



2012 Staff Reporter

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

Fall Employee Recognition Dinner and Holiday Parties



Liberty celebrated our tenured staff at the annual Employee Recognition Dinner. More than 160 Liberty employees and guests attended the dinner, held at Raindancer Restaurant, honoring employees with 10, 15, 20, 25, and 30 years of service.

The following were honored:

■ **30 Years**—Tammy Collins, Karen Fredericks, JoAnn Fuller, Joanne Lue, Lee McMurray, Wendy Merk, and Janice Sheckton.

■ **25 Years**—Tammy Honeywell, Thomas Jablonski, Gail Jordan, Deborah Kowalczyk, Sandy Maidment, Joseph Quigley, Barbara Renda, and Sandra Tomlinson.

■ **20 Years**—Margaret Archer, Debra Baxter, Kimberly Cesare, Kathleen Francisco, Cynthia Fredericks, Kathryn French, Donna Howland, Mary Ann Metz, Cathy Monk, Mary Lou Nicolella, Michele Orapello, Jenifer Payst, Penny Pollock, Ann Riley, Susan Rinehart, Jane Ryle, and Cynthia Yacobucci.

■ **15 Years**—James Burroughs, Andrew Carpenter, Gary Claburn, Eleanor Cooper, Marie Gavry, Paula Hawkins, Linda Jennings, Elizabeth Keller, Lewis Klim, Sheree Krester, Jennifer Osborne, Angel Roman, Ewa Schneider, William Sikora, Cindy Steenburg, and Sherri Wolfe.

■ **10 Years**—Stefanie Ackerknecht, Jessica Anatasio, Elizabeth Anthony, Dustin Askew, Amanda Chubbuck, Michael DelSanto, Theresa DeSorbo, Michelle Eplite, Kimberly Hills, Lillian Johnson, Loretta LaPorta, Diana Mack, Megan Martino, Linda McIntyre, Haidy Medina, Gregory Melita, Melissa Michalski, Susan Niles, Maria Pantschyschak, Nick Pawling, JoAnn Piurek, Michele Rogers, Annette Santana, Cynthia Short, Jill Sova, Sheila Stewart, Rebecca Townsend, Ray Velasco, Lucille Wells, and Catherine Williams-Mowery. ■



Holiday Time...



(Left) Thanksgiving Meal:
Bernie Masterpolo, Bill Sikora and Connie Dulysz serve up a traditional Thanksgiving meal to Liberty individuals and staff. Nadine Chase is all smiles as she shows off the delicious meal.

(Right) Holiday Cheer:
The Annual Liberty Holiday Parties were held at the Amsterdam Elks Lodge. The Elks have been hosting this much-anticipated annual party for 32 years. As always, everyone had a great time. Thank you to all the volunteers who made this possible! Special thanks to Liz Caddell for spearheading the event again this year.



Safety Corner

EVAC Training Report

By Heather Vecchio and Jesse Markes

The EVAC Training was so well received, the Safety and Training office wanted to provide additional information and photos.

The Safety Office conducted four training sessions related to emergency evacuation for transportation accidents. These classes involved hands-on participation in three different simulated scenarios involving a real-life emergency in which a wheelchair van had experienced a rollover with three victims.

The acting bus driver and monitor were able to climb inside the rolled over wheelchair bus, complete with still restrained mannequin victims. Other participants observed the situation and noted what they would have either done the same or done differently.

The participants felt that the training was very valuable. Staff had an opportunity to experience firsthand the challenges that would be encountered during an emergency of this type. All participants felt that actually going through the steps involved in reacting to the situation was very worthwhile.

Those in training were surprised to see how difficult it was to maneuver inside the rolled over van and how realistic it seemed. Many staff asked if they could return to the garage with fellow coworkers so they could see for themselves what a wheelchair bus rollover would actually look like. ■



From the Help Desk to Your Desk

How to Conduct a Quick Opinion Poll

Have you ever had a need for a quick opinion poll on a particular topic but dread making the numerous calls to collect those opinions? With today's technology at Liberty, you can simply send an email.



Microsoft Outlook has a function that allows you to send out a question and have the recipients simply vote on it. It's simple and only takes a few steps:

With Microsoft Outlook open,

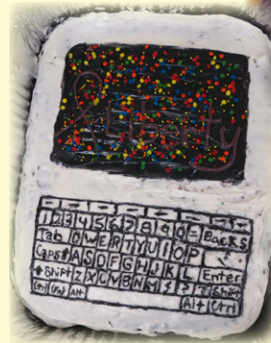
- Select the "New Mail Message" button at the top left of the screen
- Then click on "Options" button in the upper menu
- Click on "Use Voting Buttons" in the middle of the menu
- There are 3 standard voting options presented you can select one of the 3 or create a custom list of your own. If using custom list you must separate each item with a semicolon.
- Once selected your recipients will be presented with a voting button in the upper left of the screen. (You can see the voting button if you open your sent item.)
- When a recipient "votes" you will receive a return email with the result. ■

—Contributed by Donald Whiting, Director of IT

An Edible Thank You!



