

# SPECIAL EDITION

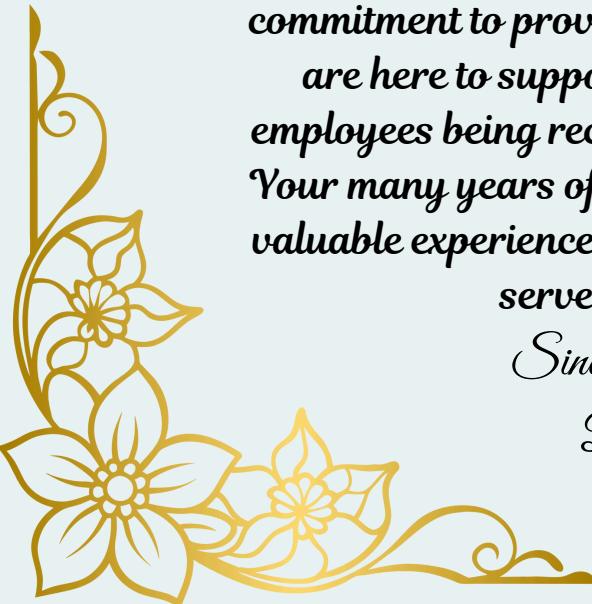
# President's Message



On behalf of ICE, I would like to congratulate all of the award winners for 2025. You were selected because of your excellent work in 2025 and your commitment to providing great service to those we are here to support. I also want to thank the employees being recognized for their long service. Your many years of dedication bring stability and valuable experience as we continue our mission to serve the community.

*Sincerely,*

*Brandy Thompson*   
*President* 



Independent Counselling Enterprises (ICE) held its annual South Open House and Employee Award Celebration on Wednesday, December 3, 2025. The event saw a wonderful turnout, with ICE employees, clients, family members, and other valued stakeholders in attendance. The celebration continued with heartfelt employee recognitions, honoring staff for their outstanding commitment to health and safety, excellence in service delivery, and long-term service milestones.

# REFERRAL PROGRAM

## REFERRAL INCENTIVE RECIPIENT

**Employees or Support Home Operators  
who refer a person to ICE who  
successfully meets our hiring  
requirements and completes their three-  
month probation with a minimum of 120  
hours worked, receive \$100.00!**

# ICE ANNUAL AWARDS 2025

## *Employee of the Year Award*



**Therdeus K.**

Since joining the ICE team in 2022, Therdeus has consistently demonstrated dedication, initiative and drive. His professionalism and strong work ethic have made him a valued member of our team. In 2024, he took on the role of Team Lead and joined the Health and Safety Committee as a worker representative, further contributing to our commitment to a safe and supportive workplace. Therdeus is adaptable, patient and always ensures he has a clear understanding of expectations by asking thoughtful questions. He remains polite, and respectful in all interactions and works well with any individual he supports. His documentation is always completed with accuracy and attention to detail. Reliable and responsive, Therdeus is quick to step in where needed and maintains excellent communication with his supervisors and office staff. His involvement in the recent COR audit highlights his ongoing engagement and commitment to continuous improvement for the agency. We're proud to recognize Therdeus as our Employee of the Year for 2025 for his outstanding contributions and leadership.

Congratulations!



# ICE ANNUAL AWARDS 2025

## Community Connection Award of Excellence



Tammy H.

Since joining our team in 2016, Tammy has consistently gone above and beyond in fostering meaningful inclusion in community. She actively engages the individual she supports through his interests, exploring new ideas, discovering new places and fully participating in activities alongside him. Her dedication ensures the individual experiences genuine social connection and full access to his community. We're proud to recognize her ongoing commitment to enhancing the quality of life of individuals we support through authentic, person-centered engagement.



## Thank you Card Incentive Prize Winner



Padma R. has received thank you card from the client for consistently providing with all the needs and doing it with a smile.

## ICE Referral Incentive Winners



## **ICE ANNUAL AWARDS 2025**

### ***Health & Safety Employee of the Year Award***



**Jeremiah P.**

Jeremiah returned to our agency this year, with a strong commitment to supporting safe and healthy workplaces – and it showed immediately. Jeremiah was employed with ICE several years ago and returned in January 2025. He quickly stepped into a Team Lead role and joined the Health and Safety Committee, demonstrating leadership and initiative from day one. He actively communicates with the office, promptly identified and reports hazards and takes action to ensure the safety of the program, himself, his team and the individual he supports. Jeremiah participated in this year's COR maintenance audit, bringing enthusiasm and a proactive approach to every task. We're happy to recognize his dedication, drive, and ongoing contributions as a valued member of our team.



# ICE ANNUAL AWARDS 2025

## Long Term Service Awards- 10 Years



Leslie W. and Dasha H.

We want to thank and congratulate the 10-year Service Award Recipients in South. Your dedication, drive and hard work over the last 10 years has supported the agency in the work we do and has helped in driving our overall success. From showing up every day for the individuals you support, to the relationships you've built with your colleagues and supervisors, you bring so much value to our team. We are so grateful to you and thank you for your commitment.

Congratulations!

# ICE ANNUAL AWARDS 2025

## Door Prize Winners!



Carrie C.



Cosmas J.



Francis L.



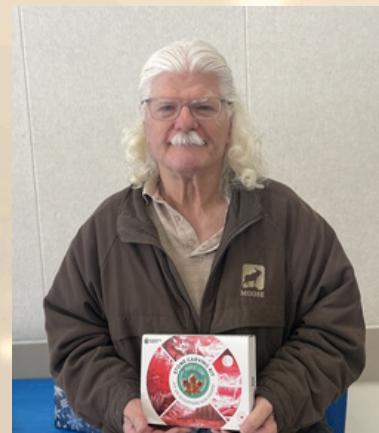
Jeremy O.



