



LIFTT

Living Independently for Today & Tomorrow

The LIFTT Connection
Newsletter

JULY 2023 VOLUME 4, ISSUE 4



LIFTT

Living Independently for Today & Tomorrow

ADA33 ★★
★ 1990 - 2023 ★★
Americans with Disabilities Act
Celebrate the ADA! July 26, 2023

LIFTT invites you to join us for an
Americans with Disabilities Act (ADA) Celebration

"Disability Inclusion through Employment"

Wednesday, July 26

Noon to 4 p.m.

Billings: 1201 Grand Avenue

Glendive: 120 S. Kendrick Avenue

Job & Resource Fair

Food Truck Lunch available for purchase

Free Cake & Coffee

Community Reflections on the ADA

For more info: 406-259-5181 (Billings), 406-948-8500 (Glendive)
or visit liftt.org/ada33



LIFTT and Pharm406 form partnership Will hold a series of vaccine clinics throughout service area

Living Independently for Today & Tomorrow (LIFTT) and Billings-based pharmacy Pharm406 have entered into a partnership to provide vaccine services to people with disabilities and the aging population across LIFTT's 18 county service area in southcentral and southeastern Montana.

The partnership is made possible through a grant LIFTT received from USAging and the Administration for Community Living (ACL) to participate in a nationwide effort known as the Aging and Disability Vaccine Collaborative (ADVC).

Under the partnership LIFTT and Pharm406 will work together under CDC guidelines to organize and facilitate a series of vaccination clinics offering the Influenza and COVID-19 vaccines in locations in all 18 counties of LIFTT's service area. Exact dates, times and locations of clinics will be forthcoming. Updates can be found at "The strategic, innovative, and creative partner-



ship formed between LIFTT and Pharm406 will remove many barriers that have prevented and continue to prevent the aging and disabled population of Southcentral and Southeastern Montana from receiving the COVID-19 and Influenza vaccines," said LIFTT Executive Director Carlos Ramalho.

"Together, LIFTT and Pharm406 will bring the vaccine to people wherever they are. It is a joy to have the opportunity to work with Kyle Austin, the community-minded and selfless Montana leader who founded Pharm406 during the COVID-19 pandemic. We thank Kyle for making Pharm406 available to the aging and disabled population of southeastern

Montana. The COVID-19 and Influenza vaccines they will receive will improve their lives," continued Ramalho.

"Pharm406 is grateful for the opportunity to serve the aging and disabled population of southcentral and

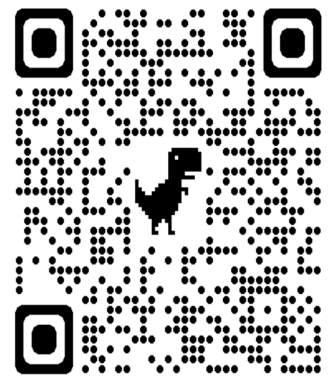
southeastern Montana through LIFTT. We are happy to know that USAging and ACL made resources available to pay for this vital work. Pharm406 will do everything in its power to provide the population with the COVID-19 and Influenza vaccines they need. We are looking forward to getting on the road and meeting the folks." Said Pharm406 Founder and Owner, Kyle Austin.

For more information about the ADVC and the other services LIFTT offers please visit <https://www.lifft.org>, download the LIFTT app for your Apple or Android mobile devices, or call LIFTT in Billings at (406) 259-5181 or in Glendive at (406) 948-8500.



Take IL on the Go!
Download the
LIFTT Mobile APP!
Free for Apple & Android

Just use the QR Codes or
go to lifft.org/mobile-app



Director's Corner: Inclusion through Employment

The Americans with Disabilities Act (ADA) became the law of the land of the free and the home of the brave on July 26, 1990: 33 years ago, 225 years after the American Revolution, 214 years after the Declaration of Independence, and 199 years after the Bill of Rights.

Like all these other events and laws, the ADA is a living and revolutionary piece of legislation that causes continuing and dramatic changes, engages people, and promotes positive political upheaval.

