

THE DE NOVO BUILDING BLOCK

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Executive Director Report By Jacqie Shartier

It is with great pleasure and immense pride that De Novo presents our first newsletter. As the new Executive Director of De Novo, since late June, 2010, I have a fiduciary responsibility to you to manage De Novo from a financial and program perspective. I salute the original founders of De Novo for the dedication and hard work that was put into De Novo to start a program for the unionized construction trades.

Since I became Executive Director, we have had considerable changes:

- Introduction of Bill 168
- Restructuring of the schedule from 12 hours to 8 hours
- Replaced all carpet in the building with new flooring (2nd floor, thanks to the Central Ontario Building Trades 2010 Golf Proceeds)
- New display boards for conferences and trade shows
- All new bathrooms in the facility
- New fitness equipment
- New 15 seat passenger van to transport the clients

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- New nutritional menus
- Updated all the job descriptions
- Updated and implemented policies and procedures
- Program review to be more client focused
- New aftercare program

My greatest hope is that we expand our services to be more client-focused and meet family needs.

I thank the participating Unions that support De Novo because without you, there would not be a De Novo Treatment Centre.

Recognizing the Signs of Addiction at the Workplace

Signs of a Problem

Addiction affects all areas of employment and it is important to be aware of signs that may indicate that someone you are working with needs help.

If an employee has one or more of the signs listed below, they may have an addiction. Be professional and don't accept their excuses or take over some of their workload; you may unknowingly be supporting that addiction. Call a professional counselor at De Novo Treatment Centre to find out what steps you can take to help that person.

Often calls in sick, leaves work early or takes extended breaks

Frequently visits the washroom

Misses deadlines or production slows down

Has become isolated from fellow employees

Unexplained memory lapses

Personal hygiene is neglected

Makes or receives frequent phone calls

Aftercare and Alumni

In December 2010, De Novo Treatment Centre developed an aftercare program in conjunction with other addiction facilities. It is our goal to provide an aftercare or continuing care program close to a client's home to reduce travel time and increase recovery time. Aftercare programs offer life skills, anger management programs, and relapse-prevention with constant reference to the twelve steps.

Since 2002, De Novo has successfully graduated many clients and in our ongoing efforts to achieve maximum recovery, De Novo is creating an alumnus. Alumni members would be asked to



meet annually, speak at meetings and offer advice and ideas to De Novo. By connecting new clients with alumni members, De Novo feels that relapse can be cut in half. If you are interested in joining our alumni and have been clean and sober for one year and are attending regular meetings please contact Paula Mazzarolo at 416-951-4432.

Nutrition in the Kitchen

The kitchen is the heart of the home and De Novo Treatment Centre is keeping this value alive and strong. De Novo realizes that many of its clients are deficient in many vitamins and minerals and that some clients are completely malnourished due to their substance abuse.

Achieving optimal health is De Novo's goal for its clients and in response to these needs; the kitchen has done a complete overhaul of its food preparation and menus. In our efforts to maximize our client's recovery, the kitchen staff is eliminating canned foods and fried foods. Fresh fruits and vegetables are served daily and all meals are made from scratch. Whole grains are replacing simple carbohydrates and fresh squeezed fruit juices and smoothies are offered. These foods will offer a variety of vitamins, minerals, protein and fiber that will detoxify, heal and strengthen the recovering body. It will promote clearer thinking, cut back on cravings and provide more energy to an overworked and fatigued body.

This summer, De Novo has created its own garden whereby vegetables and herbs will be grown for consumption. Clients will be asked to actively participate in this endeavor as it will not only provide fresh and healthy food, it will provide fresh air and exercise which stimulates the metabolism and immune systems and creates a positive recovering environment.

Helpful Hints

1. Try to eat six times a day.
2. Avoid drinking liquids with meals.
3. Eat raw fresh fruits and raw and lightly steamed vegetables every day.
4. Vary your diet as much as possible as no single food provides all your vitamins and minerals.
5. Avoid white sugar and white flour as they don't contain enough vitamins and minerals for their own digestion.
6. Don't eat convenience foods or instant foods.

We will go to Any Lengths

Our team of professionals will do just about anything to ensure that our clients receive personalized care, but we weren't quite sure just how far they would go to do that.

If you had been touring De Novo last week, you would have been a little shocked upon entering the office of our addictions councilor Don Thorne.

