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## Upcoming Events!

**9/26/2011**

*Ability Beyond Disability Mercedes-Benz Dealer Championship Golf Tournament*

Ridgewood Country Club  
Danbury, CT

**10/09/2011**

*Two For The Road*

Irvington Town Hall Theatre  
Irvington, NY

Please visit  
[www.abilitybeyonddisability.org](http://www.abilitybeyonddisability.org)  
for more information

## Our New CRS In Ridgefield Helps Young Adults Transitioning into Adulthood

On August 1st the doors opened at our new Ridgefield Continuous Residential Supports Program (CRS) for two young women entering adulthood. The CRS model will provide these young adults the opportunity to build their lives in the community and acquire independent living skills such as cooking, cleaning, shopping, money management, recreation, safety, accessing public transportation, and community access to outside resources.

The CRS program provides flexibility for individuals to combine their resources and create a staffing pattern specific to their unique needs. Individuals are able to maximize the supports they receive by sharing their resources. The interdisciplinary team for the program will consist of residential and vocational staff, nursing, and behavior supports.

This is a great opportunity for young adults to achieve independence and an active fulfilling life in the community in a supportive and caring environment.

Pictured below are the staff members of Ridgefield CRS

From left to right: Leah Bel-Jean, Jenny Ortiz, Lauren Fitting, Jane Swiatek, and Melissa Marques



## Look Who's Joined Our Team

We would like to welcome new additions to our team for August:

Leah Bel-Jean, LSI

Asha Brown, LSI

Kenyotta Bruce Campbell, LSI

Ashley Christiano, LSI

Sadie Clarke, LSI

Simone Ferguson, LSI

Lauren E. Fitting, LSI

Nicola Gardner, LSI

Casey Green, LSI

Ellen W. Groenwald, Service Coordinator

Dorothy M. Leary, HR Business Partner-Total Rewards

Renee G. Lindo, LSI

Kaylah McKenzie, LSI

Tania Lee Nieves, LSI

Katherine J. O'Donnell, Employment Specialist

James J. Peterson, Driver

Lisa A. Pottasch, APRN

Julie M. Schiavo, LSI

Shannon Paige Schiavoni, LSI

Kimberly Slater, LSI

Paulette Williams, LSI

Rashon E. Wright, 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

Next month, we will be introducing Ultipro, our new Human Resources Information Systems (HRIS).

All employees will use and benefit from Ultipro, not just the Human Resources Department. For instance, you will be able to easily and quickly do many things in Ultipro that currently involves a paper form, a trip to the "main building" or phone calls to try to get needed information.

You will use Ultipro to view the trainings you need to take or are due for, view available courses being offered, and sign up for and cancel trainings yourself. You will be able to change or update your personal contact information, view and change your payroll tax withholding, view and print your payroll stub, request and approve time off requests, request or change your direct deposit, and much more!

Managers will be able to do most of the transactions that are now on paper like Personnel Actions (P.A.s), performance appraisals, Staff Request forms, etc online.

The use of technology, like Ultipro, allows more time to be spent on delivering the quality services to those we support today, and time to expand our services to those who need us now and in the future. Less time is spent on paperwork, tracking down information, and clerical transactions day to day and more time can be spent directly with those we serve and partner with - supporting our workforce as we grow!

## News From the Advocacy World of Persons With Disabilities

### -Submitted by Chad Sinanian of The Consumer Advocates Office

I am going to the ARC National Convention in Denver, Colorado from September 16th through Sept 19th. It's my first time attending this convention and I will be traveling by AMTRAK across the West for the first time ever. I hope to learn something from participating in this convention and become better known as an advocate on a national level.

Larry Robinson from the Disability Resource Center in Stratford and I are working on resurrecting the Danbury Disability Collaborative group again and encourage all consumers from Ability Beyond Disability to join our group. We'll be discussing issues that people with disabilities are concerned with such as gainful and equal employment, transportation, affordable housing, medical coverage, and community integration. Please contact me at [chad.sinanian@abilitybeyonddisability.org](mailto:chad.sinanian@abilitybeyonddisability.org) if you're interested in participating in this group.



## Paul M. from Dodgingtown Celebrated his 47th Birthday at Foxwoods Casino!



## “Oh My” Employee of the Month -Krystal Rowe-Young



Krystal Rowe-Young, a Life Skills Instructor at Lewisboro, NY, joined Ability Beyond Disability in June of 2009. Krystal received her Associates Degree from Westchester Community College and is also a certified Phlebotomist. She is in the LPN (Licensed Practical Nurse) Program through the Agency. She said that she has learned so much from working at Ability Beyond Disability and looks forward to learning even more.

Erin Harrison, her supervisor says that Krystal was nominated for the “Oh My” award because of her calm demeanor in the most chaotic of situations and for setting an example for not only consumers, but for staff as well.

“Krystal exemplifies the definition of Life Skills Instructor. She has grown in leaps and bounds in her role in the Lewisboro IRA. She always comes to work with a positive attitude, a smile on her face and an energy that never slows down when the consumers need assistance, Krystal works hard because she takes pride in knowing that she is helping to change lives even in the smallest of ways,” says Harrison.

Krystal says she enjoys the consumers at Lewisboro and looks forward to seeing them and interacting with them each day. She said that “they’re the ones that make it exciting for me to go to work.”

