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2/14/2010

Valentine's Day

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4/24/2010

The Confetti Gala

Danbury, CT

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A Note of Gratitude



Lee Ann first came to Ability Beyond Disability in 2008. Before joining our family she had spent the majority of her life in and out of state hospitals, and when she came to us she was determined to turn her life around. After just a few short years Lee Ann has made great progress. Now she is living at Woodland St., working, volunteering in the community and becoming more independent with each passing day.

Last year Lee Ann wrote a letter to share how far she had come and how grateful she was for the support she had found here...which we posted on our website. She wrote us another letter in December, once again expressing how thankful she is to the staff of Ability Beyond Disability for making such a big difference in her life.

Dear Ability Beyond Disability,

I want to thank you for the Wii game. I'm learning how to play it...starting with bowling. This will be my second Christmas here, all of you make me feel so special and loved. The Woodland staff hold a special place in my heart this season. They have done so much for me this last year, I don't know how I could thank them all.

I wish you all a very merry Christmas and a wonderful New Year.

-Lee Ann

Working at Ability Beyond Disability gives each and every one of us the chance to touch a heart and change a life. Thank you to those who have made such a difference for Lee Ann.



Look Who's Joined Our Team

December & January:

Allen, Katinah M., Emp. Specialist I
Alves, Steve J., LSI
Anderson, Joni, LSI
Anderson, Sylvester, Driver
Argiento, Adele M., LSI
Arrington, Jennifer N., LSI
Cadmus, Lori L., Primary Care Nurse
Castillo, Eric R., LSI
Coogan, Courtney N., LSI
Dandorph, Kelly M., Asst RSC
Dietter, James D., LSI
Fraser, Shamare D., LSI
Garriott, Kayla N., LSI
Gonzalez, Madeline P., LSI
Grosse, Kathleen., Emp. Specialist I
Hall, Eileen S., LSI
Irizarry, Jonathan, LSI
Jenkins, William C., LSI
Jones, Charmaine S., LSI
Joseph, Ricardo, LSI
Kilcran, Sally L., LSI
King, Kenneth, LSI
Mancini, Angelo, LSI
Menard, Chrisner, LSI
Minieri, Daniel S., RA
Morgan, Keisha M., LSI
Newman, Kayla, LSI
Prukalski, Kate L., LSI
Schreiber, Sharon, Admin Asst. NY
Scuderi, Elise B., LSI
Sieling, Ashley M., Driver
Stephenson, Christopher D., LSI
Stowell, Judi Ann-Mares, LSI
Tracey, Daleila J., LSI
Velez, Kristine L., LSI
Watson, John F., Driver
Winters, Kenneth R., LSI
Zatloukal, Veronica Rose, LSI
Smith, Kristopher K., LSI
Thompson, Tyisiha N., LSI

*With diverse backgrounds
(including many in the human services
field), all of our new hires will be great
2 additions to our organization!*

Our Vision For The Future...

Ensuring a successful future for our consumers, families and employees

In the last issue we highlighted the new project management structure that was designed to help us succeed with the growth initiatives that are included in our vision for the future. Since then the sponsors and co-leads for four different projects have been announced:

Joan Volpe, VP is sponsoring the following projects:

Day Services - co-leaders: Michelle Alteriso and Carrie O'Connell

Reconfiguration - co-leaders: Nicole Cadovius and Dave Slater.

Chris Reinhard, VP is sponsoring the following projects:

Employment Services - co-leaders: Kate Travis and Michelle Ouimette

In-home Services - co-leaders: Liz Sunners and Tanya Medve.

Each group has a unique area to focus on, but all four will be conducting research to incorporate the best practice service models, the strongest markets of individuals who will need services, and potential new or expanded funding sources into those final business plans.

Recently, a luncheon was held for the sponsors and co-leads by Kris Foss and Dr. Jacqueline Reina, who developed the new structure. Participants were presented with Project Leadership books containing tips and tools for effectively leading projects, and an overview of "Basecamp" – an online project management collaboration system that will enable all of the participants to share documents, calendars, project status, to do lists and milestones. This type of technology will allow participants to work together while limiting the amount of time they have to travel for face to face meetings or updates.

Over the next few weeks, the project leaders will be contacting individuals from across the organization who have been chosen to participate on these important organizational projects.



"Oh My" Employee of the Month - *Ethel Andino*

Ethel Andino has been working with Ability Beyond Disability for 7 years. She began as a Life Skills Instructor (LSI) at Poundsweet where she worked for 6 years. Last year Ethel transferred to a Medical Support Assistant (MSA) position at Beckerle and Ritch Drive, and in October of this year she graduated from our DSP program and earned the title of Direct Support Professional.

