



From left to right: Brooke McNally, Tina Fagan

## 74,997 To Go

By Regis Obijiski



Cammie Heiser

There are 75,000 direct support professionals (DSPs) in New York State. Of these, only three have recently earned a credential certified by the National Alliance For Direct Support Professionals (NADSP). Tina Fagan, Brooke McNally and Cammie Heiser are the first DSPs in New York to be awarded this important credential, and they work at New Horizons. We are proud of them for setting the standard for others to follow!

Before embarking on this journey into sophisticated competency-based learning, these three women had 45 years of experience among them. "I learned to let go of my commitment to protection-bound service and embrace the support and encouragement of individuals with disabilities to become who they can be and want to be. That has been an enormous leap for me," said Tina.

Brooke agreed that "enabling people to learn from their mistakes and watching their skills and their confidence grow is anything but routine."

"Even though I work a night shift," said Cammie, "I would not want to miss out on the rewarding

experience of making time to help the human potential of the women I support become bigger than any of us thought. I've been at direct support a long time, yet the process of achieving this credential made my work fresh."

NADSP established this credential in 2007. A year later, New Horizons introduced it to our direct support staff. Over the course of the next two years, our agency has trained 40 DSPs (33 from New Horizons and 7 from local sister agencies). Blending an online curriculum, the collegeofdirectsupport.com, with classroom instruction and discussion and coaching participants with the development of their portfolios, success in achieving this national credential has begun to emerge.

The purpose of the credentialing program is to provide national recognition for the contributions and competence of DSPs who apply for and meet the rigorous standards of the credential. The DSP certified credential demonstrates a mastery of skills that are acquired through education and

*Continued on page 2*

## A Note From the Executive Director....

### 74,997 To GO - continued from page 1

training, on the job learning, and practical demonstration of professional skills. The required elements are:

- 3000 hours of on the job learning
- 200 hours of accredited instruction
- A portfolio that demonstrates practical, real-life proficiency in eight out of fifteen nationally validated community support skill standards
- A signed commitment to the NADSP Code of Ethics

Brooke: "The hardest part and also the most rewarding part of this credential is the portfolio, because you have to show that you understand the standards in flesh and blood terms. Going to class and taking online tests are mere steps to showing how you have affected lives positively."

Tina: "For me, the credentialing process gave me a new way of seeing the people I serve, appreciating them more because I am paying attention in new ways and acting deliberately. For example, who would have thought that C.B. would actually get the job he dreamed of having and that I would play an important role in making that happen?"

Cammie: "Bringing new skills and attitudes to my work is the reason that D.P. finally agreed to go to the doctor and feel good about the results. She discovered preferences and personal goals that even she wasn't aware of."

Portfolio development offers DSPs the opportunity to shape and direct their own learning and assessment experience. They create work samples of their actual direct support work that demonstrate proficiency in the required competencies and show how they applied their skills and knowledge toward the outcomes desired by the people they support. Authentic work samples are the bulk of a portfolio. They include written information (logs, journal entries, presentations...), photographs, videos, official documents as well as statements of reflection on success, failure, insight, ethical dilemmas, etc.

Developing a portfolio takes time and commitment. It becomes an important tool for defining and tracking a DSPs professional growth with the competencies: participant empowerment, communication, assessment, facilitation of services, community living skills and supports, education / training / self-



The NHR Newsletter is a quarterly publication produced by the agency to keep our friends informed about NHR's current activities.

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development, advocacy, vocational / educational / career supports, crisis prevention / intervention, organizational participation, documentation, building and maintaining relationships / friendships, person-centered supports, health and wellness.

DSPs are busy people who sometimes work more than one job to support themselves and their families. Balancing work responsibilities, personal lives and professional development can be daunting. Adding the credentialing process to an already busy life is a serious commitment.

Brooke: "I had a lot of late nights. Thank goodness for all the peer support I received."

Tina: "It was more time-consuming than I thought, but dropping out was not an option."

Cammie: "After many years in the field, I thought I knew it all. Was I surprised. At first my co-workers thought I was crazy to take on all this work. Then they became my biggest cheerleaders."

Direct support personnel are practitioners in the life space of children, adolescents and adults in such places as community residences and other out-of-home placements, rehabilitation and treatment centers. They provide a wide range of services, including assisting with basic daily living skills, vocational coaching and client advocacy. The work is multi-faceted and demanding, requiring education and training to be done well.

Less obvious is the philosophical perspective that informs direct support work. It defines human beings as persons possessing intrinsic worth, regardless of their developmental disability, social dependency or level of vulnerability.

The impetus of New Horizons' commitment to develop the direct support workforce has been the shrinking workforce caused by a changing demography, a volatile economy, and a growing service industry. The result is that fewer direct support personnel are required to do more of the work of the human services. Continuity of services for persons with disabilities require the commitment and continuity that only a career can afford.

Tina, Brooke and Cammie are pioneers. They have raised the bar for their colleagues at New Horizons

and for their profession. Their fellow students are currently submitting their portfolios to the national independent review panel for scoring. We are anticipating a cascade of success that will give impetus to other DSPs to achieve this credential, not for its own sake, but for the enrichment of the lives of people with disabilities.