She lives in Yorktown Heights with her husband, Don. They enjoy dining out and listening and participating in music of all kinds, especially R & B, Gospel and soul.

We congratulate Krystal and wish her well in her studies!

## BRAVO!

Some noteworthy happenings at Ability Beyond Disability

Congratulations to **Verna Bygrave** and the **Dodgingtown** team for a very successful DDS Licensure Survey!

Congratulations to the **Saw Mill** team, they were complimented on the wonderful job they do with consumers by ICF Inspectors!

Congratulations to **Janice Madera** and the **Sheffield** team for a wonderful DDS-QSR Review.

## Safety Corner

- Submitted by the Central Health and Safety Committee

- The Season of **FALL** is quickly approaching and a friendly reminder to be aware of falling leaves, trees, branches and even wires especially after a storm. **ALWAYS** remember to report any unsafe issues you see **IMMEDIATELY** so to protect yourself and others.
- **BACK TO SCHOOL** – Be considerate of School Buses and the additional traffic during the school year. Watch for those waiting to be picked up too and be sure that you **STOP** and wait for those to be loaded safely into the vehicle. **NEVER** pass any vehicle while stopped or after they have loaded passengers – **IT’S THE LAW!**
- Before driving Ability Beyond Disability vehicles, staff must perform a complete “Walk Around” and fill out the appropriate documents (i.e. Vehicle Manifest Forms) before and after any vehicles use and hand them in to the Transportation Department.
- **ALWAYS** follow your consumer’s supervision and safety protocols! **DO NOT** leave consumers unattended in the vehicles. Recently, an agency in New York State reported a consumer was left behind in a vehicle and with temps in the 90s subsequently died. With notification of this tragic event our agency has updated our Vehicle Manifest Forms with a check off section to insure no one is left behind – Take Note!
- **Lastly** – Enjoy the beautiful colors & amazing scents of **FALL!** Stay Safe Everyone!



## September “Oh My” Award Nominees

Amy Brown - Controller

Elise Scuderi - Day & Work

Cindy Tilles - Registered Nurse

Janel Sewell - Life Skills Instructor, Yorktown Heights

## Don't Miss Out On Our Communications!

Feeling out of the loop about all that happens at Ability Beyond Disability? Visit the **Intranet!** Just log onto our server and go to Internet Explorer. You should see “My Ability.”

It's for Employees Only. There, you'll find **news, announcements, and important forms and guides.** But it's also fun. You may see you or your friends featured in the “**Employee Spotlight**” section and you can even give a “**Shout Out**” to congratulate someone for a job well done.



### Like Us On Facebook!

Search Ability Beyond Disability and Click The Like Button! Now, you'll see our news, announcements, and photos on your newsfeed! Have your friends and family follow us too!

## Let's Put The Spotlight On YOU

September 11th-17th is ANCOR'S Direct Support Professionals (DSP) Week! DSP Week is put in place to thank and honor individuals like you who are at the front-line making a difference in the lives of people with disabilities. You make it possible for people with disabilities to not only live a content life but also to work, grow, and live in the community.

It is often that a human service organization will highlight presidents, directors, and other employees who are “up there in the organization.” However, Ability Beyond Disability believes that although we all have different titles and do different things, we are all working towards the same goal: To make the lives of those we serve the best they can be.

So let's put the spotlight on you! If you are an LSI/DSP or are in any direct care position send in a story, video, or picture telling us why you work in direct care. Submissions will be featured on the employee intranet, organization website, and facebook page throughout DSP week.

Submissions can be sent to [lisa.linsley@abilitybeyonddisability.org](mailto:lisa.linsley@abilitybeyonddisability.org) by September 7th!

## September Anniversaries

Thomas H Fanning, 37	Claire Van Valen, 5
Susan Ackell, 27	LySandra Fernandez, 4
Elizabeth Baumgarten, 24	Raymund Bautista, 4
Debra Schiavo, 19	Ronald Consigli, 3
Sue Foley, 19	Cheryl Therrien, 3
Fred Randall, 17	Christopher Norlander, 3
Frances Ferrusi, 15	Quineshia Brown, 3
Tania Jimenez, 14	Jennifer Santiago, 3
Radames Velez Jr, 13	Lauren Schultz, 2
Monica Masesa, 13	Shannon LeRoy, 2
Peter Lane, 12	Tracy Ashe, 2
Cynthia Vogel, 12	Jeffrey Thomas, 2
Edwin Cruz, 12	Jaime Sivo, 2
Joann Robinson, 10	JeMara Atwood, 2
Jennifer Smith, 10	Anne Gesualdi, 2
Thomas Mboya, 9	LaNina Fulton, 2
Kathleen Travis, 9	Mohammed Imoro, 2
Cari Lee, 8	Kathy Hofler-Davis, 2
Vincent Smeragulio, 8	Dawn Mullen, 1
Wandalynn Short, 7	Rhonda Deletis, 1
Alanna Licursi, 7	Anita Figs, 1
Aaron Mirochine, 7	Dennis Espino, 1
Robin Westby, 6	Melissa Marques, 1
Vincent Carmignani, 6	Priscila Barros, 1
Krystle Gaudiosi, 6	Cody Norlander, 1
Shaileen Brighton-Ortiz, 6	Katrina Stock, 1
Lorna Samuelson, 5	Shayna Hopkins, 1
Jacqueline Reina, 5	Porsha Shelton, 1
Barbara McBride, 5	Maria Peraltam, 1