Ethel loves helping people and said she learns a lot from the consumers. She has especially learned how to be more patient...something she employs at home with her kids. Ethel also enjoys learning about her co-workers; their different backgrounds and traditions.

On behalf of Ability Beyond Disability we would like to congratulate and thank Ethel for her hard work, dedication and conscientious care to the people we serve!

December and January "Oh My" Award Nominees

Diana Bova, Driver
Sharon Stallings, Residential Coordinator
Marylou Grillo, Dietetic Technician

Our First "Team" Nominee
NY Career Development Team



connections



Safety Net

All employees are covered under workers' compensation insurance in the event that they are injured on the job. Most of the time the employee sustains an injury and thinks, "now what?"

Well, **every injury no matter how slight is to be immediately reported to your supervisor.** You will be required to complete a work related injury form and report your incident to the Human Resources Coordinator (Robin Westby) by calling the dedicated extension for work related injuries: x3911. The employee portion of what happened is to be faxed to Human Resources within one business day and the supervisor's investigation report is required within three business days.

Our commitment is to keep our employees safe and correct any potential problems. The investigation is a way to identify preventive strategies, e.g., putting in a maintenance work order, provide additional training, or identify additional resources such as a member of the professional supports department.

More importantly, the immediate report will enable us to ensure you receive medical attention as quickly as possible and that the injury is reported to the appropriate state agencies as necessary! Additionally the Central Health and Safety Committee review all injuries to identify trends and any recommendations that may positively impact reducing injuries!

So, while it may seem like just another piece of paper, please be assured it is important information and you are participating in an important process!

Recruiting Update

You may remember that in April 2009, we adjusted our direct care hiring process to only hire LSI Flex Staff into CT. We are now back to recruiting and hiring for full-time direct care positions in CT at the time of interview.

And a reminder for all employees: Don't forget about our \$250 Employee Referral Bonus – spread the word that Ability Beyond Disability is hiring full-time positions with benefits and you could end up with an extra \$250!

If you have any questions about employee referrals or need a stash of cards, please contact your supervisor.



BRAVO!

Some noteworthy happenings at Ability Beyond Disability

Thanksgiving came early this year to the consumers at the **Access** program in NY who participate in the Billy Music Program. As a gesture for the season, Billy Ayers had a Thanksgiving Feast catered at the Pulse Theatre on Nov. 18th for the consumers and staff at his expense. He even had music students come and be the servers for this delicious lunch. We are all so thankful for Billy's generosity!

Back in December, **Dodgingtown** achieved a cite free ICF inspection... for the third year in a row! The inspectors were especially impressed with the staff and how they truly seem like a family. Congratulations to all who played a role in this outstanding accomplishment!

For the second year in a row staff took the residents of **Dorset Lane** into NYC to see the Radio City Christmas Spectacular, only this year they had a snowstorm to deal with! Staff arrived at the house at 6am to shovel out the van so they wouldn't miss the train. Thank you to this dedicated group of employees!

Attention ALL Employees:

Please be sure to take a minute to check your paystubs to ensure that your name is spelled correctly and that your address is current and accurate. It is always important to inform Human Resources of any changes so that you are able to receive benefit news and other Agency information, but it is especially important now at W-2 time!

If you have any changes to make please notify Krystal Rajcok at x3007.

THE BLITZ OF FEBRUARY 2010!

It's that time of year again when all CT employees are required to complete their TB Screening questionnaire. The questionnaire is reviewed by our Infection Control Coordinator (our very own Laura Santoro) who will follow up with the employee if necessary. New York employees are required to receive Annual TB skin tests under the NY Dept. of Health regulation so they do not participate, with the exception of those individuals who have had previous positive results. They are also required to complete the Annual TB questionnaire.

Your supervisor will be providing you with your form and asking you to complete ALL the questions, date it and return the form to them. Your supervisor will collect all the forms in an envelope that will be sealed and then forward to Robin Westby in Human Resources. Robin's role will be to collect the forms, coordinate the review and signature by Laura, then data entry, file and track compliance for the Agency.

Our goal (and compliance requirement) is that all forms are completed correctly, received and reviewed by February 26, 2010 and we appreciate your help in making the process run as smoothly as possible!

