



DSP WEEK 2020

Fall 2020

THE EEDA READER





DSP LOVE LETTERS



As EEDA celebrates DSP week I am flooded with images of kindness. To every DSP, I thank you for the dedicated efforts you make daily. I appreciate that you come to work and focus on the needs of others even though you may have life challenges and distractions of your own. I thank you for assisting others work through issues even when those same issues can be difficult for you. I thank you for building relationships that result in sharing yourself in a conversation, laughter or song. I thank you for teaching others rather than demanding compliance. I appreciate your compassion and ability to get anything done that needs to be done. Your job is really hard and you do it effortlessly making it look easy. I thank you for accepting people as they are making a difference in someone's life every day. I think DSP really stands for *Divine Super Power*.

Lisa Meyer Fertal
Chief Executive Officer

This week we celebrate our Direct Service Professionals.

Let us understand our terms. Direct indicates that contact is prolonged and continuous with other individuals who have needs. Service defines the purpose as one of dedication to helping other persons. And professional describes the manner in which that service is performed, requiring education, skill, commitment and consistency to that purpose.

Being a member of a helping profession may at times be uncelebrated but has its own particular rewards: The clear satisfaction that occurs when a job is done that impacts the lives of others to make them better, the knowledge that the work performed has brought safety to and enabled other persons to better enjoy a life well lived, the actions taken that are governed by a professional code describing how individuals with special needs must be treated and of course the expressions of thanks from the individuals we serve and the families who love them.

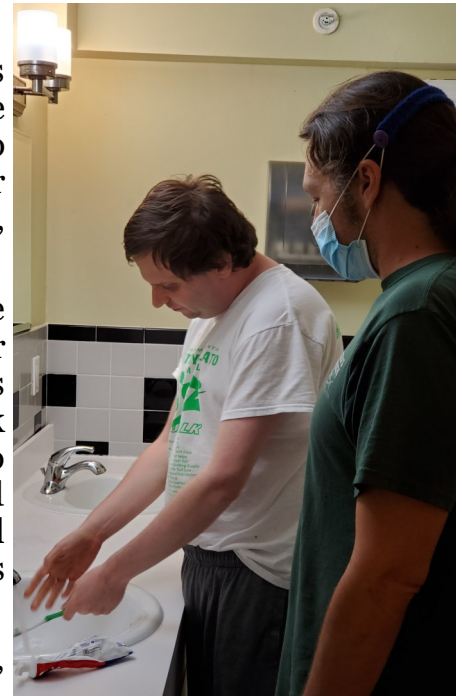
A DSP can wake up every morning, look in a mirror and say yes, I do make a difference!

On behalf of a grateful Board, I write to let our DSPs know that your efforts have not gone unnoticed and that in this particular time, during a pandemic, there is a term we use for you and you colleagues. Heroes.

Regards, Stay safe,

Fred Weinbaum

President, EEDA Board of Directors



DSP LOVE LETTERS: EIGHT BELLS

It is with much pleasure that we extend our appreciation of the DSPs that work at the Eight Bells IRA. Whether they are there during the day or over-night, we are confident that our children are in good hands!

If you ask Hava and Paul about where they live, they will immediately tell you how much they love their apartment and the people who are there to help them and keep them safe. Every staff member is taken into Hava and Paul's hearts as if they were family. When they are told that one of the staff will be "moving on," they become upset, as if they were losing a best friend!

The past six months have been difficult for all of us, but more so for our children living in a group home. While being sequestered for many weeks, the staff had to show just how patient and caring they could be while enforcing rules about wearing masks, washing hands often, and social distancing. Adhering to this new way of living together had to be difficult. We are so proud of the way our children have accepted the situation because of the support that they have had from the staff!

During the worst of the lock down, staff at Eight Bells helped to make the days better by coming up with creative things to do. They were there to help Paul and Hava celebrate both of their birthdays and their 7th Wedding Anniversary. They allowed us to drive up to the house with banners or signs, sing to our children from afar, and drop off food and cakes to share with their housemates and staff!

