



Inside This Issue

2

Our Vision for the Future
Look Who's Joined Our Team
"Oh My" Award

3

Anniversaries
Benefits, Wellness &
Education Fair
Viridian Energy

4

Safety Corner
BRAVO!
Gala 2011

Upcoming Events!

3/31/2011

*Annual Benefits, Wellness and
Education Fair*
Leir Pavilion, CT
11:00 AM - 4:00 PM

4/3/2011

*Two for the Road - a concert to
benefit Ability Beyond Disability*
Irvington Town Hall Theater,
Irvington, NY
8:00 PM

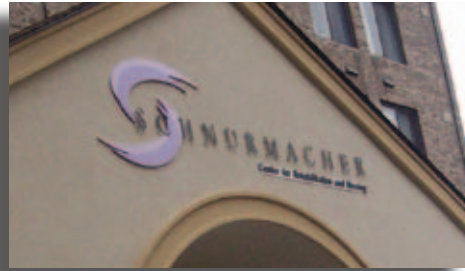
4/30/2010

Reach for the Stars Gala
Amber Room Colonnade,
Danbury, CT
6:30 PM

Please visit
www.abilitybeyonddisability.org
for more information

Coming Out Of His Shell

-submitted by Dwayne Moore, Employment Specialist



When Evan Hollander was referred to Ability Beyond Disability's Career Development Program in NY in September 2009, he had a specific goal in mind. He knew that he wanted to become a clerical support staff. In June 2010, he achieved that goal and was hired at Schnurmacher Nursing Care Facility as a Clerical Support Specialist.

After receiving several hours of on site support via job coaching, Evan not only became acclimated in his role as a clerical specialist - he actually excelled in many of his assigned duties. Because of Evan's success he was given the additional task of transporting patients to/from their respective therapy appointments.

Evan was hesitant with his new position as a transporter. Though he had proven to be an asset to the team at the facility, he was uncomfortable with the idea of working in an environment where a lot of talking is required in order to be successful. Evan's personality tends to be very introverted, so many times when he greeted patients he wouldn't look them in the eye and he rarely informed them as to where he was transporting them to. Naturally, many of the patients complained while some outright refused to allow Evan to transport them. During the first few weeks in this new role, Evan found it challenging to master his new tasks and seriously thought about resigning his position.

Together with Evan's supervisor we rallied behind him; we encouraged him to remain in his current position and challenged him to develop a script that would help him greet patients. With support, Evan developed a systematic approach to cordially greet all patients prior to transporting them to their appointment. To further assist Evan with the transition, he was assigned a mentor who he currently reports to on a regular basis. And, to better reflect his promotion, Evan's job title was permanently changed from Clerical Support Specialist to Assistant Facilitator.



Evan is now thriving in his new position. Management reports that Evan has been a wonderful addition to the Schnurmacher family and is considered a valued member of the clerical/transportation team. Most importantly, Evan is happy at his job.

Look Who's Joined Our Team

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

Naazim H. Abdullah, LSI

Akiela G. Bennett, LSI

David J. Cappiello, VP
Development

Rebecca R. Clark, LSI

Dorian L. Cundari, Speech
Pathologist

Christine A. Elliott, LSI

Sade N. Glover, LSI

Annette E. Groski, Operations -
Office Supervisor

Louis S. Heller, LSI

Jamie L. Hubbard, LSI

Jenny T. Huynh, LSI

Tracy-Ann M. Hylton, LSI

Lisa Linsley, LSI

Christopher C. Lowry, LSI

Tracey McLeod, LSI

Danielle Moraes-Fuchs, LSI

Andrea J. Penta, LSI

William F. Ramirez, LSI

Cheryl Ann Ritter, LSI

Heather E. Rivers, LSI

Eric A. Serna, First Response
Technician

Sarah J. Stokes, LSI

Monica Y. Tavares, LSI

Christopher M. Thompson, LSI

Christopher M. Vichiola, LSI

Shanna-Kay L. Whyte, LSI

Janet M. Williams, LSI

Crystal Wolf, LSI

Our Vision For The Future...

Ensuring a successful future for our consumers, families and employees

We have been hearing a lot about growth over the past few years...expanding services, building new homes, serving new populations, doubling the number of people we serve, growing our workforce, etc. As you can imagine, staying connected and communicating with all of our employees is going to be critical to our success.