Because of the ADA, our society is progressively transforming and becoming more diverse, inclusive, and accessible to disabled students, shoppers, pedestrians, drivers, sports fans, citizens, computer users, travelers, tourists, employees, and employers.

The ADA created awareness about our need to understand and welcome people of different disabilities" and recognize their right to receive equal treatment and equal access.

LIFTT is as young as the ADA and has been the ADA's voice in Southeastern and Southcentral Montana, where we work incessantly to promote diversity, inclusiveness, and accessibility.

LIFTT and its partners intend to continue to advocate for those who need reasonable accom-

modations, such as special education classes, assistive technology, lower curb sidewalks, accessible public transport, restrooms, parks, accessible hotel rooms, and home and vehicle modifications.

We will brainstorm with every-



one about unique solutions for special situations. The ADA and LIFTT envision an America where the disabled population is among the free and the brave, who are genuinely free from discrimination and know and fearlessly defend their constitutional and ADA rights.

After 33 years of ADA existence, one of the areas we still need improvement is disability inclusion through employ

ment. It is time for America and Montana to eliminate employment discrimination against disabled individuals and recognize their different abilities.

The celebration of the 33rd Anniversary of the ADA is an excellent opportunity for employers to remove the barriers that prevent disabled candidates from completing job applications successfully, go through the interview process, and become productive employees.

LIFTT commits to continue advocating for disability inclusion and equality for individuals living with invisible (psychological, psychiatric, or emotional) and visible (developmental or physical) disabilities.

Our goal is that in 2024, when we gather to celebrate the 34th Anniversary of the ADA, the US Department of Labor statistics will show a significant growth in the number of people with disabilities who were included in society through employment, demonstrating that Montana's society and economy are complying with the ADA.

Disabled employees are capable, educated, hardworking, trustworthy, productive, and fun. Allow us to prove ourselves and live life to the fullest.

*Carlos Ramalho,
Executive Director*

LIFTT Billings team to sell Ganian's Fundraiser Cards 7/17 to 7/31

The members of LIFTT's Billings Team will be selling Ganian's fundraiser cards from July 17 through July 21, 2023.

The cards provide the purchaser with access to a variety of free items and discounts redeemable at both the Midtown and Heights Ganian's locations.

Cards are \$10 each and 100% of the proceeds from all cards sold go towards furthering LIFTT's mission.

For more information on how to buy a card contact LIFTT's Billings office at (406) 259-5181 or speak to a Billings LIFTT team member.

LIFTT thanks Ganian's for providing us with this fundraising opportunity.

LIFTT *Ganian's*
Living Independently for Today & Tomorrow FLOWERS

FLOWER FUNDRAISER
GET YOURS WHILE YOU STILL CAN!
AVAILABLE 7/17-7/31/23
ONLY \$10!

Ganian's 100% OF THE PROCEEDS GO TO THE ORGANIZATION
SUPPORTS OUR COMMUNITY
FUNDRAISER CARD
Downtown: 502 North 30th Street
West: 1211 24th Street West | Heights: 810 Bench Boulevard
Billings, MT | 406-245-6434 | ganians.com

FREE FREE FREE
\$5 Loose Flowers by the stem \$5.00 value
4" Blooming Plant in decorative container @ our Garden Center location \$15.00 value
Dozen Roses mixed colors wrapped
Valid June - September
www.ganians.com For fundraising opportunities call 406-245-6434. Not valid with any other offer. One coupon per person per visit. Must present coupon at time of purchase. U.S. Pat. 5,417,458; 5,774,287; 6,315,023

\$5 off \$10 off \$15 off
Minimum purchase \$25 Minimum purchase \$50 Minimum purchase \$75

CONTACT LIFTT FOR MORE INFORMATION
406-259-5181

Scripps Howard Foundation awards grant to LIFTT

Living Independently for Today & Tomorrow (LIFTT) is pleased to announce that it received a grant from the Scripps Howard Foundation to provide independent living services to aging and disabled populations across southeastern and southcentral Montana.

The recent award is the third such grant given to LIFTT by the Scripps Howard Foundation.

