



June 2017

The Center for Family Support Inc.

Volume 3, Issue 7



Special points of interest:

If you see someone who should be nominated for Employee of the Month mention it to their Supervisor

If you have not received your Awards Certificate, Please Contact Annmarie @ 212 -629-7939 ext.210

Inside this issue:

EOM	1
Supervisor of the Quarter	2
Admin of the Quarter	3
Team of the Quarter	4
Previous Mentions	5

Monifa Abrams

It is with great pleasure Sunset IRA nominates

Ms. Monifa Abrams for

Employee Of the Month for June 2017.

Ms. Abrams exhibits the ***Core Competency of Putting People First:***

Monifa has experienced numerous challenging behaviors exhibited by one of the individuals in the residence. She always responds to the behaviors in a calm manner when redirecting the Individual and at the same time using the event as an educational tool for the Individual to learn new ways of expressing feelings instead of cursing and threatening others. Ms. Abrams has an easy going manner and is always ready and willing to support the Individuals. She has been supporting two of the Individuals in improving their cooking skills which they requested; by encouraging them to plan meals of their choice which they assist in preparing so as to become more independent.

Ms. Abrams exhibits the ***Core Competency of Building and Maintaining Relationships:*** She encourages the Individuals to maintain their family and other personal relationships. She at times will facilitate home visits by taking the Individuals to visit with their family.

Ms. Abrams exhibits the ***Core Competency of Demonstrating Professionalism:***

Ms. Abrams is always on time for her shift. She initiates tasks independently and reports pertinent information to her peers and management. She has completed all mandated trainings and utilizes knowledge gained in the trainings. She interacts well with all members of the Sunset IRA team.

Ms. Abrams demonstrates the ***Core competency of Supporting Good Health:***

Ms. Abrams has been working with 3 Individuals to lose weight by supporting them to plan meals that are nutritious but low in calories. She also accompanies them into the community to increase their exercise. Ms. Abrams is aware of all the Individuals health care needs and sometimes accompany them to appointments where she will advocate for them when they are unable to do so for themselves.

Ms. Abrams interacts with the Individuals in a respectful manner and is always patient and supportive. The Individuals look forward to her being on shift due to her easy going manner and willingness to participate in activities of their choice. The Individuals appreciate the services she provides when on duty.

Ms. Abrams therefore is deserving of being recognized as Employee of the Month.

Jasmine Wilson LaFond, Residence Manager



“Ms. Roman adheres to and promotes the mission, culture and practices of this organization...”



Supervisor of the Quarter

Virginia Roman



Ms. Roman has been employed at The Center for Family Support for over 15 years. Ms. Roman demonstrates *Competency Area A Supporting a Person’s unique capacities, personality and potential of Putting People First*. Ms. Roman knows the individuals at Simpson St. She assesses their needs and ensures that they have a therapeutic environment to live in. For example, when one of the individuals experienced gait issues and could not climb the stairs as before, Ms. Roman advocated for reassessment of the residence. This resulted in additional support staff and a reassessment of the physical plant.

Ms. Roman also demonstrates *Supporting Good Health and Safety*. Ms. Roman demonstrates knowledge and understanding of the individual’s medical, physical, psychological and dental needs. Some of the individuals at Simpson are very fragile health wise. Ms. Roman ensures that follow up are completed in a timely manner. For example, one of the individuals was taken to the ER for unsteady gait and physical weakness. Ms. Roman went to the hospital at 7 am to ensure that the treating physician get the information needed to complete a full assessment of the individual. This resulted in a more comprehensive testing for this individual.

Ms. Roman demonstrates professionalism on the job. She engages in a mutually respectful partnership/relationship with the individuals, family members, co-workers and others. Ms. Roman adheres to and promotes the mission, culture and practices of this organization and applies knowledge and skills gained to the tasks of being an assistant manager.

Rosemarie Palermo, Residence Manager



“Lynne cautiously engages in productive activity while at work...”