Shaunice and Sean have done a wonderful job of guiding their staff. Darryl, Eric, Kelly W, Ulas, Wesley, Adam, Steve, Peter, Xiomara, Sam, and Amanda continue to be creative and kind. Hava and Paul miss Veronica, Kelly, and Marisol very much! Please accept our sincerest apologies if we have missed anyone... as we have not been at the house every day of the week, there may be someone that we have not had consistent contact with and have inadvertently overlooked.

Each and every staff is truly appreciated. They are true heroes in our hearts! Thanks to all, for the time and care given to Hava and Paul, and the confidence provided to us, the parents!

Sincerely,

Norm and Bonnie Samuels



DSP LOVE LETTERS: EIGHT BELLS

Dear EEDA,

We are so happy to contribute to help EEDA celebrate all the wonderful and dedicated DSP's. All the DSP's we have met in the over 7 years Paul and Hava have lived at 8 Bells have left their special place in our hearts. Now during this unexpected and challenging time, the DSP's who have continued to support our family members are indeed heroes in every sense of the word.

During the lock down, our family celebrated three birthdays, Easter and Paul and Hava's 7th anniversary and the staff helped to make every occasion special despite the fact that we could only visit through the window. One of the pictures above is Sean coming out to get Paul and Hava's anniversary gifts including a bottle of sparkling cider. The other picture is of Darryl helping them with their meds in pre-Covid days. I wish I had more pictures.

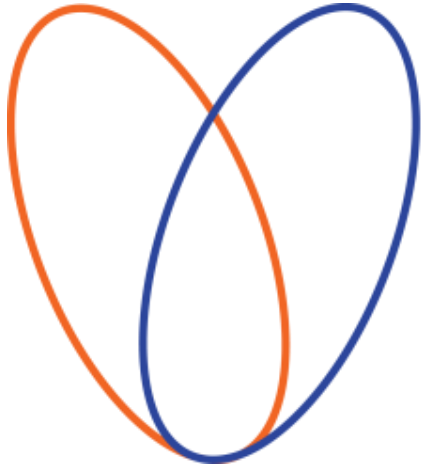
There are so many people to name and to thank, people who have moved on to other things, but were a part of our lives, Andre, who was always so gentle and kind, Veronica who worked very hard, Marisol who always did creative things with them for example.

The staff that is at the house now, many of them for a long time are so wonderful. Shaunice so professional, efficient and warm. Sean, what can we say about Sean? He's always there to help with anything in any capacity, he's smart, kind, professional, generous and efficient. Darryl-Paul and Hava just light up when they see Darryl's car in the driveway. He never says "no I can't", he's always positive and smiling, he's their buddy and their DSP. Kelly is just great with the guys and Paul and Hava love her. Ulas, Wesley, Adam, Steve, Peter, Xiomara, all great. We are so lucky at 8 Bells to have such wonderful DSP's we are truly grateful.