Don was wearing a pink shower cap diligently working at his computer. When asked what the occasion was, Don simply replied without cracking a smile that "change is sometimes a good thing". He further explained that "he would go to any lengths for the clients at De Novo."

We cannot wait to see what new stylish goodies Don has in store for the clients and De Novo this spring and summer!

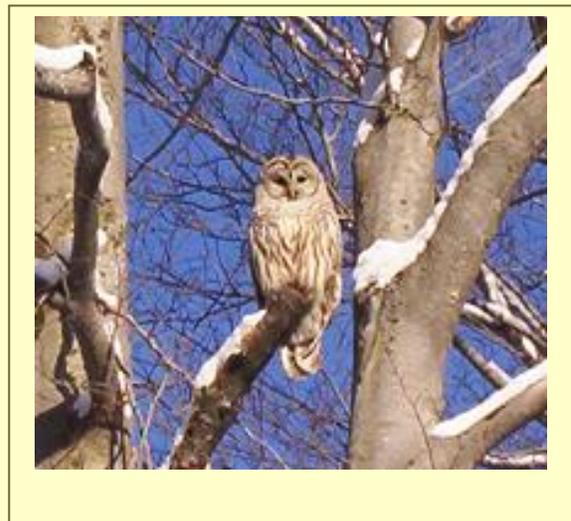


Who is Hoo at De Novo Treatment Centre?

2010 and 2011 have seen many positive changes at De Novo. New roles have been created, new staff has been employed and new programs have been implemented. Coincidentally, there was a very large owl situated in the trees this winter as all of the new changes were occurring inspiring us to let you know who is who.

De Novo is under the leadership of a new Executive director, Jacqie Shartier. Marie Lloyd was hired as Program Manager in January 2011 and she brings many years of experience and a fire that is noticed by all. George Fortin is now Team Leader and Mentor to many. Paula Mazzarolo was hired in December 2010 to facilitate client nutritional needs and to provide aftercare for clients. Michelle Ainslie remains our indispensable administrative assistant. Mike Nagy remains our tireless and devoted night attendant. Courtney Evans, Kate Quinlan, Robin Stewart

and Bruce Loucks are our new attendants. Don Thorne, Jerry Hillson, Bill Emery, Don DesRoches and Aaron Sinclair remain our dedicated counselors and attendant. Joe Kincaid, Carol Donnelly, Ronda Sarginson and Melanie Basso remain our talented kitchen staff. Garry Brandt continues to maintain and hold De Novo together.



Lighten Up With Carol

Below is a recipe recommended by Carol from the kitchen for clients to try at home:

Honey Balsamic Glazed Salmon

What you need:

- ½ tsp. olive oil
- ½ cup baby carrots, cut lengthwise in half
- 1 small zucchini, cut into match-like sticks
- 2 salmon fillets with skin
- 2 tbsp. Kraft extra virgin olive oil/balsamic dressing
- 1 tbsp. honey
- 1 tbsp. grated parmesan cheese
- 1 tbsp. chopped fresh basil

Make it:

Heat oil in large non-stick skillet on medium-high heat. Add vegetables; cook 2 min., stirring occasionally. Spoon vegetables to one side of skillet. Add fish, flesh side down, to other side of skillet; cover. Cook on medium heat 8 min. Or until fish flakes easily with fork, turning after 4 min. Transfer fish and vegetables to plate; cover to keep warm. Add dressing and honey to skillet; cook and stir 30 seconds or until heated through. Pour dressing mixture over fish. Top vegetables with parmesan and basil.

Calories: 300, Fat: 15g, Sodium: 220mg, Carb: 18g, Fiber: 1g, Protein: 21g, Vit. A: 45%, Vit. C: 25%, Calcium: 6%, Iron: 6%

Makes 2 servings.

Your Ideas and Opinions Count

We welcome all your comments, questions, ideas and concerns. Do you have a story you would like to share with others? Are there questions you would like to be answered about your recovery? Are there specific topics you would like us to discuss?

Please send all comments to our email address: denovoaftercare@yahoo.ca. All submissions will be considered and answered to the best of our ability.

Our newsletter will be published quarterly. If you would like this newsletter emailed to you, please send your email to the above address. Our next newsletter will be published in the autumn.