



Communicator

Volume III, Issue III

July/August

Special points of interest:

- Calendar of Events
- Human Resources Corner
- Wellness Contest
- Communicator Contest

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Henry Ingraham Showcases Art

By Rebecca Decker, Community Relations Assistant

Henry Ingraham is a person of varied interests. He enjoys cooking, singing, dancing and being with his friends. Along with these many hobbies, Henry is also an artist. Henry first showcased his art work at the Wellsville Creative Arts Center. Allegany Arc Artisans were the featured artists there in October of 2008 and 2009. In 2009, Henry's art work "Floral Collage" won best in show.

"We're been lucky to partner with the Wellsville Creative Arts Center to promote disability awareness, and to encourage individuals with disabilities to explore new activities and discover their inner artist," says Carrie Redman, Allegany Arc's Marketing Director. "Arc Art honors individuals with disabilities throughout Allegany County and celebrates their accomplishments by spotlighting the talents of artists with a wide range of physical, cognitive and mental health disabilities."

Arc Art is an Allegany

Arc sponsored outlet for artists with disabilities to express themselves through art and to raise community awareness of the diversity and value of artistic expression. Arc Art will again be featured at the Wellsville Creative Arts Center in March 2011.

This year, Henry's artwork was submitted to The Arc Otsego, Voice 6! Voice is a juried art exhibition which celebrates the creative voices of artists with intellectual and other developmental disabilities. By giving voice to the artist's innermost thoughts and dreams, Voice reminds us of the power of art to transcend disability and stereotypes to reveal our common ground and celebrate our unique abilities. This was their sixth year and Voice continues to serve as an inspiration to all.

Not only was Henry's artwork submitted, but it was accepted to be showcased at the sixth annual juried art exhibition of work by artists with developmental disabilities from

across New York State, July 16- July 31 at The Martin-Mullen Art Gallery, Fine Arts Bldg., State University College of New York at Oneonta. Lynne A. Sessions, Director of Community Relations of The Arc Otsego noted, "This year's exhibit featured 72 works by 61 artists representing 19 counties in New York State. Voice opened with a reception on July 16 from 5-7 pm. The reception featured refreshments, art for sale, voting for the People's Choice award and announcement of the winners." The exhibit ran through July 31st.

Henry and the other artists invited to the opening reception enjoyed seeing all of their artwork on display. Following the reception, a dance was held in their honor at the nearby Holiday Inn where the band "Flame" provided the music. Henry was proud to see his collage in such a beautiful setting and was honored to be part of such a magnificent event.

Cash Bonanza drawings have begun. PLEASE start turning in your tickets to your team captain.

Remember, every ticket has to be accounted for.

Check out our website daily to see winners listed:
www.AlleganyArc.org



Niles recently hosted a "Luau" where people enjoyed food, fun, and friends! Here a group visits while waiting to enjoy dinner! Thanks to everyone at Niles who worked so hard to make this a success!

Quality Management News

Some tips on interacting with people in a positive and supportive manner

- ☒ Welcome each individual every day with a positive and respectful tone and greeting.
- ☒ Remember when you are working with adults to use adult to adult language and interactions.
- ☒ Present yourself as a role model at all times.
- ☒ Treat each person as an individual, get to know and respect individual differences—including likes, dislikes and preferences, as well as desires, needs, and values.
- ☒ Take seriously the feelings and concerns of individuals.
- ☒ Allow for individual choice throughout the day, include individuals when making individual and group decision.
- ☒ Encourage individuals to think for themselves by asking questions rather than giving directives.
- ☒ Actively listen and observe, try to understand what each individual is communicating. (Remember all individuals communicate, and communication comes in many different forms including speech, utterances, gestures and body movements).
- ☒ End each day by thanking individuals for coming to program and participating, give each individual specific, positive feedback.

HOW IS AN INVESTIGATION CONDUCTED?