Josephine K.



Nana



Neal W.

## Provincial Health & Safety Thank you Card Winner



Justin S with President  
Brandy T.

Justin is a dedicated and safety-conscious team member who consistently goes above and beyond. He is always ensuring clients receive safe and reliable support. Justin provides compassionate and patient care, making him a valuable asset to the team. We are proud to have him with us. Congratulations, Justin!



## JANUARY TRAINING

**Pre-Employment Training**  
January 6,7,13,14,20,21,27,28

**Depression/Schizophrenia Training**  
January 8, 2026 (1:00 PM - 4:00 PM)

**Manual Material Handling Training**  
January 9, 2026 (9:30 AM - 1:00 PM)

**Parkinson's, FASD, Healthy Eating Training**  
January 12, 2026 (1:30 PM - 4:30 PM)

**WVHB Prevention for Supervisor's Training**  
January 12, 2026 (2:00 PM - 4:00 PM)

**Epilepsy/Cerebral Palsy/Brain Injury Training**  
January 15, 2026 (1:00 PM - 4:00 PM)

**LGBTQIA2 Training**  
January 16, 2026 (9:30 AM - 12:30 PM)

**Burn Out Compassion Fatigue, Diversity in the Workplace Training**  
January 19, 2026 (1:30 PM - 4:30 PM)

**Diligence for Supervisors and Managers Training**  
January 23, 2026 (9:30 AM - 1:30PM)

**Promoting Safety Training**  
January 23, 2026 (1:30 PM - 4:30 PM)

**Diabetes/Healthy Eating Training**  
January 26, 2026 (1:00 PM - 4:00 PM)

**Abuse Prevention Training**  
January 29, 2026 (10:00 AM - 12:00PM)

# ICE South – Health & Safety Committee



**Alex Sim (Community Support Coordinator and Employer Co-Chair)**  
403-320-0024

**WHAT WE ARE:** A group of worker and employer representatives working together to identify and solve health and safety concerns as well as promote awareness and interest in health and safety. We provide support for the 3 basic rights that all Albertans have in protecting their health and safety including: **the right to know, the right to participate and the right to refuse dangerous work.**



**Jeremy Olsen (NRSW & Worker Co-Chair)**  
403-394-0038



**Elvis Kibichii  
(Community Support Coordinator & Employer Representative)**  
403-394-7911

**WHY:** A health and safety committee benefits both employers and workers. A healthy and safe workplace cuts down on injuries that hurt you and hurt your company with reduced productivity and expensive insurance coverage. *It is also the law.* Occupational Health and Safety (OHS) legislation passed in June 2018, mandates companies to have Health and Safety Committees/ Representatives.

**HOW:** The Health and Safety Committee works to improve your work environment by completing inspections, participating in, and reviewing injury/illness/near miss investigations, reviewing policy and hazards, and acting based on these findings, as well as by bringing forth your concerns to management.



**Grace Lamoureux  
(NRSW)**  
403-394-0038

**WHEN:** In Lethbridge (South), the committee meets the first Tuesday of every month at 9am (confirmation is printed each month in the ICE Page). If you are interested in attending a meeting, please contact **Carissa Trotchie** at the contact number listed on this poster.



**Therdeus Kurere (RSW)**  
403-394-0038



**Jeremiah Philips (RSW)**  
403-394-0038

**If you have concerns about your own or another employee's safety, you are obligated to report it (ICE policy 3.5.2 / OHS legislation). You may report these to your supervisor or manager, call an Employee Client Assistance Team (ECAT) supervisor, **contact a member of the Health and Safety Committee (numbers below)** or drop a note into the health and safety box in the reception area of your regional office.**

## ***Creating a Psychologically Healthy and Safe Workplace***

A strong workplace is not defined only by physical safety—it also requires psychological well-being. Psychological health refers to a person's ability to manage everyday stress, work productively, and maintain healthy relationships. When workplaces prioritize psychological safety, employees are more engaged, resilient, and supported.

Organizations that actively foster psychological well-being help reduce stress, prevent burnout, and create a culture where employees feel valued. Building this type of environment requires awareness, consistency, and shared responsibility.

Everyone plays a role in promoting psychological health. A supportive workplace culture can be strengthened through simple, everyday actions:

- Offer encouragement and empathy to colleagues who are dealing with stress or personal challenges
- Maintain professionalism and a cheerful outlook, contributing to a respectful team environment
- Seek help promptly if witnessing or experiencing harassment or inappropriate behaviour
- Use breaks, days off, and holidays to rest and recharge—fatigue is a major contributor to stress
- Practice healthy daily habits such as balanced eating, regular physical activity, and adequate sleep

These actions not only support individual well-being but also contribute to a safer, more productive workplace overall.

A psychologically safe workplace benefits everyone. Employees feel confident speaking up about concerns, collaborating openly, and supporting one another. This leads to healthier communication, stronger teamwork, and a more resilient organizational culture. By prioritizing psychological well-being, organizations reinforce their commitment to the safety, dignity, and overall health of all staff members.

### **Additional Resources**

To learn more about psychological health and safety in the workplace, visit:  
**Canadian Centre for Occupational Health and Safety – Healthy Minds @ Work**  
<https://www.ccohs.ca/healthyminds>

**Government of Canada – Mental Health in the Workplace**  
<https://www.canada.ca/en/public-health/services/mental-health-workplace.html>

