to schedule a time to meet with Misty: 503-428-0695.

Meetings with Misty are confidential. If a subject is shared that requires additional support (for example: impacts health and safety of staff or residents) DOP will inform the person prior to disclosing any information.



# Program Spotlight: Gleicher

## **What are your favorite parts about working for this program?**

I love that our team has such a diverse set of approaches to supporting Gleicher's residents, and we have a culture that's very collaborative.

Regardless of the obstacle, someone on the team will find the best path to success.

Gleicher's residents are also quite diverse in their likes and personalities. There's a good-natured rogue, someone who loves all things nerdy, and the extra spicy resident who keeps all of us on our toes.

We work well together, and it's a joy to experience.

## **What would you like people to know about the program you manage?**

Gleicher has three residents who collectively enjoy a wide range of activities. One resident really enjoys social events and strives to attend them whenever possible. He's also the arts and crafts guy. Another gets very excited to point out nerdy or action hero characters any time they get the chance, and he loves visiting with his family more than anything. The other likes western movies and playing video poker.

The many puzzles decorating the program were completed by him too. Of course, they're all more well-rounded than that, but those just are some highlights of their interests.

Our staff are weighted on the more veteran side, with one DSP having worked at Benco for almost 24 years. Open positions don't occur often, so it seems that everyone likes working here quite a bit. This has the nice side effect of keeping the lives of Gleicher's residents more stable as well.



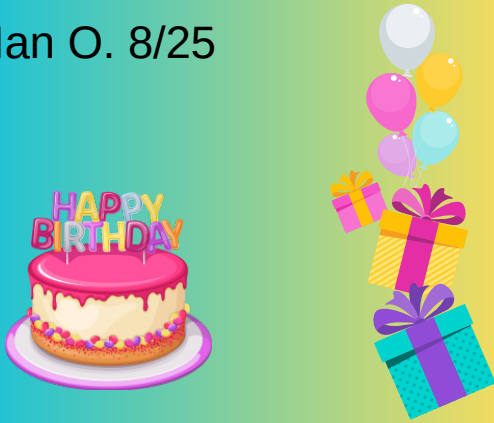
We often get peacocks visiting our yard!



# August Dates to Remember



Laura A. 8/02  
Noah E. 8/04  
Trenton K. 8/07  
Ariana P. 8/10  
Demetrius D. 8/15  
Ian O. 8/25



## Welcome New Staff!



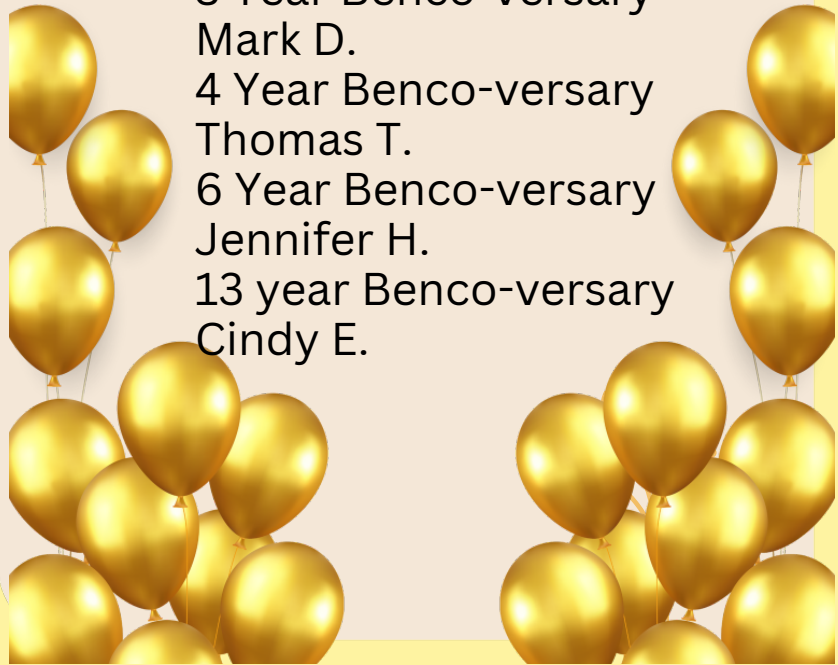
Hayden M.  
Mason B.  
Antonio C.  
Megan D.  
Elijah N.



And don't forget the recruitment bonus: refer a friend, have them put your name on the application, and at their 6 month anniversary you get \$100!

## Happy Anniversary

1 year Benco-versary  
Ariana P.  
Samuel R.  
2 Year Benco-versary  
Neil P.  
3 Year Benco-versary  
Mark D.  
4 Year Benco-versary  
Thomas T.  
6 Year Benco-versary  
Jennifer H.  
13 year Benco-versary  
Cindy E.



## Congratulations!

Employee of the Month  
June : Sarah H.



## Don't forget:

Dress Like a Box of Crayons (colorful attire day--yes, you can dress as one color and represent a single crayon:) Thursday, September 5th

# Meetings this month!

DSP Meeting

August 14

2:30-4PM at the MLK  
Park

Next meeting:

September  
10th at MLK Park  
2:30-4PM

APC/Lead Staff Meeting

August 27th

2:30-4PM

at the admin office in the  
large conference room.

Next meeting:

September  
24th

## Benco's Drug and Alcohol Policy Learning Sessions

8/22/24 2pm-3pm

This session will be focused on drugs including cannabis

8/28/24 2pm-3pm This session will be focused on alcohol

9/4/24 2pm-3pm This session will be focused on  
prescription medication

9/11/24 2pm-3pm This session will be focused on random  
drug testing

9/25/24 2pm-3pm This session will be focused on  
reasonable suspicion testing