- Whenever an incident is reported, the agency assigns an investigator to talk with people, gather facts and complete an investigation. The investigator will not have been directly involved in the incident. The investigator will typically get statements from witnesses, use photographs or diagrams, identify gaps in reporting, and interview witnesses to determine a credible account of events.
- The investigator will prepare a report that describes what happened and what corrective actions were taken. The investigator makes recommendations for further action. For an allegation of abuse, a determination will be made as follows: Substantiated (it happened); Disconfirmed (it didn't happen); or Inconclusive (can't know for sure if it happened or not).
- The investigative report is submitted to the Special Review Committee. The Special Review Committee may recommend further investigation, propose additional actions and even propose a different determination.
- Once the Special Review Committee has finished its review, its findings and recommendations are submitted to the CEO.

Please check *all* agency vehicles to make sure they are equipped with a seatbelt cutter. Seatbelt cutters are mounted on the dashboard of the vehicle within reaching distance of the driver. If the vehicle you use is not equipped with a seatbelt cutter or if it is not mounted within reaching distance of the driver please complete a vehicle work order so the transportation department can make sure you have what you need!

We are dedicated to providing the highest quality services for people with special needs and their families. This is everyone's responsibility.



- ? Have you ever been at work and saw, heard or were told something that just didn't sit right with you? If the answer is yes, talk to your supervisor.
- ? Have you ever asked yourself, "why did this situation make me feel uncomfortable?" If you have, please discuss it with your supervisor.
- ? Ask yourself, "does this seem to fit into one of the definitions of abuse?" If the answer is yes, notify your supervisor immediately. If you are not sure, talk to your supervisor right away.
- ? Have you ever gone home and kept thinking of something that happened over and over and continued to wonder if you should have reported it to someone? Once you discuss this with your supervisor, then the weight is off your shoulders. Do the right thing and say something.
- ? It is our/your job to protect each person. If you do not report abuse, have you done your job? The answer is no. You must intervene, make sure the person receiving services is okay and tell your supervisor immediately.



Arc Safety Committee Update

Keeping you thinking about safety !!!

Fire in the bathroom ???

Recently two fires occurred at program sites within New York State that were determined to have started in the bathroom exhaust fan. One was the result of a frayed wire and a burned out motor caused the most recent. Fortunately, everyone in both incidents evacuated safely. To enhance fire safety at your site, follow these simple steps:

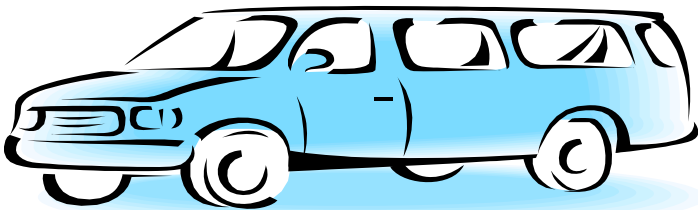
1. Check all fan grilles and filters for dust or lint buildup. Clean or vacuum routinely.
2. Verify that light bulb wattage does not exceed the recommended fixture rating.
3. Be on the lookout for loose or bare power wiring – call right way for repair and don't let it be used in the mean time!!
4. Listen to the fan, if there appears to be excessive noise or it is louder than normal, the unit should be taken out of service and a maintenance request needs to be sent to determine if replacement is necessary.

Congratulations !!

... goes out to all of Arc's Safety Committee members who make up our Disaster Point of Distribution, or POD Team. The Allegany County Department of Health tells us, "... We gave 72 immunizations to 37 Arc employees or family members at your facility on July 13, 2010. The immunizations included Meningococcal, Tdap, HPV, Hep A/B and Pneumococcal. The Health Department appreciates the opportunity that Arc POD volunteers provide to further immunize our community as well as the FANTASTIC clinic you operate!"



The Safety Committee will meet again on Tuesday, September 14th (1pm) at the Shine Building. Send any news, questions, or concerns to Darren Ohara (Raptis). Remember, safety is the responsibility of everyone !!



Passenger Safety MUST be our priority! Twice in the past month, chilling reports about people being left in vehicles have been reported by the media. One local story involved a child, forgotten on a van transporting students home from school. Fortunately, the child's family was concerned when she did not arrive home on time and alerted school personnel.

Although a frightening experience for everyone involved, corrective actions are being taken by the school to prevent this from happening again.