Roseann & Frank Forziano

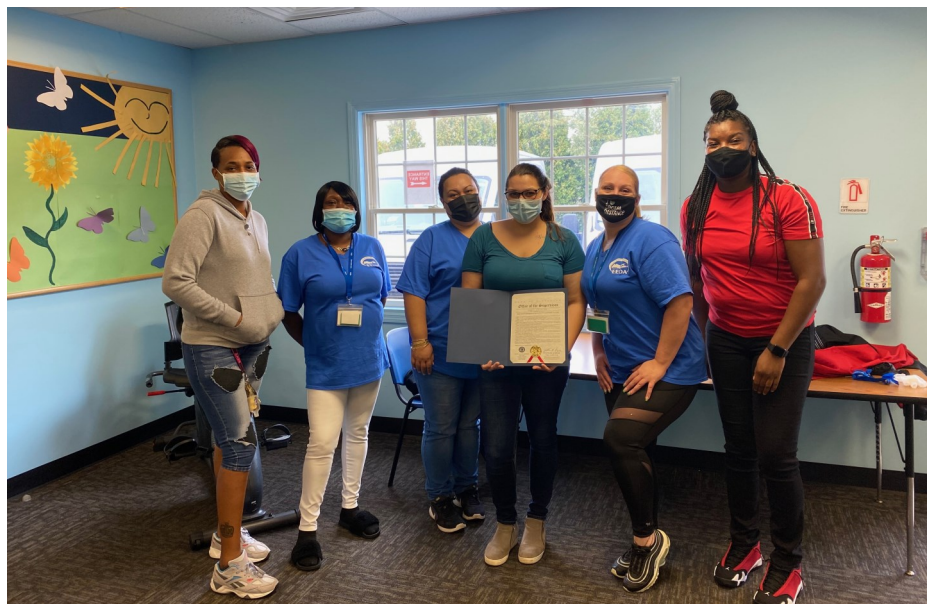


DSP WEEK



Direct Support Professional
RECOGNITION WEEK

September 13th—19th 2020



T O W N O F R I V E R H E A D

Office of the Supervisor

PROCLAMATION

DIRECT SUPPORT PROFESSIONALS RECOGNITION WEEK SEPTEMBER 13-19, 2020

Whereas: it is both fitting and proper that the Town Board and all citizens of the Town of Riverhead join East End Disability Associates, Inc. in honoring those who have gone above and beyond; and

Whereas: A Direct Support Professional (DSP) provides essential support to help keep an individual with disabilities connected to their family and community, to live meaningful, successful lives, and to avoid costly institutional care; and

Whereas: Direct support workers, direct care workers, personal assistants, personal attendants, in-home support workers and paraprofessionals are the primary providers of publicly funded, long-term support and services for millions of individuals with mental health issues and disabilities; and

Whereas: Direct Support Professionals (DSP's) are vital to the life experiences of many people with disabilities in the Town of Riverhead and are often the difference between community participation and isolation; and

Whereas: A DSP must build a close, trusting relationship with individuals and assist with their most intimate needs on a daily basis; they provide a broad range of services, including preparation of meals, help with medications, personal hygiene, mobility, transportation and general daily assistance; and

Whereas: the work of these professionals is essential to allowing individuals with mental health issues and disabilities to live successfully as part of their communities, and also enables these individuals and their families to avoid extended, costly institutional care; and

Let it be known that Direct Support Professional Week is an opportunity to recognize the important work of those who ensure inclusive environments with equal access to all; and

Now, Furthermore, the Town of Riverhead recognizes the vital role that dedicated DSP's play in enhancing the lives of individuals with disabilities. We extend our appreciation for their contributions that help thousands overcome challenges and help them reach their full potential; and

Therefore, be it proclaimed, that I, Yvette M. Aguiar, Supervisor of the Town of Riverhead, New York, do hereby proclaim the week of September 13-19, 2020 as *Direct Support Professionals Recognition Week* in the Town of Riverhead and urge all residents to sustain public knowledge of these individuals who contribute to making a quality community life for those with disabilities.

Proclaimed this 13th day of September, 2020.



TOWN COUNCIL MEMBERS

Jodi Giglio
Timothy Hubbard
Catherine Kent
Frank Beyrodt

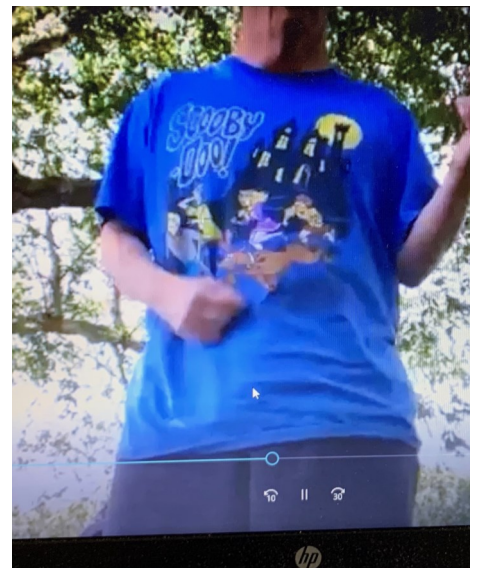


Yvette M. Aguiar
YVETTE M. AGUIAR
TOWN SUPERVISOR

In witness thereof, I have hereunto set my hand and caused the Great Seal of the Town of Riverhead to be affixed this Thirteenth Day of September in the Year of Our Lord, Two Thousand and Twenty.