IT Director Don Whiting was recognized for his hard work by new employee Samantha King. Samantha stated to Don during new employee training, "You're the smartest person I know." In appreciation, Samantha baked a "computer" cake for Don. ■



Help NYSARC make the first Gold Record for people with developmental disabilities! Visit <http://songsfornysarc.kintera.org> to listen to *I am*, the song we're looking to make #1! If you LOVE it (we know you will!) donate at Liberty's page on the site. With one donation you'll be making two things happen: proceeds will benefit programs at Liberty and raise awareness for individuals with developmental disabilities! It's a win-win! ■

Benefits Corner

Important Numbers!

If you have questions about our health, dental, retirement or other benefits, these contact numbers and names will come in handy.

CDPHP – Customer Service # 1-800-777-2273, plan #20024975. www.cdphp.com – this is where you will find the log on for the Life Points Plan – a chance to earn up to \$365 annually for living a healthy lifestyle.

Delta Dental – Customer Service #1-800-471-7091, plan #10790

Rose & Kiernan Benny Card – Carrie Anne Goyer (518) 244-4243

Vanguard Retirement – Customer Service # 1-800-523-1188, plan #093562

Aflac – Joan Butler (518) 362-1099

Allstate – Customer Service # 1-866-541-5794

Combined Insurance – Customer Service # 1-800-225-4500

Guardian Vision – 1-888-627-4000 Reference: Group #436427

Open enrollment for CDPHP and Delta Dental will have an effective date of July 1, 2013. Meetings will be scheduled for late May—once information from the carriers has been received. ■

Personnel Personals



■ Births

- **Michele Ilnicki** is a proud grandma to Cayden Michael Ilnicki who weighed 9 lbs., 8 oz. and was born on December 3. Welcome, Cayden!
- **Vincent DeShane** of Facilities and his girlfriend, Jennifer Maples, recently welcomed their daughter. Sofia Elizabeth Joy DeShane was born November 3 and was 7 lbs., 9 oz. Congratulations!
- Congratulations are in order for **Dorothy Danaher**. Dorothy welcomed granddaughter Ivy Rose Wilson on December 4. Ivy weighed 6 lbs., 15 oz.
- **Brenda Bell**, a DSP at Bullshead, welcomed her first grandchild on November 11. Her daughter, Marissa Bell, gave birth to Rylee Joseph Michael Bell who weighed 8 lbs., 6 ozs. and was 21.5 inches long.

■ Birthday

- **Bernie Masterpolo** of Liberty Enterprises' manufacturing operations, turned 60 years young on December 12. Birthday wishes are sent your way, Bernie. Congratulations!



■ Wedding Anniversaries

- **Gail Jordan** and her husband Ronald celebrated 45 years of marriage on November 10. Congratulations and best wishes for many more!
- **Beth Francisco** and her husband Lyn also celebrated 45 years of wedded bliss on December 1. Congratulations on your many years of happiness!

Employees of the Month

October: Toby VanNostrand

Toby VanNostrand works in Training and Habilitation (T&H) at Liberty's Day Supports building. T&H is a very active and diverse area and Toby guides everyone to achieve their goals each day. Toby excels in all aspects of her job, and is looked to for her superior leadership skills and the continuous support she provides. She has developed a rapport with the individuals she assists and has earned the respect of her fellow team members. Thank you, Toby, for being such a wonderful role model for staff and for exemplifying all of Liberty's values and commitments. It is a pleasure to have you as a part of the Liberty family. ■



Toby VanNostrand

November: Amanda Alicea

Amanda Alicea of Family Care was chosen as Liberty's November, 2012, Employee of the Month. Every day, Amanda practices Liberty's Values, including having a deep respect for the individuals she supports. She proactively finds creative solutions to enable individuals in the Family Care program to maximize their independence and quality in their life. Amanda works around the needs of the program and consistently offers ideas on how to work through day-to-day challenges for Family Care providers. She is a role model who shows understanding and that she cares while teaching and guiding. Thank you, Amanda, for being a great role model and a major asset to Liberty! Staff like you make Liberty a wonderful place to work and to be a part of. ■

