



Save the Date! Wednesday, 12/2/09

The 2009 Years of Service Luncheon for all those employees celebrating 5, 10, 15, 20, 25 and 35 years of service during the calendar year of 2009 will be honored at a luncheon on Wednesday, December 2 from 12:00 noon until 2:30pm at the Leir Pavilion.

Watch your mail box-- invitations and more information will be coming soon!

On-the-Spot and "Oh My" Awards!

All supervisors and managers have received their On-The-Spot budgets for 2010. Remember to recognize your outstanding staff for their exceptional work. And don't forget to nominate employees who go above and beyond for the monthly "Oh My" Award!

November "Oh My" Award Nominees

Darrien Smith LSI
North pleasant Rise

Janet Schult RA
Old Hawleyville

Susan Sheppard RA
Saw Mill

James Cole LSI
Day & Work Services

All of the candidates were selected by their supervisors or managers for outstanding work and by being role models for one or more of our Guiding Principles.

Each month, one of the nominees will be chosen at random to win the "Oh My" Award.

BRAVO!

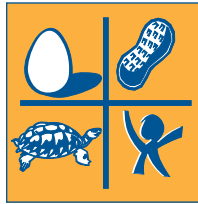
Some noteworthy happenings at Ability Beyond Disability

The following individuals were nominated by their supervisors for NYSACRA's DSP awards at the Mid-Hudson Direct Care Conference in October. They were nominated for providing an outstanding level of care to the consumers of Ability Beyond Disability:

Sonja Wright, Roseline Charles, Frank Carbone, Nelly Sanchez, Faith Japhet, Kamara Felton, Fran Cirillo, Kingsley Chioma, Okeechukwu Uzoh, Noriene Otieno and Shanet Findlay.

Of our nominees, NYSACRA chose two winners from Ability Beyond Disability who were honored at the conference. Congratulations to **Fran Cirillo** and **Kingsley Chioma** who were chosen as this year's winners.

Our Medical Director, Jan Mashman, MD, was recently elected to the 2009-2010 Best Doctors in America Database, based on recommendations from his peers in the field. He will be featured in various health care publications and newspapers across the state of CT as one of the top clinicians in the area. Congratulations Dr. Mashman!



Healthy Happenings

As of this month all three commercial locations (Leir, Parklawn and Kisco Ave.) have become smoke free! Smoking will no longer be allowed on any of these campuses so please smash the ash and help us all become healthier.

We also want to remind all of our employees who are enrolled in Cigna to choose a Primary Care Provider (PCP) to help you remain healthy all year long. Take advantage of our wellness plan and receive a physical from your chosen PCP free of charge!

Open Enrollment and FSA

Everyone should have received a letter at home concerning open enrollment. You have until Nov. 30th to switch your plan or add/remove any dependents to your plan. If you choose to do this, you must submit an enrollment form no later than Nov. 30th.

This year we are increasing the amount that employees can contribute to their Health Flexible Spending Accounts from \$3,500 to \$4,000! Please consider taking advantage of this great benefit, it is convenient (especially with an FSA debit card!) and tax free.

If you have any questions, please use the new email group "Benefits Questions" or call at 203-826-3007.



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BRAVO!
On-the-Spot
Healthy Happenings

Upcoming Events!

11/19

Ability to the MAX
Peter Max Studio, NYC, 6:30PM

12/2

Year's of Service Luncheon
Leir Pavilion, 12PM

4/24/2010

Annual Gala
Danbury, CT

Please visit
www.abilitybeyonddisability.org
for more information



The Perfect Job

Craig knows just about everything there is to know about sports. He can rattle off player names and team stats...he's a true fanatic! That's why he was so excited to land a job with the sports department at News 12 in Westchester, NY. Craig now has a job where he can use his incredible sports knowledge and do something he is really passionate about.

Not only is Craig practically a sports encyclopedia, but he also has great computer skills. With the help of Ability Beyond Disability he has the chance to use those skills and knowledge to complete tons of research for the sports department. Craig's supervisor is thrilled with his dedication and the contributions he has made to the department. This job has proven to be a perfect fit for Craig.

Since hiring Craig, Walt Fowler, Sports Department Director of News 12, Westchester, has been an outstanding supervisor, showing both compassion and patience to his employee. He strives to help Craig be as successful as he can be by gaining better knowledge and understanding into Craig's specific disability. Walt has made accommodations to help Craig be as efficient as possible and has designed tasks that Craig is specifically interested in and good at.

Craig's funny, youthful personality has flourished in this environment and it's remarkable to witness how comfortable he feels when he is sharing his incredible knowledge of sports figures and facts with Walt. Because of the opportunities that have been given to him by News Channel 12, and the support he has received from Walt, Craig feels that he is doing something important and he has job that he truly enjoys! Through their employment of Craig, News Channel 12 in Westchester is serving as an example of a truly outstanding community employer. They have partnered with us to help people with disabilities become contributing members of society not only by working in the community but by having jobs that they love.

We honored News Channel 12 and Walt Fowler at our Annual Meeting as the Employer of the Year, in recognition of all they have done for Craig and all they do to promote job opportunities for people with disabilities.