A second tragedy occurred in Philadelphia, PA and involved the death of a 20-year-old man with autism. The young man was not deemed missing until a nurse looked for him to give him medication around 4 p.m. Saturday, as temperatures reached the high 90s Fahrenheit. The young man had returned with two other counselors and three other individuals around noon from a brief trip to a nearby amusement park. His body was found in the parked vehicle more than five hours after his small group returned from their outing.

As caregivers, we can imagine the pain, regret, guilt, fear and suffering these events have caused. The importance of post trip inspections and roll call cannot be stressed enough. All drivers must check the inside and outside of their vehicles at the conclusion of each passenger trip. Program site personnel must complete attendance checks and roll call following each trip to or from a destination.

Anyone with questions, suggestions, or ideas about this topic should contact the Allegany Arc Transportation Manager (593-5700, ext 434). We must all involve ourselves in passenger safety practices and awareness.

The correct answer from June's Communicator is Mike Damiano is the CEO of Allegany Arc.

*Winners of the contest were:
Joanne LaForge
Shirley Willard
Cecil Irish, Jr.
Linda Nye
Julie Bridge
Janet Ellingson
Irv Newton
Sharon Houghtling
Kim Tufarella*

What does OPWDD stand for? Please send your answers to Melissa Vennard at Shine and be entered to win a prize!

Communicator Corner

Send your questions to Rebecca Decker at Shine and our team of editors will come up with answers you're looking for!

STAFF HIRES/CHANGES (MAY/JUNE)

JULY 2010

WELCOME NEW STAFF

Roderick Jeffers,
Employment Specialist
Devon Reagan,
Habilitation Instructor
Janelle Smith,
Off-Site Program Manager
Danielle Rehler,
Habilitation Instructor
Rose Mary Bennett,
BCR DSP

STAFF CHANGES

Steve Murray,
Sr. Facilities Manager
Nancy Kehl,
DDPC Case Coordinator
Christina Lyon,
Associate Director of
Voc. Ed. Services
Kari Butski,
Habilitation Instructor P/T
Elizabeth Linnecke,
Habilitation Instructor F/T
Tom Hayden,
Habilitation Instructor
Vickie Burrell-Root
Dayhab Program
Instructor
Christina Ostrander,
PWI Sub
Danielle Rehler,
Habilitation Instructor F/T

AUGUST 2010

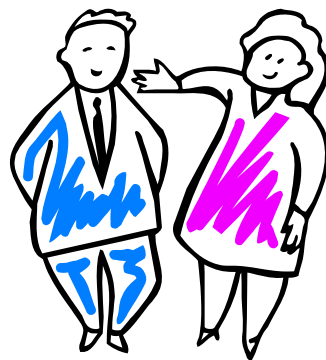
WELCOME NEW STAFF

James Cain,
ACR DSP Sub
Amber Garrabrant,
OCR DSP Sub
Jessica Heffley,
DCR DSP Sub
Michael Leyden,
OCR DSP Sub

E. Nicole McGivney,
Off-Site Sub
Erick Rosenberger,
Off-Site Sub
Auralee Wheeler,
Niles DSP Sub
Jessica Pease,
ILST Sub

STAFF CHANGES

Missy Spinelli,
College Mentor
Team Leader
Amber Burdick,
Dayhab Program
Instructor P/T
MariKae Fanton,
BCR DSP F/T
Roger Farwell,
College Mentor
Cassandra Young,
Employment Specialist
Lori Brace,
OCR DSP F/T
Art Willard,
Bus Driver
Mary Rogers,
OCR Assistant Manager



*September
7th through
September
24th has
been
designated as
Allegany
Arc's
Direct
Support
Professionals
Celebration!
More
information
coming your
way soon!*

Dates to Remember

- Agency Board Meeting
August 25th*
- Parent and Family
Support Network
September 13th*
- Management Meeting
September 27th*
- Full Staff Meeting
September 30th*
- Friends Foundation
Meeting
October 18th*

Niagara Falls

by Dorothy Smith/Georgia Ransom



I researched two Indian characters, who were both women. I finally decided to write this because my friend just had a baby girl. I decided to surprise Shine by writing this because I wasn't able to do it by myself as it is too long of a story.