December: Andy Stegeland

Andy Stegeland, Liberty's Personal Outcome Manager, has been selected as December's Employee of the Month. His nomination stated that, "Andy is a true example of One Team, One Goal." Andy is eager and energetic in keeping everyone focused on Liberty's purpose, mission, and goals. He's been an integral person in the development and implementation of What Matters To Me. Andy is always willing to sit down with an individual to see what he or she truly wants in life. He also serves as advisor to the Self Advocates Group. We thank you, Andy, for being such a great role model for Liberty's Values and commitments. ■



Andy Stegeland

Leader of the Fourth Quarter

LOQ: Pam Wadsworth

Pam Wadsworth was selected as 2012's final Leader of the Quarter. Pam is Liberty's Supervising OTR. Her staff nominated her for this honor because she sets the standard for quality services provided by the OT department. Staff says that you can always hear Pam say, "What can I do to help?" Pam is always kind and respectful and she has a strong work ethic and morals. People, and how to best support them, are her main focus. The phrase, "I can't," does not exist at OT. Thank you, Pam, for exemplifying the qualities of a great leader! ■



Pam Wadsworth

OPWDD Survey Data

While reviewing our OPWDD survey data for 2012, I was extremely impressed with our results. As an agency team, we accomplished great things in this arena. Many thanks to all team members who have contributed to these amazing results. It is a true demonstration of excellence in action!

Your results for Perfect Surveys in 2012 YTD are:

- The Residential Program had 79% of surveys with NO CITATIONS!
- The Day Program had 100% of surveys with NO CITATIONS!
- FSS Community Hab had NO CITATIONS!
- Vocational Training Program had NO CITATIONS!
- CCL in Delaware has a 95% survey average!
- MSC survey had NO CITATIONS!
- CQL Accreditation Review was also Perfect!

Many thanks to all of the leaders who ensure that everything is complete and in order for these reviews. Thank you to every employee across the organization, who worked toward ensuring a piece of these very successful results. Your commitment to quality and excellence is evidenced by all you do and by who you are, each and every day. ■

—Candy Opalka, COO

NDHC Pirates and their Bounty

We bet these landlocked pirates were quite surprised when a chicken arrived on All-Hallows Eve instead of the parrot they ordered! Staff at New Dimensions in Health Care show their Halloween spirit by dressing up. Liberty individual Ken Schumaker, who picks up the Health Center's mail, jumps in for a quick picture! ■

(l to r) Brianne Miseno, Yaitssa Reyes, Kenny Schumaker, and Diana Soto-Buanno



Follies Thank You

Both Follies shows were huge successes! Thanks to all who participated and volunteered. Without everyone's help, the show would not have been the success that it was. I truly thank you all from the bottom of my heart. ■

—Alison Wallace

A group relaxes and watches the Follies video at Liberty Café.



Staff Retirements

Karen Sylvia

Karen Sylvia will be greatly missed in her position as Intake Coordinator! Karen retired on January 4, 2013, after 32 years of stellar service to Liberty and the individuals we support. Prior to assuming the agency-wide intake role, Karen worked in the rehabilitation department where she forged lifelong friendships with co-workers and people she supported. Karen's kindness and compassion helped a great many individuals over the years to make a smooth transition to Liberty. Now, she is transitioning to a new role as retiree—she wants to 'keep busy' and will continue her volunteer duties with Proctor's.

You can be sure we will be giving her call when the golf tournament rolls around! Enjoy your retirement Karen, you deserve it! ■



Karen Sylvia

Mike Downey

Mike Downey, who was with Liberty for 19 years and 1 month, also retired on January 4, 2013. Mike served as Work Center Business Development Manager for 3 years and before that as Sales Manager for 16 years. Mike's hard work and dedication is evident in the strong relationships he developed with his customers over the years. Many sent letters of "thanks" when Mike announced his retirement. He consistently contributed to the development and growth of Liberty's entire product line and always achieved and excelled above expected sales goals. Mike will now be enjoying his "free" time with Joan, his wife of 39 years, and their family. ■



Mike Downey

A Rising Star

The Staff Training Office's Tammy Collins is the proud mom of a soon-to-be-famous actor! Tammy's son Chad stars in the movie *Company of Heroes*, coming out on DVD in early 2013. Chad also had another DVD release, *Sniper: Reloaded*. He's been in numerous TV shows, and had a recurring role on ABC's *Last Resort*. You'll be able to catch him next in ABC's fairytale drama, *Once Upon a Time*. Congratulations to Tammy and family! ■



Chad (Far left), with fellow actors on DVD cover.

A Message from Wendy Moore

On behalf of my family, I would like to extend my gratitude to my Liberty family for their generous memorial donation in honor of my brother, Shawn. The funds collected will be placed in a trust fund for Shawn's son Tyler and his education. I also want to express my appreciation to everyone for their support, compassion, and sympathy during my brother's sudden illness and death.

I am blessed to be part of such a caring team of people. ■