Anniversaries

January

Stacey L. Didato	26	Jared R. Carter	3
Betty Anne Granberg	24	Fantasia L. Eason	3
Mary Pell Bidwell	24	Daniel Sheehan	3
Deborah S. Reinehr	23	Crystal G. Ireland	3
Marylou L. Grillo	18	Robin M. Powell	3
Wadih H. Bourjeili	17	Peter V. Pannizzo	2
Susan M. Hancock	15	Elizabeth M. McCullers	2
William L. Jordan	11	Maria R. Frias	2
Philip R. McCorkle	10	Shauntae Black	2
Desreen H. James	9	Tiffany E. Buckley	2
Georgia L. Watson	9	Jennifer D. Knapp	2
Marcia A. Samuels	9	Jasmine Bilbo	2
Kerri A. Rogers	8	Amy Karen Marks	2
Dorothy Ayoo	8	Jonathan J. Vicente	2
Lorena M. McKee	7	LiMattie L. Foster	2
Ethel Roxina Andino	7	Laura C. Marks	2
Sarah E MacElhinney	7	Colleen M. Correa	2
Karen K. Hine	7	James H. Lynch	2
Suzette N. McKenzie	6	Christopher B. Walters	2
Lucinda M. Hotchkiss	6	Pamela J. Sweeney	2
Kimberly A. Bragoli	6	Curt J. Wargo	1
Tom M. Kitai	6	Mark A. Evans	1
Miguel A. Perez	5	Christine B. Reinhard	1
Robindra Singh	5	Christina M. Figueroa	1
Rebecca D. Cosgrove	5	Patrick T. Gantert	1
Carrie L. Cabral	5	Natasha Brown	1
Cynthia L. Forst	5	Jamie V. Rodrigues	1
Richard M Drummond	4	Rosemary Felix	1
Marquita A. Bent	4	Kimberly Clements-Hudson	1
Larissa N. Howard	4	Jenny M. Belhumeur	1
Shirley R. Patrick	4	Ashley N. Baron	1
Stephanie A. Paulo	4	Kara D. Oman	1
Michelle L. Ouimette	4	John E. Ezekiel	1
Jack R. Montalvo	4	Crystal M. Davis	1
Karlette B. Williams	4	Evelyn P. Karnes	1
Anthony M. D'Erasmus	4	Jessica L. Ross	1
Brett L. Lapping	4	Emmanuel Louis	1
Gary A. Douglas	3	Benita Clarke	1
Amanda E. Wirag	3	Sarah E. Bush	1
Synnamon A. Smith	3	Heather N. Downes	1
Bethany N. Davis	3	Amanda Romero	1
Abhishek D. Herekar	3	Adam C. Gropper	1
Sean M. Barrett	3	Hellen A. Muga	1
Joanne DeCicco	3		

February

Marion O. Sheppard	24	Nelly R. Sanchez	4
Nora E. Tigner	22	Eric Arroyo	4
Dawn M. Vicente	19	Michele A. O'Neill	4
Joan A. Volpe	18	Alephia Acciaro	4
Kelly A. Stein	16	Byron Reed	4
Peter T. Vigliano	14	Olysha J. Staten	4
Judith A. Bogner	14	Mark R. Marsh	3
Florence A. Harding	13	Desiree N. Ruiz	3
Donald S. Weiss	13	Manuel U. Santana	3
John B. Ciesielski	13	Simone Alexis Brown	3
Kevin C. Cooper	13	Armir Buzi	3
Paulo J. Almeida	12	Tameka S. Gibbs	2
Amy J. Brown	11	James I. Cole	2
Leoncio Guerrero Jr.	10	Elizabeth Espinal	2
Angela S. Harris	10	Hector A. Suero	2
Zenith M. Alston	10	Vanessa N. Brinson	2
Virginia E. Bajraktarevic	10	Joshua Valentino	2
RaGean Wilson-McCorkle	9	Margo A. Eldridge	2
Kristine Palmer	9	Melissa S. Dean	2
Minnie Murphy Bland	9	Ferguson C. Mbanali	2
John C. Schiller	9	Lisa C. Fusco	2
Marilea D. West	9	Joseph D. O'Connell	2
Dawn M. White	9	Esmond Johnson IV	2
Vincent DeSouza	8	Michael D. Reese Jr.	2
Jaime L. Howe	8	Kathleen Dannenhoffer	1
Carol M. Murtha-Collins	8	Francisco T. Moffett	1
Francine J. Cirillo	8	Marguerita T. Johnson	1
Jacqueline Osborne	7	Emilienne Ngampa	1
Mary E. Murdock	7	Matthew B. Solomon	1
Bonnie S. Garry	5	Jonathan A. Perez	1
Josephine H. Haggins	5	Miami H. Ho	1
Renato P. Fernandez	4	Jeannine M. Hengel	1
Tamar N. Guthrie	4	Tedesha Lyons-Santiful	1