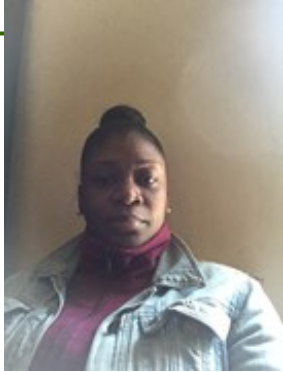


The Center for Family Support



Carol Haye, April 2016 Employee of the Month

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2015 Employee of the Year Donna Saunders



Competency A: Supporting a person's unique capacities, personalities and potential.

Competency G: Creating meaningful conversations.

Ms. Haye, CHS, has developed a very close relationship with her individual that this individual shares personal thoughts and ideas with Ms. Haye. This individual is extremely shy and will not speak unless she feels comfortable with the person. Ms. Haye is very good in advocating for the individual she works with. Recently, Ms. Haye accompanied the individual to court. Ms. Haye advises the lawyer to explain a word she knows was unfamiliar, so the individual can answer with a better comprehension. Taking the time to explain and the individual counseling, enables the Service Recipient to make better choices.

Competency C: Promoting advocacy with the individual.

Competency F: Building and maintaining relationships.

During personal interaction, Carol discovered the individual is interested in moving to a different apartment building. They spend a few days a week looking for ads in the newspaper, going to different neighborhoods and looking at buildings that may have apartments available. Carol assists the individual with writing numbers and filling out applications.

Carol gave encouragement so she could speak for herself and advises her to take a moment and think about what she's going to say before verbalizing it. Ms. Hayes also advises the individual to ask questions if she doesn't understand something.

Having a close community tie, Carol makes it a goal not to look for places that are too far from the current neighborhood. Carol recognized that being shy, she may not make friends easily and that it is very important for this individual to keep current personal friendships.

Competency D: Facilitating personal growth and development.

Ms. Haye discovered that one of her individual's weaknesses was the upkeep of her apartment. This individual would collect a lot of clutter, but through constant encouragement from Carol, she has made a great change in this area. She now has new motivation to get rid of her clutter, maintain her apartment and even wants to involve her kids and teach them to clean after themselves and keep their room clean.

Overall Ms. Haye has shown

an interest in making sure that the Service Recipient is a well-rounded person. This individual sees Ms. Haye as an older sister that she can look up to and trust. One of the things that has stood out is the support that Carol has given this individual through difficult moments as well as making sure that this individual is a role model to her kids. Ms. Haye has assisted the individual she works with in visits to the court and advocating for her when needed, assisting her during interviews, advising her on what is appropriate depending on the circumstances. Ms. Haye is always thinking of improving her individual's well being.

Starly Orbe



*2015 Team Spirit Award
King Supported/ Supervised IRA*



The staff at The King Residence varies in length of employment from one year to 11 years. The staffing team has encountered varying challenges and issues providing care and assistance to an individual who is medically and behaviorally involved.

The team has demonstrated the *Core Competency area of Supporting Health and Wellness* with

emphasis on team work to meet the daily challenges and to ensure that this individual receives the best care possible despite the medical challenges of recurring refusals of treatment and care that could result in serious medical complications. Staff has adapted nursing home skill set to care for an individual who is involved medically and behavioral. The constantly meeting and adjust to the needs of the individuals and not the normal DSP role. Their advocacy skills help this individual to lead a normal life, which is a homely environment.

The entire team demonstrated the *Core Competency of Developing Professional Relationships and Exhibiting Professional Behavior*. They imple-

ment the evolving plan for the individual amidst the challenging time to ensure that the individual is safe. Their resilience while facing continuous challenges, maintaining daily routines under increase in job demands, but mostly being able to provide care with a smile though the challenges are great. They exceed the expectation to meet the needs of all the individuals they serve and do it with grace and compassion routinely.

Under the leadership of Residence Manager, Karene Griffith, the staff has gone over and above the call of duty, despite the challenges they face daily. Ms. Griffith has also supported the staff and emphasized professionalism on a daily basis. Ms. Griffith uses “hands on” training with staff, which brings together a sense of great team work. I nominate the entire team at King for their outstanding work in the face of adversity.

Erica Robinson

April 2016 Nominees

Shanika Hoilette	Bryant	Amanda Hall-Pratt	178th St
Aviance Cox	Residential	Melissa Hanna	CHS
Lillian Jalloh	Residential	Jesse Calvin	Liberty
Janeba Kargo	Richmond Hill	Annette Aponte	Underhill
Keica Burroughs	Residential		
Inez Serrano	Residential		
Lynette McFarlane	Nurse		

2015 *Additional Recognitions*

Anne Peters
25 Years
Maureen Mesquitta
20 Years

15 Years
Tiffany Brown
Edna Camacho
Regina Freeman
Gloria Hardwick
Pamela Jackson
Anmarie Malcolm
Sixta Martinez
Dyanna Harris

Admins of the Quarter
Brittney Riley, Izabella Voznyak, Lakisha
Grady, Jocelyn Roman

Supervisors of the Quarter
Nancy Lombardo, Carolyn Giambastiani, Marie
Romain, Sharon Wilson, Karene Griffith,
Yiranny Almonte

10 Years
Gladys Alberto
Fiona caines
Teresa Fonseca
Altagracia Guilbert
Simone Hector
Tamiko Hill
Margarita Lino
Idalia Liranzo
Ivonne Martinez
Scott Martinez
Katy Moquete
Marie Romain
Audrick Roper

5 Years
Mary Bamidele
Frantz Charles
Joanne Cropper
Michael Cunningham
Awilda Delvalle
Ernesto Franco
Sandra Gaillard
Jacqueline Gordon
Maxene Griffiths
Wendy Harry
Katuska Jorge
Grace Luisman
Charlette Rattigan
Primottee Lee Chong
Denise Valdez
Claressa Williams
Shanquana Williams



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CFSNY.ORG

We Care....We Listen...We Help...



Employee of the Month Committee

Chair

Annmarie Malcolm; Director Administrative Operations

Committee Members

Sharon Lax, Director, Human Resources; Erica Robinson, Assistant Director, Residential Services; Christine Powers, Assistant Director, Community Services; Melonie Singleton, Assistant Director, Human Resources; Katrina Douglas, Residential Manager; Annette Aponte, Medical Coordinator; Veronica Martinez, Service Recipient.

About

The Employee of the Month (EOM/) Committee reviews and votes on the monthly nominations submitted by supervisors, for Employee of the Month, Admin and Supervisor of the Quarter. The monthly nominees are voted on based on the Core Competencies and the award is bestowed upon the employee with these demonstrated actions.

The committee also meets once a year to review the Employee of the Year nominations and to select a winner. The winner is announced during the Employee Awards Ceremony.

2016 Headliners

January 2016

Rosemary DeCarlo
Natalie Paul
Joy Sackey
Nicole Arce
Bamidele Ayilola
Petra Doldron
Jennifer Jackson
Adriane Riddick
Erica Simes
Rosemarie Miller

February 2016

Marie Remy
Michael Beckford
Nicole Arce
Rachelle Pierre-Louis
Nyenk Subah
Errol Charles
Jessica Threatt
Madelyn Williams

March 2016

Jared Jackson
Melissa Hanna
Paul Johnson
Madelyn Williams
Denise Valdez
Jhamaul-Antoine Pickney

Supervisor of the 1st Quarter

Carolyn Giambastiani

Admin of the 1st Quarter

Kimberly Castrogiovanni