VIRTUAL TALENT SHOW



On Friday, August 28th, EEDA held its second Virtual Talent Show, and it was ripe with talent! It was a big success! There were over 80 people attending the talent show, not to mention the many groups watching together! The many happy faces filling our Zoom screens delighted viewers with coordinated dances, Shakespearean performances, and musical entertainment! EEDA's Virtual Talent Show was the bright spot we all needed during quarantine! If you missed this uplifting show, don't worry! You can tune in to the next talent show on October 30th, at 2:00 p.m.



VIRTUAL TALENT SHOW

Presented by performers from EEDA's Virtual Day Hab



Friday, October 30th at 2pm
via Zoom.com

Meeting ID: 829 7916 5486 — Passcode: 107

FREE EVENT. Please do consider an online donation to help support
and expand this vital programming: www.eed-a.org/donate



THE MANY HATS A DSP WEARS!



DSPs are hairdressers! During the pandemic, our DSPs have been putting ALL their skills to use! Even providing updated hairstyles when we couldn't make it to the salon!



DSPs are teachers! Our DSPs teach all day long. Here's one of our DSPs teaching cooking skills in the kitchen at Barnes!



DSPs provide tech support! They help people learn to navigate devices that allow them to interact with friends and loved ones!



THE MANY HATS A DSP WEARS!



Sometimes, DSPs quite literally, make and wear different hats to keep us from climbing the walls in boredom during the pandemic!



DSPs are our friends. They help us make our houses feel like homes and fill them with love.



DSPs are party planners! They plan, shop, decorate, and surprise us with their creativity and compassion!



DSPs are musicians, creating a soundtrack everyone can dance to!





Memorandum Re: Voting Rights for Persons with Developmental Disabilities

The National Voter Registration Act of 1993 (also known as “The Motor Voter Act”) made it easier for all Americans, regardless of ability, to exercise their fundamental right to vote. The Motor Voter Act requires all offices of State-funded programs that are primarily engaged in providing services to persons with disabilities to provide all program applicants with voter registration forms and to assist in their completion and submission.

OPWDD is committed to ensuring that voting rights are upheld for the people we serve, and that every person is given the opportunity to register to vote. Every effort should be made to discuss with individuals their right to vote and to encourage and assist with any interest in doing so.

This year’s general election will be held: Tuesday, November 3, 2020.

In NYS, the deadline to register to vote is: Friday, October 9th, 2020, and it can be done online, in person or by mail.

Additionally, if registered to vote, mail-in ballots can be requested by Tuesday, October 27, 2020. Several early voting days will be available, beginning October 24th.

A safe way to vote must be discussed with every individual seeking to exercise this right.

Mental Hygiene Law 33.01 provides for equal provision of civil rights to persons with developmental disabilities and specifically includes the right to register for and to vote in elections “if in all other respects qualified and eligible.” New York State Election Law sets forth the qualifications for eligible voter participation. Section 5-106 prohibits those who have been convicted of a felony and those who “have been adjudged incompetent by order of a court of competent judicial authority” from voting. Interpretation, implementation and monitoring of eligibility criteria is left to the Local Boards of Elections and questions regarding specific individuals’ eligibility and registration statuses should be directed to the Local Boards of Election.

Counsel’s Office Bureau of Service Delivery may be contacted at (518) 474-7700 with additional questions.



TACO NIGHT AT RUSSELL ST



Xochitl and Bradley practicing their cooking skills and doing dishes with their DSPs!