The movie starts with a legend of an Indian maiden who left her tribe due to the fact that she was to be married to an old warrior as she was just a young maiden. She left and the great spirit of Heno, god of thunder beams, caught her spirit

as she went over the falls. Legend has it she can still be seen in the mist of Niagara Falls. Her name was Lelawala and the first steamboat on the river was named after here.

There was a 73 year old school teacher by the name of Annie Taylor who was the first person to successfully go over the falls. Annie had a black kitten in the barrel with her. It was said the kitten turned white while going over the falls. Myth or legend - you decide. There was a family of 3 boating on the river one day and the engine stopped and the boat capsized. The father never returned. The mother was rescued by some people on the shore while their son of 8 years of age went over

the falls. The child was not injured in the ordeal and was rescued from below the falls by a maid of the mist tour boat. Some passengers spotted him in the water. Some people think it was the spirit of Lelawala, you decide.

Owahonton is another Indian maiden who legend has it called Maid of the Mist. She lived a normal life. One day her husband Keyuton was killed while he was on a hunting trip when his canoe went over the falls. Owahonton mourned her husband's death until the elders decided she was to marry again. Eventually she grew to love her new husband Kahonsas with her whole heart. One day he went on a hunting trip and didn't return. Depressed she goes to

her favorite spot. She awakens to find a snake watching her. She quickly gets up and runs into the canoe. The snake still chasing her, she decides to join her husbands in death and rides her canoe over the falls. Meanwhile, her husband Kahonsas returns from his hunting trip after spending the night up in a tree as he was chased by a bear. He learns Owahonton is missing and searches everywhere. Finally he realizes that she must have gone over the falls. As he reaches the bottom of the falls he sees her, relieved that they are both safe, they returned to the village. They say her spirit is at the falls even today. Truth or legend you decide.

“Pay it Forward”

By Rebecca Decker, Community Relations Assistant

Allegany Arc's Bravo Committee is starting a new "Pay it Forward" campaign in hopes of helping staff think positive in nature and be positive in life. Better teamwork means better attitudes and atmosphere for the people we serve. The ultimate goal of the committee is this campaign will result in better relationships with peers and better service of care. In the next few editions of the Communicator, you will read articles from different programs about how they're participating in the campaign and what changes they're witnessing.

The campaign follows a novel that became a major hit movie by the same title in 2000. "Pay it Forward" is something that resonates with people who want to change the world by making a difference. It's something we all aspire to - whether done by big bold statements or small kindnesses that make someone's life a bit easier. Committee members are excited to be starting this campaign and hope you'll join us in reaching out to make someone's world a little brighter.

In August's meeting,

Bravo members will be receiving business-sized cards with the slogan "Pay it Forward" on them. The reverse side will have a place for initials. If you receive one of these cards, please initial it and pass it as you pay it forward. When the card is filled, they'll be sent back to me for tracking purposes and I will send you a blank one so we can keep spreading the movement.

Catherine Ryan Hyde, author of the book "Pay it Forward" said that "the possibilities of pay it forward are limitless. It's important to stress that it needn't be anything earth shattering. A small kindness can go a long way." It might be someone opening the door for you when your hands are full, cleaning the snow off your car before they leave for the day (winter is coming), or helping on your block when you're feeling overwhelmed. Look for the card when someone has made your life a little easier, and make sure you share that feeling with someone else.

On a personal note, my most memorable moment that I hope to pay forward comes from January of this

year. Following vacation, I returned to my office to find my supervisor, Carrie Redman had brought me a cup of coffee to welcome me back. The gesture warmed my soul more than the beverage did. She let me know she missed me and was happy to have me back to work. I know getting coffee isn't possible for everyone and I can hear supervisors say but I have 20 people under me and I'm not suggesting you get coffee for everyone. Like I said, the gesture, the thought, the kindness behind it meant more than the coffee did.

If you don't want to

wait until you get a card, contact me at Shine (x 581) or via email and I'm happy to send you some. Mahatma Gandhi said, "Be the change you want to see in the world." Allegany Arc's Bravo Committee is heeding that advice and hope you'll join us in this new adventure. I can't wait to hear all of your favorite pay it forward memories. If you have something you'd like included in the Communicator, please send it to me at Shine. Until next time, think positive, be kind, and change your world.