Admin of the Quarter

Lynne Thach

I would like to nominate Lynne Thach for Admin for the Quarter. During this past year, the Finance department has seen many changes, and Lynne faced all of the challenges with a positive attitude. Lynne exhibits core competencies in I and L.

Exhibiting Competency I (Exhibiting Professional Behavior)

Lynne is the commensurate professional and is an integral key member of our team. She demonstrates courtesy to others contributing to a positive atmosphere. Lynne can be relied upon to complete her work in a timely manner. Lynne cautiously engages in productive activity while at work, readily adapts to change in work assignments and has no problem assisting other members in our team whether or not the work falls within her responsibility.

Exhibiting Competency L (Education, Training and Self Development Activities)

Lynne is eager to learn and continuously seeks new skills. Over this past few months, Lynne has taken an expanded role in the month-end closing process and is currently under taking the financial reporting process.

Chris Zuniga

Director of Accounting





Team of the Quarter Oberman Residence



Oberman Residence has been without a residence manager for about 6 months. The entire staff works together to ensure that the day to day operations of the residence are kept without any disruptions. Call outs are to a minimum and staff are very flexible. They work closely with parents and providers to ensure fluidity of information back and forth at the residence. They received numerous compliments from parents.

The staff demonstrated the *Core Competency of Putting People First*. They provided continuous oversight by sharing observations, insights and recommendations regarding the individuals to the support team, providers and family members. One example of this is that all the individuals went on vacation. Four of them went to Las Vegas which was on one of the individuals' wish list and two went to Camelback Resort. This was made possible through staff research and planning with the individuals to ensure that the trip was what they wanted and that it was in their budget. They staff met with the individuals daily and showed them pictures and activities that was a part of their trip and the individuals picked out what they would like to do before the trip. The staff also went over with them the step by step process of the plane ride to ensure that they know what to expect.

Another example of true team work at Oberman, is that one of the individuals has some unexpected gait issues. The staff ensured that she was not left of outings and advocated for an assistive device to ensure that the individual could be as independent as possible in the residence and in the community.

For this reason, I recommend with pleasure Oberman's staff for Team of the Quarter.

Erica Robinson, Assistant Director

"Oberman Residence has been without a residence manager for about 6 months. The entire staff worked together to ensure that the day to day operations of the residence was kept without any disruptions."



EMPLOYEE OF THE MONTH WINNERS- 2017

The Center for Family Support Inc.



<u>Month</u>	<u>Name</u>	<u>Department</u>
January	Annie Sistrunk	Kelly
February	Denise Myers	Riverdale
March	Soo Kang	135th
April	Maria Asencion	Com Hab
May	Latoya Durham	Crotona
June	Monifa Abrams	Sunset

Supervisor of the Quarter

Arnaldo Giraldo

Virginia Roman

Admin of the Quarter

Raniyah Funn

Lynne Thach

Team of the Quarter

Oberman Residence

Employee of The Month Nominees-2017

January

Annette Aponte	Medical Coordinator
Soo Kang	135th
Denise Myers	Riverdale
Jenny McNally	Bryant
Carles Van Riel	Lincoln
Sunde Lovett	Crotona

February

Loude Lorjuste	Homecare
Allison Birot	Livonia
Steven Houston	Hale
Janiquwa Morrison	Broadway
Wendy Harry	Liberty

March

Janelle Jones	Crotona
Migdalia Rivera	Simpson
Myles Surland Van Tams	Crotona
Floyd R. Calder	Sunset

April

Michael Diaz	Com Hab
Migdalia Rivera	Simpson
Joyce Moulton	Com Hab
Angelique Gomez	Com Hab
Mirsada Oliveras	Homecare

May

Savion Byfied	Hale
Charise Rand	Cary

June

Wendy Harry	Liberty
Michael Beckford	Crotona
Jasmine Adams	Bryant