

2012 Staff Reporter

January ★ February ★ March April • May • June • July • August • September • October • November • December

Winter Softball Tournament



Above left: Liberty COO, Candy Opalka, takes a short break from the action to speak to her grandson Austin Steele and daughter Jennifer Steele. The Softball Tournament raised over \$3,000 for Liberty Foundation and the United Way.

Above right: Bernie Masterpolo, a member of the production team, runs the bases with grace and style at the Winter Softball Tournament on March 3 at Shuttleworth Park.



Thank you to everyone who participated in the Winter Softball Tournament!

Above: Liberty's clinical team enjoyed the after game get-together at the American Legion Post #701. Front to back: Patty Reskc, Pam Wadsworth, Robin Moller, Janet Czeski and Viv Fitz-James.

Liberty Foundation's
18th Annual Golf Tournament
Thursday, June 7, 2012

Tell your friends!



Director of Marketing and Sales

Please join us in congratulating **Dawn Jacksland** on her appointment as Liberty's new Director of Marketing and Sales. In this position, Dawn is responsible for promoting the organization's diverse product line which includes a variety of janitorial equipment and supplies, skin and personal hygiene products, safety equipment, and office supplies.

Dawn has more than 12 years of progressively responsible experience in sales, marketing, national training, business development, brand management, and managed care contracting, primarily in the pharmaceutical industry. In her former role as a Product Director, she held profit and loss responsibilities for a multi-million dollar brand, including new product rollouts and line extensions, contract negotiations, manufacturing fulfillment, and government contracting.



Dawn Jacksland
Director of Sales and Marketing

Welcome and congratulations, Dawn! ■

Rose Poole Retires



After 27 years of hard work and much dedication, **Rose Poole** (seated, at left) recently retired as an Assistant Habilitation Specialist 1 at Liberty. Here, Rose relaxes and enjoys the Bell Choir, a group that she was instrumental in helping to develop. The Choir is a source of much pride and pleasure for everyone at Liberty. Thank you Rose for you many years of service. Congratulations and best wishes!

Safety Corner

Going Green

By Heather Vecchio and Jesse Markes

In case you didn't get a chance to see the great displays the Safety Go-To Committee created for St. Patrick's Day, they are still in the Art Room at 47 DH. The message from the committee this spring is for all of Liberty to find ways to "go green" by becoming more environmentally focused.

One of the materials which the committee distributed during their "Go Green" awareness campaign was tips to "Slash your Trash." Since our society has rapidly become dependent on disposable and consumable products, this program identifies ways to change your habits and reduce waste in our households. Traditional waste disposal of landfill and incineration contribute to the production of methane gas, which has been identified by the EPA as detrimental to our atmosphere. So how do we, "Slash our Trash"? Here are a few ideas how you can "Go Green":

REDUCE: Cut down trash by not buying in the first place! Avoid purchasing disposable products and get off junk mail lists. Consider home composting.

REUSE: What can you recycle instead of throwing away? Reuse clothing by donating to a worthy cause, household items to garage sales or swap shops, and reuse shopping bags, boxes, and aluminum foil.

RECYCLE: Are you recycling everything you possibly can? Recycling includes far more than just paper, plastic, and glass now. Are you still buying plastic water bottles? Simply switching to a sports bottle and a home filtered water system is a terrific way to support the environment as well as lower your expenses! And remember—e-waste from electronics is some of the most toxic trash out there! Ask about recycling at the stores where you purchase electronics. ■



Heather Vecchio
Safety Manager



Jesse Markes
Committee Chair

2012 Regional Safety Ambassadors



Counterclockwise from the far head of the table:

• **Steve Osheyack** • **Dana Dorlon** • **Maggie Rowley** • **Deb Wallin** (peeking behind Jeff) • **Jeff Collins** • **Jennifer Bernardo** • **Narcy Kilgore** (opposite head of table) • **Tammy Collins** • **Jeremy Ryan** • **Jesse Markes** • **Heather Vecchio**

Missing from photo: **Cathy Monk**, **Catherine Mowrey**, **Wendy Moore**, **Jennifer Newhook**, and **Sue Schulz**.

Enjoying Spring Banquets



Dale Evans and Roy Rogers...eat your hearts out!

Candy Opalka and **Mike Decker** really got into the spirit of the western theme at this year's Day Support & Residential Spring Banquet held at St. Mary's Institute. The decorating committee, led by artist extraordinaire Amy Devendorf, worked magic, transforming the facility into a Wild West extravaganza. A good time was had by all.

At the same time, across town at Crystal Ristorante, the Liberty Enterprises banquet was in full swing. Candy and Mike joined them later in the day.

Thanks to all who helped to organize and execute these much-anticipated annual events!

Win \$\$\$ for Nominating!

As you all know, the Values Recognition and the Employee of the Month programs have been combined into new and improved Employee of the Month and Leader of the Quarter awards!

Besides the great feeling you'll get from nominating one of your hard-working co-workers (or supervisors), you also have the chance to win MONEY! If you take a few minutes to fill out the nomination form for an Employee of the Month or Leader of the Quarter, **your name will go into a drawing for a \$50 VISA gift card!** If you are the employee who is selected as Employee of the Month or Leader of the Quarter, you'll receive a \$100 VISA card. Everyone wins!