Look Who's Joined Our Team

Ability Beyond Disability would like to welcome new additions to our team for October:

Alves, Lucas DaGama, LSI

Ashe, Tracy L., Residential Coord. I

Atwood, JeMara J., LSI

Blankschen, Karin A., LSI

Caruso, Nicole H., LSI

Conyers, Janet A., LSI

Fulton, LaNina R., LSI

Gesualdi, Anne G., LSI

Herbert, Anne C., LSI

Hofler-Davis, Kathy J., LSI

Imoro, Mohammed, LSI

Kardos, Eileen J., Emp. Specialist I

LeRoy, Shannon A., LSI

Ostuno, Karen M., LSI

Schultz, Lauren R., LSI

Sivo, Jaime Lynn, LSI

Thomas, Jeffrey, LSI

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

Our Vision For The Future...

Ensuring a successful future for our consumers, families and employees

Part of the plan of Our Vision is to:

Develop and implement a technology strategy to build our efficiencies, improve services and communications

In September, Centralized Scheduling (CS) introduced a new process called, "How to View Open Shifts". This process was created so that CS staff would be able to view current shifts that had been entered into Danic per location.

CS staff are now able to log into Reportal at any time and view a report that is called CS Available Shifts. It enables CS staff to see:

- All open shifts/hours available per location
- Required training and certifications
- How many shifts have been entered for coverage
- The date/time/hours of each shift
- The criteria's request for each shift

Now all of the CS staff can view the shifts that are available any time and anywhere that they can access the internet, no longer limiting this process to our regular business hours.

"This process comes with great excitement as we continue to try new strategies to be more efficient and improve communication. With more coverage for all of our service areas we will be providing the best quality of care to the people we serve."

-Romi Avin, Centralized Scheduling Supervisor

"Oh-My" Employee of the Month - Kim Swallow



Kim receiving her award

Kim has been a Direct Support Professional with Ability Beyond Disability for almost 20 months in the Day and Work Services group. She had long yearned to work in a health care setting, so when a friend told her about Ability Beyond Disability she interviewed and was hired. It was a perfect match. She recently became certified in the Direct Support Professional program.

Kim loves coming to work each and every day and connecting with and being around consumers. She hates taking days off because she can't be with the consumers.

Kim enjoys rooting for the New York Yankees and was thrilled to see them win their 27th World Series this year!

When you come into the Leir Pavilion, stop and say hello to Kim at the receptionist's desk and be sure to congratulate her on being selected for the first "Oh-My" Award from the Employee Appreciation Committee!

connections

October Wrap-Up



Our three-day **Disability Mentoring Day** celebration helped approximately 100 people with disabilities explore various career opportunities at over 50 different local businesses.

The **Annual Meeting** attracted over 100 people who had the opportunity to hear what our organization is all about and what we accomplished over the past fiscal year. News 12 was honored with the Employer of the Year Award.



Anniversaries

James D. Wilson	22	Louie R. Cordeiro	4
Marie A. Neale	22	Ana Y. Bonavita	4
Mary Ann Montesi	20	Yahaira Rodriguez	4
Diane K. Strom	19	Tara S. Shapiro	4
Garry Rogers	19	Julia Bara	4
Meredith L. Steadman	18	Patricia Ann Foisy	4
David J. Slater	17	Katherine A. Cebik	4
Gregory L. Ashe	17	Laura B. Bernardi	4
Charles A. Coburn	17	Deborah A. Parks	4
Jinky G. Bingham	16	Kanika Thomas	3
Edward L. McCall	15	Loretta C. Martinez	3
Ruben Guevarez Jr.	12	Cuthbert H. Abraham	3
Florence Iyen	12	Shantrice D. Byrd	3
Latisha R. Council	12	Edgar D. Almanzar	3
Thomas J. Wilkes	11	Sname Wilson	3
Kelly T. Harrison	10	Susana D. Monteiro	3
Rose L. Oliver	10	Janice Madera	3
Robert J. Pappolla	10	Anna M. Reinhardt	2
Jason R. Layok	10	April L. DeRosa	2
Maxine Coachman	9	Martin A. Rodriguez	2
Maryann P. Estefani	9	Angela D. Raymond	2
Renata S.R. Cordeiro	9	Tanisha Bigelow	2
Pamela C. Arturi	9	Jeremy J. Rivera	2
Virginia K. Peterson	8	Michele Lynne Smith	2
Doron Schy	8	Angela A. Boyd	1
Sarah Ann Pullen	7	Trevor J. Howe	1
Jessica R. Forgione	6	Jennifer L. Staton	1
Julia Mendez	6	Brandon L. Dilday	1
Liz J Sunners	6	Sheena D. Addison	1
Nicole Reynolds	6	Izandria Addison	1
Judith A. Malin	5	Meredith E. Avila	1
Cherryl Ann Marie Shaw	5	Shameka M. Coles	1
Tanya L. Medve	5	Kamara D. Felton	1
John F. Dankwa	5	Tumika S. Langhorn	1



Hoops for Hope brought over 350 community members together for a night of fun to raise awareness about employment opportunities for people with disabilities.

All of our October events were great successes!
Thank you to all of the staff who helped make them possible.