Inside NHR

Enabling people with developmental disabilities to achieve fulfilling lives within their local communities.

April 2011

St. Patrick’s Day Dance a Success!

Welcome New Employees to NHR, NHR Anniversaries Celebrated in April

Employee of the Month, NHR Birthdays Celebrated in April

CQL Corner, Blood Drive and Daffodil Days Thank Yous, Trivia Question of the Month

Neil Rosenthal Wins Award, 8th NHR DSP-C Announced!

News From the New Horizons Foundation

NY Times Investigation of Abuse

NY Times Investigation of Abuse, continued; Fire Safety

Save the Date for the 2011 MHC Conference!

Inside NHR Scavenger Hunt

Current Job Openings at NHR

April Training Calendar

Matt Rowlette
Jay Glass & Valerie French
John Clausson

David Diaz & Gina Heiser
Wendy Hawkins
Shonta Spencer-Morgan

Tom Jordan
Ines Cella
Helen Delavello
All of us here at NHR would like to extend a warm **welcome** to the following new employees:

- **Jenna Timpone**  
  *DSP (Community Hab)*

- **Pieter VanLeeuwen**  
  *Music Therapist*

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**NHR Employees Celebrating April Work Anniversaries**

**1-5 years!**
- Quincy Ferguson, Maintenance—1 year
- Jeffrey Lee, Relief/Floater Group—1 year
- Gianni Palanca, Jansen Road—1 year
- Virginia Heiser, Clinton Corners—2 years
- JoAnn Schroeder, Relief/Floater Group—2 yrs.
- Ashley Thiel, Canal Path—2 years
- Bethany Duerr, Thornwood—3 years
- Tracy Fambrough, Relief/Floater Grp.—3 yrs.
- Peter Houtman, Relief/Floater Group—3 years
- Matthew Wells, Res Hab—3 years
- Kathleen Atwood, Angelo/Gerry Rd—4 yrs.
- Beth Cookingham, NHF—4 years
- Dorothy Jolley, Pinewood—4 years
- Aileen Provenzano, Res Hab—4 years
- Monica Robinson, Angelo Boulevard—4 years
- Charles Morgan, Relief/Floater Group—5 yrs.

**6-10 years!**
- Nigel Whitaker, Poughquag—6 years
- Betty Williams, Pinewood—6 years
- Tammy Dunlavey, Overlook—7 years
- Sean Hart, Deer Run—7 years
- Kelly Sprague, Program Admin.—7 years
- Lourde Desir, Tyrrel Road—8 years

**11-15 years!**
- Patricia Duggan, Tyrrel Road—8 years
- Morgan Evans, Tyrrel Road—8 years
- Donita Walker, Tyrrel Road—8 years
- Joseph Parker, Day Hab—9 years
- Michele Tiffany, Gerry Road—9 years
- Lynda Cussick, Unionvale—10 years
- Cyrus Kirigi, Pleasant Valley—11 years
- Geraldo Deporres, Clinical—14 years
- Debra Whispell, Unionvale—15 years

**21+ years!**
- Beverly Kaufman, Clinical—22 years
- Jayne Violon, Program Admin.—22 years
- Bertha Dymond, Pinewood—24 years

*Sincere apologies to Mary Miller, DSP at Mountain View, who celebrated her 10 year anniversary on March 10th and was accidentally omitted from the March edition of Inside NHR.*
Congratulations to Julie Lopez (Administrative Counselor at Dover Plains) for being selected as NHR’s Employee of the Month!

“I would like to nominate Julie Lopez for Employee of the Month. Julie is the Administrative Counselor at Dover Plains and she works tremendously hard to ensure that the ladies at Dover have fulfilling lives. For example, Julie has helped coordinate music classes for several folks.

Julie always comes to work with a smile on her face and an upbeat attitude. She exudes patience, compassion, and understanding.

She is always willing to flex her schedule to accommodate program needs. Her team feels they can count on her for support, even in the most chaotic of times. Julie is never one to say “that’s not my job.” Rather, she says “let me do this, it makes the ladies’ lives better.”

Please consider Julie for Employee of the Month to show her that New Horizons recognizes her dedication to the ladies she supports.”

Julie will receive a $50 gift certificate to the location of her choice for being selected Employee of the Month.

Please congratulate her when you see her!

Nominations for Employee of the Month are reviewed at our monthly Unity meeting.