In an effort to better connect and engage our workforce **we will be introducing an Ability Beyond Disability Intranet** in the coming months. Think of it as a private website just for employees that provides a "one-stop" source for self service to information, forms and applications relevant to your individual roles and responsibilities... it will be a much more user-friendly "public" directory of information. The intranet will serve as a resource for answering your day-to-day questions proactively with less Human Resource customer service and will provide a forum for discussion and information sharing across department and state lines!

We are very excited about this new enhancement to our communications efforts. A committee of employees from across the organization has been working for months on developing the intranet, interviewing other staff to sort through the critical information to be included and ultimately building a resource that will make accessing key information much easier for all of us.

We will be looking for your help in naming the intranet so stay tuned for details later this month...there will even be a prize awarded for helping to name the site!

"Oh My" Employee of the Month -Fausta Antenor



Fausta is an LSI at our Blakesley home and this month marks her three year anniversary with Ability Beyond Disability.

When asked what she likes most about her job, she said that she enjoys working with people with disabilities because she feels like she makes a difference in their lives. "When you see consumers doing well and the families appreciate and trust that their child will move forward in life, that is the reward," she said.

In her free time Fausta enjoys going to church and spending time with her family.

Fausta was nominated for the coveted "Oh My" award because of her attention to detail at the program, but also because of the motherly and nurturing presence she brings to work every day. Congratulations Fausta and thank you for all you do!

February "Oh My" Award Nominees

Mayerlin Castro - Life Skills Instructor

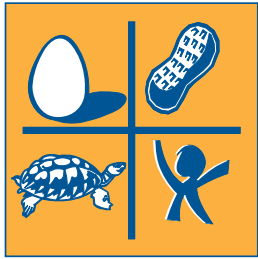
Yahaira Rodriguez - Medical Support Assistant

Ramund Bautista - Direct Support Professional

Dominique Goodman - Assistant Res Service Coordinator

Vernon Blash - Assistant Res Service Coordinator





Annual Benefits, Wellness & Education Fair

Ability Beyond Disability's 6th Annual Benefits, Wellness & Education Fair will be held on **Thursday, March 31st, 2011 from 11AM - 4PM.** This year we will be holding free health

screenings on site for all employees. If you have not had time for a recent physical, this is a great way to get to "know your numbers," including cholesterol, body mass index, glucose and much more.

There will be local vendors to provide you with the tools to help you increase your physical activity, nutritional health and offer tips on managing stress. Also, our benefits vendors will be on site to answer any questions you may have and of course, there will be many opportunities to win prizes! We look forward to seeing you there.

Save Money On Your Energy Bill!



Ability Beyond Disability has teamed up with Viridian Energy to promote renewable energy, save you money on your energy bill and raise funds for Ability Beyond Disability...all at the same time!

Viridian Energy is a low-cost, green, electric supplier for residents and businesses in the Northeast. If you live in Connecticut or in Manhattan or Westchester County in New York, they are offering you the opportunity to save money on your local utility bill.

This is a win-win for everyone! You receive greener, more affordable energy and Ability Beyond Disability receives more money to help carry out its mission...and it takes less than 5 minutes to sign up!

Ready to sign up? All you need is your electric bill and a computer. Visit www.viridian.com/ability and click "become a customer" to get started. If you have any questions, representatives from Viridian will be at the benefits fair later this month!