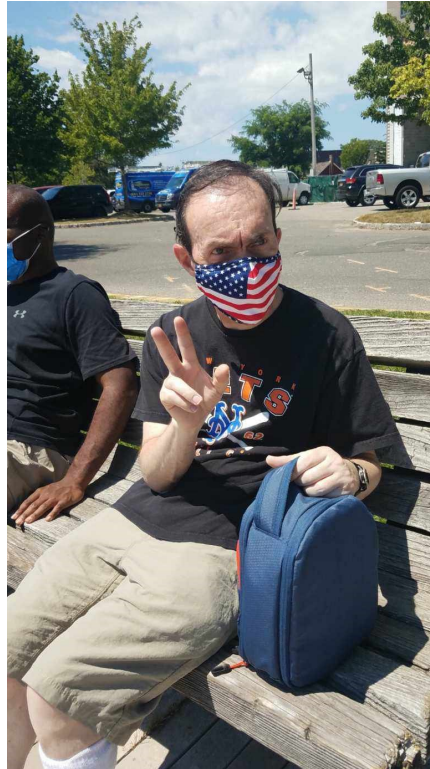
COMMUNITY HAB AT WORK



Com Hab staff and participants enjoying their time in the community (before the world started wearing masks everywhere!)



GETTING BACK OUT THERE



Some of EEDA's program participants enjoying the beautiful summer weather. Time to get some fresh air for a change!

DAY HAB REOPENING



After months of being closed due to the COVID-19 pandemic, EEDA's Day Habilitation programs reopened on July 22nd. Day Habilitation programs are currently operating at a reduced capacity and with limited groups at each site. Our amazing Direct Support Professionals are following strict safety protocols including floor markers and signs reminding everyone to keep a six foot distance, limited occupancy in the vans, masks for all, and enhanced cleaning measures. A big thank you to the day program staff for keeping everyone safe and healthy as we reopen!



DAY HAB REOPENING



HENRY LEWIS ANNIVERSARY!



Residents and staff at Henry Lewis Lane celebrate one year in their Jamesport home. Over the past year, the staff and residents of the Henry Lewis house have worked hard to make this house into a home and they've done a phenomenal job. When you enter this beautiful home you know that everyone cares deeply for one another. Congratulations, ladies!



SELF DIRECTION SUPERSTARS

Sarah Dollard is both a live-in caregiver and DSP for our Brookhaven house for three gentlemen. The house officially opened in March 2020, and a month later, a participant living in the home and multiple staff members began showing symptoms of COVID-19 and ultimately tested positive. The decision was made to have the house enter isolation, and Sarah stayed and supported the participants during those two weeks. She provided physical and emotional support to these gentlemen and stayed in contact with their families to assuage their fears. Sarah facilitated medical appointments via Telehealth, and found creative ways to engage the three men since their day program closed on March 16th. Not only has she helped these gentlemen adapt to living away from home for the first time, but she has gone above and beyond to ensure they are supported and cared for as we adjust to this "new normal."



Courtney Cappas is a DSP, and when we sent out an emergency email on a Friday evening trying to find someone to drive a participant to take a COVID-19 test that Sunday, Courtney volunteered right away without ever having met him. She drove to his apartment, helped him don the appropriate PPE, and took him to the Stony Brook University testing site. While there, she stayed with him as the test was administered, and brought him back home. Courtney wasn't just a ride—she was an emotional support for a sick participant during a frightening time.