Dawn Billings, Paula Gardner, Dan Green, Cindy Polanowski, Chassity Kamrowski, and Jennifer Lanphier were all recipients of referral awards this quarter. Thank you for your continued support! Please keep those referrals coming. If you have any questions on the referral guidelines or an existing referral, please call Julie at Ext. 523.

Wellness News

Advantages of Workplace Wellness Programs

A Healthy Fit for Employers and Employees (sparkpeople.com)

As workplace wellness programs are becoming more widespread throughout the country, the buzz is catching on. The bottom line of such programs is this: healthy employees tend to be happier and more productive employees. These programs range from simply offering information to workers, to subsidized healthy lunches, fitness education, and a company gym. Employees are the most valuable assets to any company. Here is why workplace wellness programs should matter to you.

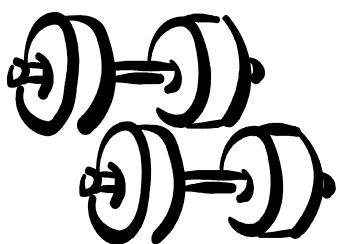
The benefits for employers are obvious. They provide the company with strategic advantages by investing money in a program that will hopefully bring them lowered expenses in return, often in the form of better performing workers, and lower absenteeism and health care costs. Employees are the most valuable assets to any company. By providing workers with these services, companies are improving wellbeing and job satisfaction, as well as raising retention rates. The welfare of employees has a direct impact on the success of the company.

So why should you, as an employee, take advantage of a workplace wellness program? Every person has some sort of health risk to varying degrees, whether it's unhealthy eating, lack of exercise or sleep, drinking, smoking, or even something genetic. Using a program can make positive change happen. Not only will you be more able to complete your job responsibilities, but you will have more energy and vigor to give to your family and friends when you get home.

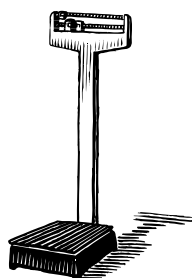
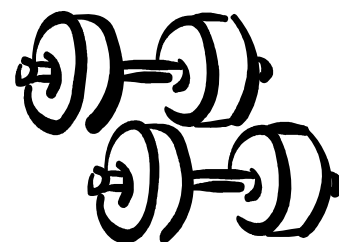
Workplace wellness programs can help you get healthier, even if that simply means learning how to reduce stress and muscle strain when you are on the job. Depending on what your company offers, it might also help to lose weight, lower your cholesterol and blood pressure, sleep better, and save money on prescriptions. Sometimes, all you need is a little motivation to get the ball rolling and a workplace wellness plan might be it.

Another great benefit of wellness programs is a built sense of camaraderie with your co-workers. You'll have a chance to experience activities with them that aren't related to work, whether in a walking club or sports team, by having lunch together, or by going to the gym. Social support is a very important part of weight loss and getting fit. By interacting with co-workers, you'll have others to give you encouragement when you need it, as well as to hold you accountable to your goals. Plus, you'll be motivated by seeing other's positive results. By using a wellness program, you'll be an important part of the team.

Use this great opportunity if you are lucky enough to be offered a wellness plan. Good programs are often set up for personal control, so you'll be able to tailor a lot of your goals to specifically fit you and your lifestyle. Access to a program will make it easier to care for your health on a more regular basis.



**DON'T MISS YOUR CHANCE
TO BE ALLEGANY ARC'S
NEXT BIGGEST LOSER!
STARTING SEPTEMBER 1ST!**



**Registration fee of one non-perishable food item.
1st place winner \$400 * 2nd place winner \$250
3rd place winner \$150**

See your team captain for details.

WELLNESS NEWS (CONTINUED)

UPDATES

⇒ Thank you to everyone who completed the Wellness Survey about our recent Health and Safety Fair. Two hundred and sixty-seven staff attended the Fair and ninety-nine surveys were completed.

*The Wellness Committee greatly values your opinions! But please don't stop giving us feedback. It is essential for us to know employee needs and preferences regarding our agency's wellness programs. **You can send or take your feedback or suggestions to the Wellness box downstairs at the Shine building.** We meet on a monthly basis and are always looking for fresh ideas, so PLEASE DON'T HESITATE!