The next meeting will be held on Thursday, April 7th at 11am at the Training and Administration Building on West Road.

All are welcome, we hope to see you there!

Birthdays at New Horizons in April

- Winsome (Hope) Badroe, Tyrrel Road—4/2
- William Bownas, Poughquag—4/2
- Christopher Gillespie, Deer Run—4/3
- Frances Sitter, Program Admin.—4/4
- Donna McRoberts, Thornwood—4/5
- Shonta Spencer-Morgan, North Clove—4/6
- Tina Betz, Thornwood—4/7
- Cherity Wicks, Canal Path—4/8
- Richard Abungu, Amenia—4/9
- Eric Mann, Amenia—4/9
- Kate Nugent, Independent Living—4/9
- Sylvia Goldman, Pinewood—4/10
- Todd Motter, Amenia—4/10
- Donald Peck, Relief/Floater Group—4/11
- Christine Prechtl, Clinical—4/11
- Calvin Dyer, Angelo Boulevard—4/13
- Therese Morales, Relief/Floater Group—4/14
- Virginia Post, Tyrrel Road—4/14
- Monica Robinson, Angelo Boulevard—4/16
- Annette Williamson-Tanzi, Jansen Road—4/16
- Tonya Pearson, Community Programs—4/17
- Innoh Ngboi, Clinical—4/20
- Lorraine Denunzio, Unionvale—4/21
- Rene Otero, Overlook—4/23
- Naquana Tissiera, Pleasant Valley—4/23
- Sharon Pacheco-Adamec, Res Hab—4/24
- Kari Barcia, Morehouse—4/26
- Joyce Beaumont, Poughquag—4/27
- Mona Nixon, Deer Run—4/27
- Christine Palazzo, Thornwood—4/27
- Joseph Redavid, Canal Path—4/27
- Alison Kunkel, Jansen Road—4/28
- Rebecca Hartsfield, Day Hab—4/29
- Jeffrey Kilmer, Dwight Street—4/29
- Diane Vanderhoof, Relief/Floater Group—4/29
In the years to come, every individual we support will have the opportunity to participate in CQL, Personal Outcome, interviews. It will help provide us with valuable information about that individual’s self, world and dreams. All together there will be twenty one areas discussed in the interviews.

The first two areas covered in an interview are connections to natural supports and having intimate relationships. When we talk about natural supports, individuals will be able to share information about people they can really count on and people they talk to during good times and bad. They will be asked about any lost connections and whether or not they would like to reconnect with those who are important to them. Individuals will then be able to conclude their discussion with whether or not they feel they have enough natural supports.

Questions covered in the area of intimate relationships include, who they are closest to, who do they share their feelings with and is it enough for them. We will discover that intimacy means different things to different people. One person may see intimacy as having a girlfriend or boyfriend, while someone else sees it as having a best friend. Again, the discussion will conclude with asking the individual if the relationship is enough or if they want more.

The answers received during these interviews may surprise some people, but they will be hugely beneficial to the fulfillment of individual’s lives. It all starts here, ask the questions and you may be amazed with how much you discover.

Blood Drive Thank You
by Jayne Violon

The NHR Blood Drive was a success and I want to thank everyone who helped support the drive by donating blood.

We collected 33 pints of blood, reaching our goal of 30 pints or more!

Thank you to everyone for their generous donations to the American Cancer Society’s Daffodil Days!!

When you donate a Gift of Hope, you help support the lifesaving mission of the ACS and enable the Society to anonymously deliver flowers to a healthcare facility in your community. The ACS thanks you for helping create a world with more birthdays!!

Trivia Question of the Month

Q. Each King in a deck of cards represents a famous king from history... Can you name them?
Neil Rosenthal Wins Award by Mary Quick

Neil has been chosen to be the recipient of the 2011 Volunteer of the Year award at Benedictine Hospital! He was awarded with a trophy during a ceremony that was held on March 22nd at Benedictine hospital.

Neil’s nomination said the following:

“Neil, you have been volunteering at Benedictine Hospital since 1996, more than 14 years now. This means that you have volunteered 1,359 hours of your time to the hospital. It also means according to some official formula that your service has saved Benedictine approximately $28,000!

Your friendliness has brought smiles to patients and staff alike. With your good friend, Shirley Crispino, the two of you are a great team. I understand that most recently you have been visiting patients and delivering magazines to them. That is an important out reach for the hospital and we are glad you are here to do it.