SELF DIRECTION SUPERSTARS

Cynthia Roma is a paid neighbor and DSP for a gentleman who lives independently. Before we entered quarantine, Cynthia helped the gentleman she supported prepare for the unknown. She reinforced appropriate personal hygiene, and brought him to Costco on multiple occasions to stock up on cleaning supplies and food. Since this gentleman was an essential worker at a Long Island grocery store, she regularly checked in on him to ensure he was washing his hands, wearing a mask and gloves, and maintaining a safe distance from shoppers and coworkers. When it was brought to Cynthia's attention that he was beginning to show symptoms of COVID-19, she was the lifeline between her participant and his outside supports. Cynthia was in constant contact with his circle of support and dropped off home cooked meals to ensure he ate while he was sick. She assisted him in contacting the Department of Health, and helped him schedule an appointment to get tested for COVID-19. Cynthia couldn't drive him herself, but worked closely with his support network to get him to and from his appointment and even offered her own PPE to the staff member who ultimately brought him to get tested. During a Life Plan meeting the following month, this gentleman discussed how Cynthia constantly looked out for him and how helpful she was during his illness.



THANK YOU EEDA'S CLINICAL TEAM!

Nursing Department - EEDAs nursing department has always displayed exceptional clinical supports. Today we further this recognition to our residential nurses Susan Mann, RN, Deborah Arnone, RN and Margaret Massa, RN. These three women have gone above and beyond while providing support to all seven residential homes, working with four different medical technicians for scheduling, weekend on-call scheduling, assisting in emergency policy development, the re-opening of day services, and maintaining the health and safety of all individuals and staff during the pandemic. The work of our nursing department is commendable. It goes without saying that they deserve a huge round of applause! The individuals we support rely heavily on these three women in order to get their medical care. I welcome you to reach out to your residential nurse and extend your appreciation as this has not been an easy task on a typical day, especially during the COVID-19 Pandemic.

Behavior Support Department – EEDA's Behavior Support Department continues to support our individuals both on-site and remotely. This department has been asked to make countless changes to the way they deliver supports. To say these ladies have stepped out of their career comfort zones is an understatement. Our Behavior Intervention Specialists are now leading remote classes with all individuals through Zoom by use of dance, structural activities, educational sessions of gratitude, Dialectical Behavior Therapy, and an array of other creative topics to keep both residential and community individuals engaged. In addition to these changes, the Behavior Support Department is working on enhanced training supports for all EEDA staff to adapt to the behavioral challenges the COVID-19 pandemic has brought to the surface. Please join me in thanking Kristin McCrossin, MA, Stephanie Madler, LMSW, Caralyn Storch-Ujfalusi, MS, Stephanie Koutsoftas, LMSW, and Christina Mullady, MS for all their hard work.

Med techs – EEDA's clinical department has expanded over the last couple of years including the hiring of medical technicians. The agency is proud to have Vanessa Schumpf, Kim Flood, Michelle Maldonado, and Sharon Harrison as our nursing supports. Not only do these women provide crucial aid to our nursing staff, but they take it one step further by building positive and lasting relationships with the individuals we support. The medical technicians are always in the mix to assist with shift coverage, manage challenging behaviors, coordinate appointments, and ensure all medication is available. On behalf of the Clinical Department and EEDA administration, I thank each one of you for the job you do each and every day. Your hard work and dedication goes beyond measure!

MEET EEDA'S CLINICAL TEAM



Margaret Massa



Sue Mann



Deborah Arnone



Jamie Iacobelli



Stephanie Koutsoftas



Kristin McCrossin



Cara Storch



Stephanie Madler



Sharon Martin



Kim Flood



Michelle Maldonado



Vanessa Schumpf

SELF DIRECTED SERVICES RAFFLE WINNERS

To recognize the amazing contributions that our Self-Directed DSPs make to support individuals in Self-Direction and honor all DSPs during Direct Support Professionals Recognition Week, the Self-Direction Department raffled off two gift cards.

Utilizing eVero software to send a text message directing employees to read their EEDA emails, those who read their email were entered into the raffle drawing. Additionally, those who read their email were able to watch the thank you video from Team FI entitled “Stand By Me”, made in support of the herculean efforts made by SD DSPs to support individuals through COVID.

Without further ado I’m happy to announce that Sharon Mayer and Karen Love won the \$25 gift cards given in support of DSP Recognition Week.