So, hurry up and get your nominations in before the next drawing (drawings typically happen towards the end of each month). If you have any questions about the new program, please contact Michele Leonardi by e-mail at michelele@libertyarc.org, or by phone at 954-3226. ■

DECEMBER 2011

Deb Figueroa

*Employee of
the Month*



Deb Figueroa began at Liberty in 1999 as a Residential Supervisor. She has held various positions since her start date, including roles as a direct support professional, involvement with med transport and as cook/cleaner.

Currently, she is an Assistant Manager in the residential program, where she has had a major impact on one individual's life over the past four years.

Deb is compassionate, supportive, and follows through on all of her commitments. She treats everyone fairly, keeps a positive attitude, and demonstrates all of Liberty's values through and through.

Congratulations, Deb! ♦



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JANUARY 2012

Barb Dziedzic

*Employee of
the Month*



Barbara Dziedzic began at Liberty 20 years ago as a Direct Support Professional while simultaneously attending college for Occupational Therapy. After graduating and receiving her National Board Certification,

Barb accepted a position as Certified Occupational Therapy Assistant which she still holds today. Barb is always striving to enhance her skills with additional training, and invariably has the individuals' best interests at heart. She has provided stability over the years as a veteran in her department and has helped to train new therapists and supervise OT students. Barb is a true asset to Liberty—
Congratulations! ♦



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FEBRUARY 2012

Julio Rodriguez

*Employee of
the Month*



Julio Rodriguez is employed as an Assistant Habilitation Specialist 2 for Liberty and strives every day to uphold our values. Julio was nominated by Lee Polinski's mother, Genevieve, who believes

Julio is a perfect example of what Liberty stands for. Julio is a very helpful and compassionate man who goes out of his way to ensure that Lee has the best possible care.

Julio will even play his guitar while Lee is eating breakfast, because Lee loves music and it is a positive way to start his day. Mrs. Polinski says that she never worries when Julio is with Lee since he cares for him as if he were his own son.

Congratulations, Julio! ♦



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MARCH 2012

Mike Gowans

*Employee of
the Month*



Mike Gowans is a Day Support Professional in Training & Habilitation. Mike is being recognized because he gives 110% to all he does and to those whom he serves.

He is very reliable, leads by example, and exemplifies all of Liberty's values. Mary Coman, his supervisor, says that staff looks to Mike for his calm and accurate guidance.

Mike is the first person to step in to ensure that everything runs smoothly and he consistently makes new staff feel welcomed. Mary also said that other Day Supports areas are envious of T&H having Mike as a member of its team, which is the ultimate compliment!

Thank you Mike for being a good role model. You make a difference. ♦



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Benefits Corner

HR CONNECTION IS BACK!

HR Connection is a valuable internet based tool for all your Human Resource needs. It's your one stop HR shop for information on:

- General Health Tips
- Benefit information, forms, and website links
- Recruitment Postings
- and much more!

You can access this account through www.hrconnection.com

- User Name – teamliberty
- Password – Liberty1

For additional information, please contact

Doug Blanc at 518.954.2038 or dough@libertyarc.org



Events Calendar

May 18– BooksRFun Book Fair 9:30am–2:00pm

LE Staff Training Room

May 17–19 Community Art Show sponsored by Liberty

The Century Club

June 7– 18th Annual Liberty Foundation Golf Tournament

Rolling Hills Country Club, contact Lisa Augustine at ext 3203

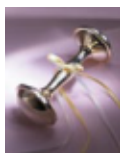


Personnel Personals

Recent Birth: A daughter, Gianna Marie Santos

Born September 21, 2011

To **Joe Santos** (Human Resources) & Teresa Santos



Trash 'n' Treasures: FOR SALE

■ **1989 35ft. Jayco 5th Wheel Camper**– Slightly used camper, sleeps 6, has a queen-sized bed. \$2000. Contact Lori: loris@libertyarc.org or 848-1607.

■ **2003 Dodge Dakota 4x4 Truck**– 5 speed, 54,000 miles, 8 new tires, tonneau cover and bedliner. \$8000. Contact Ray: 882-7196.

■ **Toddler/Child's Geo-Track Train Set**– Complete set, many extra accessories with four remote controls. Must see set up! Used only a few times. \$150. Contact Janet: janetz@libertyarc.org.

Earth Day FM Clean-up Day



Liberty ARC teamed up with Fulton-Montgomery Community College to celebrate Earth Day by hosting a "scavenger hunt" clean-up day at the college on Friday, April 20. Attendees had an enjoyable time while helping the environment. Thank you to all who made this event such a success!

Robin Moller, R.N.

Leader of the Quarter

Robin Moller has been with Liberty as a Registered Nurse since November of 1990.

Robin is a role model to both her staff and the individuals she supports through her dedication to her job, hard work, and compassion.

Robin holds herself and her staff to very high standards. She is a team player and ensures that all work together in the best interests of the people they support. She was recently promoted to Director of Medical Services and gracefully handles the increase in responsibilities.



Liberty is very honored to have her as a member of its team.

Congratulations, Robin! ♦

4th Quarter • 2011

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Joe Javarone

Leader of the Quarter

Joe Javarone has been honored with the 2012 First Quarter Leader of the Quarter award. Joe exemplifies all of Liberty's values each and every day in his work as Facilities Manager. He is dedicated to teamwork and quality service.

In the 3 years Joe has been here, he has been consistent in meeting the challenges of the position with a positive outlook and a smile for everyone. He's dedicated to our consumers and is a remarkable role model for the staff he supervises as well as everyone else at Liberty.

Great job, Joe! ♦



1st Quarter • 2012

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