Our patients will quickly pick up your very positive attitude and enthusiasm for the roles you take on as volunteer. Your good nature, Neil, is part of our overall healing environment, for which you must feel very proud. I understand your contributions were recognized and you received an award for your Outstanding Dedication and Service.

Not only do you offer respect to us all, Neil, but you also respect the earth. You and Shirley have been real competitors when it comes to Planting Day. Your corner plot near the archway has won several awards and is testimony to your commitment to a task and to the pride you take in what you can accomplish.

You are a peaceful, kind and happy presence for all of us, Neil, whether we be patient or staff or volunteer. It is an honor to present you with a Mission Award this year.”

KUDOS TO NEIL!!!!!

Susan Greenidge Newest DSP-C

After much hard work and patience in waiting for the scoring she has prevailed.

Susan is our 8th DSP to become nationally recognized! Well done!

Everyone please congratulate Susan when you see her!!
News from the New Horizons Foundation

By Beth Cookinham

The James J. McCann Center at Marist College was the home to our 4th Annual Spring Juried Craft Show on March 19 & 20.

Thirty-six artisans from all over New York State gathered to sell handcrafted items including Pottery, Photography, Jewelry, Specialty Food and more.

A special thanks to NHF Board Member Tim Murray for his help each year with the show and the countless volunteers who help!

Congratulations to NHF Board Member, Kyro Ojulo for being selected as one of Dutchess County’s “Top 40 Under 40”!!!

Kyro joins past recipients from NHR, including: Peter Carr (NHF Board Member), Stephen J. Reverri, Jr. (NHF Board Member), Sean Jones (NHF Board Member), Sandi Swan (Director of Community Services), Brendon McGahan (Asst. Director of Human Resources), and Beth Cookinham (New Horizons Foundation Director).

Congratulations Kyro!

Congratulations to Melinda Riggs and Sally Heilman for making it to the finals in yesterday’s Spelling Bee, put on by Literacy Connections. Regis Obijiski was a pronouncer at the event.

A special thank you to Rita McPeck, Fran Reinstein and the team at KeyBank for their continued sponsorship of our spelling team!

Save the Date!

The 28th Annual New Horizons Foundation Invitational Golf Tournament will be held on Monday, May 9th at Dutchess Golf & Country Club!

For information on golfing or volunteering, please contact Beth Cookinham at (845) 473-3000 ext. 322 or at bcookinham@nhrny.org.

Trivia Question of the Month

A. Spades-King David; Hearts-Charlemagne; Clubs-Alexander the Great; Diamonds- Julius Caesar
The investigative report in the *New York Times* (“At State-Run Homes, Abuse with Impunity”, Mar13) represents a small percentage of the services that occur each day under the aegis of OPWDD, but the extreme behaviors highlighted in the report are sadly moving and will lead to generalized negative judgment of group homes by many.

This report focused on 2,000 State-operated group homes, and the reporter specifically investigated hundreds of cases where “employees who sexually abused, beat, taunted residents were rarely fired, even after repeated offenses, and in many cases, were simply transferred to other group homes operated by the State.” The report further explained that the Governor, when learning of the findings, forced the resignations of the heads of NYS OPWDD and NYS CQCAPD.

 Appropriately, public and professional responses have been horror at the behavior and the disgust with the responses. The strength of these emotions is now driving us to seek both immediate corrections and reach for long-term remedial solutions.

Besides the obvious need for tighter supervision and tougher responses to offenses of mistreatment, we have been presented an opportunity to view the entire OPWDD service system—public and private—from two vantage points: one that is detached, retributive and reactive to the relative inaction of the recorded abuse charges; another is ground-level, problem solving and enduring. Examples of the former are all around us; the latter requires more effort and a deeper commitment.

Quality of services is not defined in policy manuals or in regulation. Rather, quality is defined at the point of service—at ground level. *The New York Times* article made that amply clear. Direct support professionals, frontline staff, direct care, therapeutic aides—there are many titles—define or translate the rhetoric of quality where it happens. Reform must occur precisely at this level.

To cut hair or inspect a vehicle requires a license. To provide a range of community services to children and adults with disabilities who would otherwise languish or even perish without them requires no license, no certification, no nationally or internationally validated trainings. Until New York moves beyond minimum standard trainings to a competency-based certified credential, the performance by direct support personnel will hinge on organizational standards, personal motivation and luck.

