Fall 2022 Newsletter

Dear RSS Family, Friends, and Staff:

**The RSS Way: Moving the needle for advocacy for the Disabled**

Our mission is central to who we are and how we measure progress this year and for the last several decades. In the previous newsletter, we said goodbye to a veteran board member John Luse and welcomed a new board member Clare Young. I am pleased to announce that Denise Armstrong has joined our board.

In our fast-paced society, if you're standing still, you're moving backward. In 2022, RSS made a real difference on several fronts, despite the challenges the world sent our way. So let me start there by sharing the impact of our work.

The news has been filled with nursing homes shutting down due to staffing shortages and uprooting the lives of their residents. The RSS board receives monthly updates from the HR department on hiring and terminations. As a board, our thoughts weigh heavy on our staff and frontline workers. Like most organizations, we always seek committed people who provide service before self. A gentle reminder during the holiday season, please give thanks to these dedicated workers. Without them, there would be no RSS.

At each board meeting, we are informed of any altercations. Whether the altercation involved resident-to-resident or resident-to-staff, we believe that RSS should be a safe environment for all. We study the timing of incidents and the members to determine any pattern. We employ behavioral specialists to provide detailed action plans to curb future incidents. The goal is to make RSS a peaceful place to live and work.

Adding to our busy year already, we deployed chosen board members and staff to meet with some of our key legislators. RSS's personnel successfully laid the groundwork for this upcoming legislative session by showcasing the need for advocacy and funding. Indeed a good start. We must continue the momentum for our organization and for those we serve by staying present in the minds of our legislators. In the coming months, we will send some of our leadership staff to Helena.

This year was full, and we look forward to seeing what the New Year has in store for us. Please consider how we can make the holiday season special for our residents and staff. We encourage you to contact us if you have any ideas, questions, or concerns.

Sincerely,

The Board of Directors, RSS, Inc.