The Scripps Howard Foundation, an affiliated organization with the Scripps Howard Fund,

supports Scripps' charitable efforts through its endowment by making donations to key social programs.

"LIFTT is deeply grateful for the ongoing support received from the Scripps Howard Foundation. Contributions like this one from enable LIFTT to continually support individual consumers throughout our service area as they seek the programs and services that make a difference in their lives," said LIFTT executive director Carlos Ramalho.



**SCRIPPS
HOWARD**

FUND

LIFTT Team building unity with FutureSYNC

by Nikki Dixon-Foley, Master Coach and Facilitator, FutureSYNC International

Throughout May 2023, the staff at LIFTT participated in a four-part, interactive, team learning opportunity to explore the far-reaching impacts of intentionally growing unified teams. I was honored to be invited to navigate the team through the essential elements that help build team focus and produce better outcomes.

We started our learning by creating a foundational awareness of the ingredients of a unified team. Together, we explored how important it is for teams to intentionally build alignment around organizational targets, embrace the problem-solving state of mind, and find ways to craft a team's powerful purpose. As the LIFTT team discovered, these are the key ingredients to keeping everyone moving in the positive forward momentum together.

We continued to build upon our learning in session two as we took a deep-dive look at the power of personal accountability. The team investigated how blame quickly erodes credibility and hinders personal accountability among teams. The LIFTT team was highly engaged in conversation by sharing their desires to grow their personal accountability while supporting others on the team by holding others graciously accountable.

The LIFTT team quickly recognized that high levels of team accountability would not only improve successful outcomes for their team but will also have a positive, compounding effect on all those they serve. I would have

been remiss if our next topic was not to discover impactful ways to increase and grow team resiliency.

The LIFTT team and I surfaced the reality of the never-ending challenges we all face today. From changing

FUTURESYNC
INTERNATIONAL
synchronizing solutions & igniting workplace performance

Core Values:

- 1) The relentless pursuit of excellence
- 2) True partnership with our clients
- 3) Noticeable responsiveness
- 4) Honoring the dignity of every individual
- 5) Uncompromising kindness
- 6) Intentional accountability
- 7) Owning & solving problems every day!

workplace dynamics to the dramatic changes we have all witnessed in our communities over the past three years, the LIFTT team, not unlike so many other teams I work with, is running its team resiliency tanks low.

As the group discovered, building resiliency starts with creating space for personal resiliency to grow by establishing intensely clear, personal standards that guide emotions and optimistic vision setting.

From there, the LIFTT team unearthed the importance of building from "what is right" and not "what is

wrong" to harness the "power of possibilities" thinking as they navigate complex challenges together. Together, the LIFTT team discovered that improving resiliency comes from embracing an optimistically focused mindset and intentionally creating safe and gracious team interactions.

Our final session rounded out all our learnings about building unified teams, accountability, and resiliency by addressing the importance of building organizational culture together. As we uncovered, organizational culture is the outcome of all the inputs. Each individual on the team is one of many inputs into the culture.

As the LIFTT team discovered, trust in one another is the cornerstone of high-functioning teams. The group learned that trust must be built together, trust must be

extended to one another, and trust must be protected as a team to successfully navigate the nuances of disruptions, decisions, and, ultimately, the achievement of the mission. With the LIFTT team's dedication and contributions to the learning opportunity in which they participated.

I am proud to say that I witnessed the beginnings of fantastic, team-unity transformations in real time. The communities and people this passionate team is committed to serving will undoubtedly reap the benefits of having a unified LIFTT team working for them.