The time to adopt and implement a voluntary direct support competency-based credential that also requires a demonstrated proficiency in ethics throughout the practice is now. New York State does not have to create such a program. It already exists. The National Alliance for Direct Support Professionals ([www.NADSP.org](http://www.NADSP.org)) offers a Code of Ethics and a credentialing program of this nature. In addition, NADSP and ANCOR spent the past two years working with the U.S. Department of Labor to develop the newly certified standards for a Direct Support Professional Apprenticeship program. Neither is a time-based, classroom tested program. Rather, both have a competency-based nationally validated curriculum that is field tested, and the competencies in both are proven through an independently scored portfolio that demonstrate real-life, real-person outcomes.
NY Times Investigation of Abuse continued....

Begin ground-level reform in both sectors of the OPWDD system by adopting such programs that are voluntary and piloted in several regions of NYS. Because the NYS Civil Service structures tend to take a longer period of time to accommodate to change, I recommend beginning in the private sector that composes 75-80% of the workforce, and offering opportunities to public sector DSPs to participate in private sector training.

The tools are there. Direct support education and training pockets of excellence already exist in many parts of our State. These kinds of opportunities should be supported and paid for by OPWDD and not left to random choice within the field. Preparing our ground-level, quality-defining personnel in this manner does not guarantee 100% integrity, ethical behavior and competency but it raises the bar of quality at the point of service in a way that merits a policy and financial commitment by New York State.

Fire Caused by Careless Smoking Destroys OPWDD Home

Careless disposal of smoking materials was blamed for a fire this morning at a Continuing Developmental Services Inc. home in Greece, New York (Finger Lakes Region).

The fire at 816 Janes Road was reported at 7:45 a.m., after a staff member discovered the fire before smoke alarms could sound, activated the fire alarm and called 911. Two clients who were in the building, which contains eight apartments, left safely with a staff member.

Heavy smoke and a moderate amount of flames were visible at the rear of the building when firefighters arrived, said David Walker, assistant chief for the North Greece Fire Department. The fire was controlled within 15 minutes, though firefighters continued to work on hot spots on the roof.

There is smoke damage throughout the apartments, and heavy fire damage to the attic, Walker said. Residents will be relocated to other CDS group homes.

Monroe County Fire Coordinator Sam DeRosa said the fire began in a cigarette-butt disposal can that was kept against the building, then spread to the exterior of the building.

To read the full article, please visit: [http://www.democratandchronicle.com/article/20110304/NEWS01/110304003/Tobacco-disposal-blamed-fire-CDS-home-Greece?odyssey=tab%7Ctopnews%7Ctext%7CHome](http://www.democratandchronicle.com/article/20110304/NEWS01/110304003/Tobacco-disposal-blamed-fire-CDS-home-Greece?odyssey=tab%7Ctopnews%7Ctext%7CHome).
19th Annual Mid Hudson Coalition Conference for Direct Support Professionals

Thursday, June 23, 2011

Oakwood Friends School
Poughkeepsie, NY 12603

Keynote Presenter: Yvonne Conte of the Humor Advantage
"Pain is inevitable; Suffering is optional"

Yvonne Conte is a highly respected, gifted storyteller with a comic edge and a powerful message about life. She believes a good sense of humor is essential in living a healthy well-balanced life. This presentation will prove to be very, very funny, however above and beyond all the laughter; participants will hear a motivating, inspiring message.

Interested in attending? Ask your supervisor if you can attend for a day of workshops, good food, beautiful environment and inspiration. Brochures will be available in early May.

Check out the Mid Hudson Coalition’s website: www.midhusdoncoalition.org or call 473-3000 extension 405 for more information.
Inside NHR Scavenger Hunt!

Congratulations to the winner of the March Scavenger Hunt, Sylvania Brown, Direct Support Professional at Overlook!

Sylvania, please contact Jerilynne in the HR Department at (845) 473-3000 ext. 323 or jsmith@nhrny.org to arrange a time to claim your $50 gift card!!

The best reason to read Inside NHR is still to learn about important news within the agency and our field; acknowledge significant milestones; and, learn about and celebrate the many good things happening in the lives of people we support as made possible by the efforts of a talented and dedicated group of people on a mission to enable people with developmental disabilities to achieve fulfilling lives within their local communities.

To encourage everyone to read the new electronic version of Inside NHR, we will be conducting a treasure hunt open to all NHR employees (except HR department staff and agency directors).