⇒ The Health Risk Assessment was taken by 318 employees. Results showed that agency employees as a whole are most interested in making personal, positive changes related to weight, emotional health, nutrition, and exercise. The areas with the least willingness to make changes are alcohol and tobacco use.

Quarterly Preventive Wellness Contest

The \$50 winner of the Preventive Wellness drawing for the 2nd quarter of 2010 was HEATHER PERKINS! There were 26 entries received.

First quarter: Winner was Christina Lewis with 17 entries received.

Third quarter: ?????? Will it be YOU?

**Be sure to send proof of your steps to preventive health to
Cindy Polanowski at the Shine building.**

The next \$50 winner will be drawn in October!

You can't win if you don't enter!!!!

Routine Physicals — Mammograms — Pap Smears — Vision Exams — Prostate Exams — Gym Membership — Colon Cancer Screening — Skin Cancer Screening — Thyroid Disease Screening — Glaucoma Screening — Diabetes Testing — Blood Pressure Testing — Cholesterol Test — Bone Density Test — STD screenings — Dental Exams/ Cleanings — Influenza Vaccine — Pneumococcal Vaccine — Hepatitis B Vaccine — Weight Watchers or TOPS membership — Other actions taken may be submitted to Cindy Polanowski at Shine for consideration. TEST RESULTS NOT NECESSARY

What's Up and Coming....

- ♦ **September 1st—
BIGGEST LOSER
CONTEST BEGINS!!**
- ♦ Lunch 'n' Learns on topics such as weight control, nutrition, exercise, tobacco and emotional health
- ♦ September—
Preventive Wellness
third quarter drawing
- ♦ **Smoking Quiz due by
November 1st.**

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Quality Editor

Please direct questions regarding programs to the above employees and look for responses in future editions of the Communicator. Thanks!

Allegany Arc



Mission Statement

Allegany Arc is dedicated to providing the highest quality opportunities for people with special needs and their families.

Vision Statement

Allegany Arc, with a Commitment to Excellence, will pursue a shared vision for each person that will inspire growth and success.

PWI holds successful Blood Drive

By Chris Koehler, Senior Vice-President of Sales and Marketing

A huge THANK YOU to all agency staff and program participants who participated in our Red Cross Blood Drive in July. We had a very successful drive with 39 units of blood collected. The summer months are typically a time when blood donations drop significantly due to the absence of high school and college blood drives. Our drive was very critical and these 39 units will potentially save 156 lives!

The Red Cross announced we have achieved *Platinum* status for reaching over 100% of our 2010 sponsor goal. As a business sponsor, we had to exceed 30% participation of our 300 employee's to reach *Platinum*. We are extremely proud of this, and thank our contributing staff/program participants for their commitment and leadership in our life-saving partnership with the American Red Cross.

Blood donors (including those from the community) and attempted donors included:

- Deryle Baker
- Crystal Gordon
- Steve Murray
- Corinna McKnight
- Lori Empson
- Nancy Kehl
- Chris Koehler
- Amber Hurlburt
- Cheri White
- Heidi White
- Donald Kriger
- Barb Ramsey
- Janis Carter
- Nicole Hann-Hamilton
- Mike Damiano
- Doris MacFarquhar
- Richard Warner
- Samantha Smith
- Kristy Kulik
- Deb Reisman
- Josephine Kibbe
- Joelle Potts
- Michelynne Durgan
- Tammie Butler
- Chuck Ackerman

- Meagan Walsh
- Camille Norton
- Mark Liberton
- Ed Schultz
- Dana Kruser
- Jim Kruser
- Lacey Studer
- Dan Nye
- Carl Dandridge
- Greg Tumpney
- Pam Guinnip
- Billy Cole
- Paula Gardner
- Jill Baker
- Robyn White
- Malinda Reisman
- Christine Dingman

Special thanks to our volunteers who handled the sign-in's and canteen including Paula Gardner, Michelle Nye, and Malinda Reisman. Thank you to our agency for allowing us to give blood at our workplace during the workday. It gives us such a wonderful opportunity to serve others in a positive way.

Hope to see you all at our next drive on January 7th 2011!!