Sharon Mayer has worked at EEDA for 31/2 years and supports Tommy in pursuing his dreams; one being to obtain his degree in European History. “Tommy is the brain and I am his fingers and feet” is how she describes the support she provides. Her advice to others is to “Always be opened minded and think out of the box”.

Karen Love has been with EEDA for a little over two years and supports Christopher to become more independent in his home as well as in the community. She does so while trying to be the best friend she can be. She loves to see how happy is when he succeeds at a task which is what makes this work so rewarding.



Karen Love



Sharon Mayer

DSP SUPERSTARS

In honor of DSP week, EEDA's program managers chose a few of our most exemplary staff to showcase. Here are some of their picks! Thanks for doing such a great job!



Cassandra Harriett

Cassandra has worked at EEDA for about two years. Since her start, she has been a major asset to the Creative Arts Program (CAP). She has guided and supported the people who attend CAP in performing multiple on-stage performances. She is a talented seamstress who helped create elaborate costumes in conjunction with the program participants for numerous shows. She was recently promoted to Senior DSP and acknowledged for her ability to positively teach the staff and individuals. When COVID-19 shut down our programs, Cassandra used her costume design skills to create hundreds of hand crafted masks for EEDA, all while teaching other staff members valuable sewing skills.



Jocelin Kruk

Jocelin has worked at EEDA for about four years. Jocelin has always been a team player and keeps the interests of the individuals as her top priority. Jocelin enjoys supporting each individual to develop new skills and maintain skills already obtained. During the COVID-19 pandemic, Jocelin immediately began assisting individuals in our IRA's. She switched her shift from days to overnights. This put her in a position to assist an individual who had tested positive for the virus. Jocelin continued to support this individual in their home until they needed to be hospitalized.



Aleatra Eleazer

Aleatra has worked with EEDA's day services programs for three years. As a Senior DSP, Aleatra has been a proven leader. Aleatra works very hard to ensure each program participant works to the best of their ability and beyond in anything they try to achieve. Aleatra is a great trainer and makes sure all staff are knowledgeable about the folks who attend her program. She is always open to questions and suggestions. During the COVID-19 pandemic, Aleatra worked in an IRA supporting an individual who had tested positive for the virus, Aleatra continued to ensure all of the individual's needs were met until his need for hospitalization.

DSP SUPERSTARS



Melanie Rodriguez

Melanie has worked at EEDA for just about 16 years. She began her career with EEDA in our residential program before moving into the day services programs. Melanie always has the health and safety of the individuals at the forefront of her work. Melanie was promoted to Senior DSP a few years ago and she has proven to be a great role model and trainer for all staff. Melanie is always striving to ensure each person is working to the best of their ability. During the COVID-19 pandemic, Melanie worked in one of the EEDA IRAs. She supported the individuals during quarantine and filled their days with meaningful activities. Melanie worked with an individual who presented with COVID-19 symptoms but tested negative. This individual was hospitalized and succumbed to his illness, Melanie was a great support for the individual's housemates as well as her co-workers during this difficult period.



Ciara White

Ciara has worked at EEDA for just about three years in the day services program. Ciara has a calm and friendly demeanor. Ciara quickly adapted to working at one of the IRAs during the COVID-19 pandemic. She is always willing to pick up open shifts in the evening as needed to ensure the safety and wellbeing of each individual in the residence. Ciara assisted in keeping our individuals safe and healthy. She ensures their days are filled with meaningful activities to ease the anxiety and boredom of quarantine life.



Kelly Weresnick

Kelly has worked at EEDA for just under six years. Kelly was promoted to Senior DSP a few years ago. She is a large part of our Creative Arts Program. Kelly enjoys building the sets for the numerous theatrical performances with the assistance of the program participants. During the COVID-19 pandemic, Kelly adapted to working in one of our residential programs. Kelly was able to come up with creative program ideas to help engage the individuals as well as keep their minds off of quarantine life when they could not leave their home or receive visitors. Kelly created a garden, held BBQ's, helped the individuals make birdhouses, and multiple other activities.