LIFTT FREE

WORKSHOP'S

STOP IN AND LEARN ABOUT OUR WORKSHOPS

COME JOIN US

ORIENTATION

WEDNESDAY, JULY 19TH, 2023

9AM - 3PM

WORK SHOP SCHEDULES



LWC - WEDNESDAY'S AUG 2 - OCT. 4, 2023 10AM - 1PM

CLS - FRIDAY AUG 4 - OCT. 6, 2023 10AM - 1PM

LEARN TO "ADULT" 101 - DATE AND TIME - TBD

THE COMMUNITY LIVING SKILLS (CLS)

WORKSHOP PROVIDES INTRODUCTORY INFORMATION ON A NUMBER OF TOPICS SPECIFIC TO LIVING INDEPENDENTLY IN THE COMMUNITY

LIVING WELL IN THE COMMUNITY(LWC)

WORKSHOP TO HELP PEOPLE WITH DISABILITIES SET AND ACHIVE QUALITY OF LIFE GOALS, WHILE BUILDING SKILLS TO SUPPORT HEALTH, WELLNESS AND INDEPENDENT LIVING

LEARN TO "ADULT" 101

LEARN HOW TO CREATE A BUDGET, HOW TO REPAIR YOUR CREDIT, WRITE A RESUME, OPEN A BANK ACCOUNT, AND MUCH MORE.

Contact info:

1201 Grand Ave Ste. 1, Billings, MT. 59102

www.LIFTT.org

406-259-5181

The Dignity of Work

Hotel job helps disabled Glendive man feel 'part of society'

The ideal workplace & workforce are diverse, inclusive, equitable and accessible. Diverse means that it involves people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, and abilities. Inclusive means that it does not exclude or discriminate against anyone.

Equitable when they treat male and female, Caucasians, African Americans, Native-Americans, Latinos, equality. Accessible when they welcome employees with disabilities and provide reasonable accommodations in compliance with the Americans with Disabilities Act (ADA).

One of the multiple services LIFTT provides the Montana population with disabilities is assistance seeking and finding employment.

Among hundreds of success stories about disability inclusion through employment, is Richard Delagarza, a 58-year-old Caucasian-Hispanic male, dealing with Post Traumatic Stress Disorder (PTSD), loss of hearing, hypertension, hepatitis, arthritis, depression, ADHD, dyslexia, and a head injury.

His number one goal was to find employment and be able to provide for him and his family. LIFTT helped Richard apply for SNAP (food stamps) and Medicaid benefits and assisted him in finding more permanent housing.

LIFTT referred him to a job opportunity with a local hotel in Glendive, MT, he applied and was hired to work as housekeeper.

After a few weeks in that position, his employer promoted him to trainer. After feeling secure in his employment, Richard felt he was finally part of society, and felt confident about moving from the hotel room he was living in, into his own place.

Employment is important not only because of the wages but because it empowers the person to live independently, find purpose and meaning for their lives. It includes them in society and instills feelings of dignity and self-worth encouraging them to grow as individuals who are part of something bigger than themselves.

LIFTT strongly encourages employers to give opportunities to citizens with disabilities seeking employment. They are intelligent, hardworking, innovative and creative because they are used to seeking and finding solutions for the problems they face daily. These employees are a priceless asset to any organization.



Assistance from LIFTT in finding work as a hotel housekeeper and trainer has helped disabled Glendive resident Richard Delagarza feel more certain of his place in the community.

Once he was settled, Richard began to feel more hopeful and optimistic about his future and believed that good things were about to happen. He felt moti



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We are on the web @
www.LIFTT.org

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LIFTT's Mission— Living Independently for Today & Tomorrow, Inc. is Montana non-profit organization committed to empowering persons with disabilities to live freely and equally in Southeastern Montana through the provision of independent living services which reduce societal barriers.

Peer Support Group

Would you like to connect with others living with disabilities?

Join the weekly fellowship of LIFTT's online peer support group. Whether it's games or supportive deep discussion, you're sure to enjoy the new perspectives and the positive sense of belonging.

Join LIFTT peer coordinator Tanya Thomas for our online peer support groups every Thursday at 3pm.

Join Zoom Meeting <https://zoom.us/j/93017341646>
Meeting ID: 930 1734 1646
One tap mobile +13462487799, 93017341646# US

LIFTT is a nonprofit agency governed by a consumer-led Board of Directors whose lives have been personally impacted by a disability.

LIFTT is funded in part through contracts and grants from the MT Department of Public Health and Human Services, US Aging and the Administration for Community Living, United States Department of Health and Human Services. The statements herein do not necessarily reflect the opinion of DPHHS, US Aging ACL, or HHS.

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