**Here is how it works!**

- Search through the April Inside NHR and find the answers to following 6 questions:

  1. How many employees are celebrating a 10 year work anniversary this April?

  2. Three NHR employees celebrate a birthday on 4/9. Name them.

  3. Who won Employee of the Month?

  4. How many pints of blood were collected during the NHR Blood Drive in March?

  5. What kind of award did Neil Rosenthal win?

  6. When is General Orientation being held in April?

- Send an email with all 6 answers to Jerilynne Smith, HR Coordinator, at jsmith@nhrny.org by Friday, April 22, 2011. (Make sure you follow up with a phone call to ensure that she received your e-mail!)

- To pick the winner, Jerilynne will enter the name of each person who answers all 6 questions correctly into an Excel spreadsheet. She will then use this website http://www.random.org/integers/ to pick one winner at random.

- The winner will receive a $50 gift certificate to the location of his or her choice. Everyone who enters and answers all 6 questions correctly will have a chance to win!

Have fun and if you have any questions please contact Jerilynne at (845) 473-3000 ext. 323 or jsmith@nhrny.org.
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<thead>
<tr>
<th>Position</th>
<th>Available Time</th>
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<tbody>
<tr>
<td>AMENIA—PART TIME</td>
<td>Saturday 3pm-9pm, Sunday 11am-11pm, Monday 3pm-8pm</td>
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<tr>
<td>ULSTER FLOAT—FULL TIME</td>
<td>Regularly scheduled days off are Monday and Tuesday</td>
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<tr>
<td>ULSTER FLOAT—FULL TIME</td>
<td>Regularly scheduled days off are Wednesday and Thursday</td>
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<tr>
<td>ULSTER OPTS FLOAT—PART TIME</td>
<td>Friday 11pm-9am, Saturday 11pm-9am</td>
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<tr>
<td>RES HAB (CRH) &amp; AT-HOME RESPITE</td>
<td>Per diem opportunities available in both Dutchess and Ulster County. 4-12 flexible hours per week (depends on the needs of the family served). Some appointments may be able to be combined for part time</td>
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<tr>
<td>DWIGHT STREET—PART TIME—TEMP</td>
<td>Sunday 11pm-9am, Monday 11pm-9am</td>
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<tr>
<td>TYRREL ROAD—FULL TIME—TEMP</td>
<td>Sunday 7am-3pm, Monday 5:30am-1:30pm, Tuesday 5:30am-1:30pm, Wednesday 5:30am-1:30pm, Thursday 5:30am-1:30pm</td>
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<tr>
<td>TYRREL ROAD—FULL TIME—TEMP</td>
<td>Tuesday 5:30am-1:30pm, Wednesday 5:30am-1:30pm, Thursday 5:30am-1:30pm, Friday 5:30am-1:30pm, and Saturday 7am-3pm</td>
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Contact Jerilynne, HR Coordinator, at (845) 473-3000, extension 323 or jlsmith@nhrny.org for more information on any of these positions.

**We are also accepting relief applications for all areas**
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<tr>
<th>Sun</th>
<th>Mon</th>
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<tr>
<td>Med Course @ NHR April</td>
<td>4—9p</td>
<td>4</td>
<td>5</td>
<td>6 SCIP Recert 10a-4p</td>
<td>7 Unity 11:00a Safety 12:30p</td>
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<tr>
<td>3</td>
<td>4, 5, 7, 11</td>
<td>11 General Orientation Day 1 9a-5p</td>
<td>12 General Orientation Day 2 9a-3p</td>
<td>13 CPR 10a-1p 1st Aid 11a-2p</td>
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<td>17</td>
<td>18</td>
<td>19 Nursing Orientation 9a - 4p</td>
<td>20 CPR 10a-1p</td>
<td>21 Leadership 10:30a</td>
<td>22</td>
<td>23</td>
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<tr>
<td>24</td>
<td>25 SCIP Recert 10a - 4p</td>
<td>26 4:1 Growth</td>
<td>Psych 9:30 - 11:30a Right</td>
<td>Services 12 - 2p</td>
<td>27 Nursing Update 10a - 1p</td>
<td>28</td>
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Please remember all training courses require RSVP enrollment. Please have your supervisor enroll you in courses you require. RSVP’s can be made to 473-3000 x. 346, Kristin x .374 or Ktompkins@nhrny.org.