DSP SUPERSTARS



Anna Semisa is an exceptional staff for many reasons but the main reason is that throughout this entire pandemic Anna has not stopped working. If anything, the amount of hours she worked increased. She is always willing to cover a shift and always ready to make the best of each day for the individuals that we serve. She is an exceptional employee and she is someone that signifies what being a “DSP” is all about.



Greg Holland has worked at EEDA for over 14 years in many different capacities at several different programs. Greg has worked as a DSP at EEDA’s Crisis House and also in Com Hab and he is currently a valued part of the EEDA Mobile Crisis team. Greg has helped some of the individuals who live at home by taking them out of their houses for short periods of time and offering the families much needed breaks during the COVID-19 pandemic. Greg and the EEDA Crisis team have continued to transport individuals to much needed medical appointments during COVID-19 whenever possible. EEDA has had to isolate several of their IRA individuals in our isolation house and Greg, who has been trained in isolation protocols, volunteered to work in the house with all the different individuals who needed that level of support. EEDA is proud of his commitment to the people he supported then and those that she continues to support in our Residential and Crisis programs.



Vanessa Schumpf has been a Medical Assistant/DSP at EEDA for a year working at several different IRA’s and supporting the individuals by scheduling and transporting them to medical appointments, securing and dispensing medications, and filling in regular DSP shifts when necessary. During the COVID-19 pandemic, Vanessa provided extra attention to some of our IRA residents whose needs became more involved due to several factors. One of these individuals required more assistance with his everyday needs and Vanessa was able to meet these needs as well as instructing staff on the new protocols.

When one of the individuals under Vanessa’s care became infected with COVID-19, Vanessa continued to see to his needs and made his last days at the IRA as comfortable as possible. Vanessa was an inspiration to the other DSPs at the program as she followed all Department of Health and agency guidelines to safely provide care for an individual with a positive COVID-19 diagnosis. During those early days of the pandemic, Vanessa was a true leader in very uncertain times. EEDA is proud of her commitment to the people she supported then, and those that she continues to support in our Residential program.

DSP SUPERSTARS



Janice Hughes

Janice has worked in EEDA's day services program for about six years. Janice is always ready to help the individuals reach their full potential and support their needs. Janice's calm and nurturing demeanor makes her an essential asset when supporting individuals who present with more challenging needs. Janice enjoys assisting folks with various activities and becoming active members of the community. During COVID-19, Janice willingly worked in one of the EEDA IRA's and helped support the individuals during quarantine. She was able to help keep them calm when they were unable to leave the residence or receive visitors.



Amanda Kwasna who has been a valued DSP at EEDA for over five years and is always willing to go the extra yard, cover the extra shift, or help an individual who is experiencing challenges was an inspiration during some very difficult times for several individuals affected by the COVID-19 virus. EEDA has had to isolate several individuals during the pandemic and Amanda, who is trained in the protocols for isolation care, volunteered to fill many overnight shifts at the isolation house.

Amanda exhibits professionalism in everything she does and she is a quiet leader at the programs. She knows the individuals in the Residential program very well and they are always happy to see her coming through the door. EEDA is proud of her commitment to the people she supported then, and those that she continues to support in our Residential program.



Monica Hughes goes above and beyond on a daily basis for the individuals she supports. This has not changed since the pandemic; as a matter of fact she has done even more if that is possible. Monica takes great pride in her work and when times get hard she's always willing to step up and help out. Since the pandemic has changed how we run our day to day operations Monica has gone on her own time and learned how to work with anyone who might have contracted this ugly disease. When called upon to help out at our designated COVID-19 facility she stepped up on a moments notice to work with our individuals that were in quarantine, and she also helped out individuals that were in quarantine who lived in other IRAs. Monica's dedication and efforts to our individuals and our agency is an inspiration for us all.



Creating Opportunities for Happy Lives



TO ALL ESSENTIAL WORKERS,
THANK YOU!



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