March Anniversaries

Robert A. Popp	25	Mayerlin A. Castro	2
Dwayne R. Chatfield	20	Ana I. Soto	2
Lisa Marie Banning	20	Shannon R. Rumble	2
Eileen M. Grudzwick	20	Madlyn A. Inserra	2
Henrietta Vered	19	Betsy L. Vanasse	2
Sharon J. Stallings	17	Tekeya R. Drew-Reed	2
Christine J. Smith	15	Melissa A. Jones	2
Giovanni Scalzo	14	Chauntress E. Hill	2
Susan R. Rivera	14	Stacy L. Charette	2
Silvia M. Oblitas	13	Pamela J. Blaine	2
Tamika M. Green	13	Frank E. Carbone	2
Jeanette Brandon	12	Arthur J. Woodend	1
Carol V. Drummond	12	Lisette Depew-Kubie	1
Mark P. Marsh	11	Laura S. Sinitsky	1
Vivienne M. Todd	11	Manouche M. Charles	1
Holly J. Troccolla	11	Amanda E. Shevlin	1
Mayra E. Halladeen	10	Simone A. McIntosh	1
Jennifer L. Heering	10	Steve A. Durant	1
Sabrina Wilson	9	Kimberly Delancy	1
Natasha Andrews	8	Dean F. Hancock	1
Carolyn Roche	8	Kayla M. Farrell	1
Sandra Ida Wright	7	Amanda L. Manforte	1
Kerry R. Ervin	7	Shanelle D. McCall	1
Chelsea Antoine	5	Lori A. Kessler	1
Corinne E. Lambalot	4	Erin R. Butkovic	1
Thom H. Lounsbury	4	Shelly Wesley-Givans	1
Willie T. Salley	4	Janel R. Sewell	1
Diane L. Joyner	3	Jennifer Frothingham	1
Wayne E. Jackson	3	Nancy S. Kocsis	1
Kristy M. Rancourt	3	Tina Marie Woodard	1
Tamika D. Jones	3	Brooke Noel Schilke	1
Fausta Antenor	3	Amalia Castaneda	1
Tayedia S. Miller	3	Laura C. Durante	1
Gabriel Cruz	3	Thomas F. Fulop	1
Kimberly A. Swallow	3		
Rose A. Stevenson	3		

Safety Corner

- Submitted by the Central Health and Safety Committee

Accident Prevention

We have made it through some rough weather conditions and most of us are ready to roll down the windows and drive away. Please remember that even as the temperatures rise we must always have safety in mind. Warm days and cold nights do produce black ice; so be aware!

Did you know that most accidents can be prevented by using common sense and being aware of your surroundings and conditions? If everyone paid proper attention to his or her driving, traffic crashes would be virtually eliminated.

Here's one simple rule:

Never do anything that causes anyone else to have to make an allowance for you—because they might not.

Here are some things you must do to assure everyone is safe when traveling:

1. Complete a walk around and the driving manifest sheet every time you use the vehicle
2. Report anything that needs to be corrected immediately
3. If it is something that you can correct (i.e. add washer fluid) do it and document it
4. Make sure everyone in the vehicle has their seat belts on before driving
5. Make sure all windows and mirrors are clean for good visibility
6. Check weather driving conditions for your current trip as well as your trip back, especially if you are going somewhere on an outing and returning later
7. Adjust your rearview mirror and side mirrors prior to starting your trip - use all mirrors while driving and backing up
8. Adjust your seat prior to starting your trip
9. Be aware of height restrictions, (underpasses, garages, drive thru)
10. Do not use your cell phone, eat, drink or play with the radio while driving
11. Always look ahead at the traffic pattern while you are driving so you may react appropriately
12. Park vehicle in handicap designated areas only - NO valet parking
13. Be aware of ground condition when stepping out of the vehicle
14. Assist all passengers to exit the vehicle as needed
15. Do NOT leave anyone on the lift unattended

Together we can make the roads safer for everyone.

Be aware, pay attention, follow the law and agency policies. Who's job is it to assure everyone's safety?

If you answered **EVERYONE** you are correct.

BRAVO!

Some noteworthy happenings at Ability Beyond Disability

All of the **project management teams** have submitted their final business plans to executive management...an accomplishment that took over a year of commitment from team members! Congrats to all of you who were involved and thank you for all of your hard work and dedication in support of the growth goals we set forth in our Vision for the Future.



Ability Beyond Disability's annual gala will be held on Saturday, April 30th at the Amber Room Colonnade in Danbury, CT. This is our biggest fundraising event of the year attracting close to 600 donors each year!

An event as big as this one requires a lot of helping hands. We are looking for volunteers to help us with invitations in the coming weeks along with decorating and logistics the night of. If you're interested in getting involved, please contact Robyn Wicks at X3181.

Compliments/Complaints

Employees may report any compliance concerns confidentially to the Compliance Officer through the use of the Compliments and Complaints Hotline 203.826.3055 or the Compliments and Complaints e-mail group or a written complaint may be filed by the employee with the Compliance Officer or the Board President.