**September 12-18th is  
National Direct Support Professionals  
Recognition Week  
Honor America's DSPs  
*If you don't already know a DSP,  
someday you will.***



George Saris



Bruce Pleasants

## Diversity Day 2010

We are from traipsing uphill and downhill on a journey of hope and courage

We are from helping with pride, flare and human touch

We are from caring and rearing  
We are from compassion and passion

We are teaching and reaching  
We are from dependence, interdependence to independence  
We are from motivation to Empowerment

We are from finding the best in each other

We are from empathy and sympathy

We are from reassuring through smiles, touch, and wink of the eye

We are from courage to encouragement  
We are from advocacy

We are from positive engagement  
We are from creativity to innovation

We are from positive ongoing rewards  
We are from acknowledgment to compliment

We are from retaining our best performers  
We are from a commitment to health and safety

We are from DIVERSITY, we are Tyrrel, we are ONE.

A poem entitled "Tyrrel" by Hope Badroe after celebrating our annual Diversity Day at our Tyrrel Residence

## AROUND THE AGENCY NEWS

### You Need to Know Me: Who I Am and What I Love to Do by Tom McCluskey



On Thursday, June 24<sup>th</sup>, 2010 on a hot but beautiful day on the spacious and idyllic campus of Oakwood Friends School, The Mid-Hudson Coalition hosted its 18<sup>th</sup> annual conference celebrating DSPs. Each of the 19 member agencies was present and NHR was well represented.

The conference kicked off with the presentation of the Excellence in Care through the Life Span Awards. Paul Thorstenson, Administrative Counselor at Angelo Boulevard, was the recipient of the "Providing Support to Adults Division," (*pictured at left*). Monica Robinson, his supervisor, coworker and friend presented him the award for his genuineness in providing quality supports in a highly individualized manner in which he involves folks in planning their own day. Monica spoke of witnessing his exemplary work over a 10 year span of which the last 3 have been at NHR.

Deputy Commissioner of the Division of Workforce and Talent Management, John A. Monteiro, who represented Commissioner Diana Jones-Ritter, was pleased to share that NYS had finally rid itself of the dreaded "R" word in the name of the state agency. Say good bye to OMRDD and make room for the Office for People With Developmental Disabilities (OPWDD). While this may not be the ideal name, it does remove the stigma associated with the word retard and it models the proper use of person first language. Rhode Island remains the only state in the nation to use the "R" word in the title of the state agency's name.

The keynote address was delivered by Dr. Joel Goodman from the humor project. He entertained us as he emphasized the importance of humor as a human skill. Conference participants had the opportunity to attend 2 workshops of their choosing from an extensive listing of offerings from the area's most renowned trainers and presenters. They also had an opportunity to choose from either "Building Allies" a workshop encouraging us to be champions to others of diverse backgrounds to be included in our groups or "Drums, Rhythm and Fun" a drumming encounter to form group consciousness.

The theme, "You Need to Know Me; Who I Am and What I Love to Do" was evident everywhere. Kristin Tompkins and Lisa Munzer were conference committee volunteers, Regis Obijiski and Andrea Pollack were schmoozing and hawking tee shirts. Desie Clemente - artist extraordinaire - was displaying his art work. Dan Lynch, Nancy Howell and I gave presentations but the stars of the show were the many DSPs from NHR. They were there to celebrate themselves, NHR, the field and the noble integrity of their work. They are truly masters of networking and the backbone of NHR.

Sorry if I accidentally missed a name or two but more information about the conference can be obtained from: Mona Nixon, Vicky MacDonald, Calvin Dyer, Monica Robinson, Paul Thorstenson, Steve Georgiou, Rebecca Hartsfield, Linda Hornbeck, Virginia Heiser, Kayla Horton, Angie Miller, Cheryl Bergfels, Charles Owuor, Hermina Baker, Lynda DiPressi, Michele Tiffany, Verona West, Cheryl Dennis, Erica Bradley, Amy Budd, Lori Ortiz, Ann Marie Carrube, John LeBlanc, Sylvania Brown, Lori Smith, Jane Brooker, Kay Cavanaugh, Lisa Cummings, Yoala Savage, Abril Franco-Reyes, Betsy Coy, Marie Sleight, Donita Walker, Virginia Zweirankin, Tara Johnson, Emelda McDowel, Jenny Hall, Missy Frank, Paul Clemmons, Fran Sitter, Veronie Anderson or Desie Clemente (*pictured at right*)!



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## AROUND THE AGENCY NEWS

### 2010 Self Advocacy Regional Conference by Beverly Kaufman

The 2010 Self-Advocacy Regional Conference, "Looking Back, Moving Forward: See What We've Achieved" was a great success. Held this year at the Henry A. Wallace Center at the FDR Presidential Library, the conference was again at maximum capacity with over 165 people attending. New Horizons was well represented at the conference!

There were 4 workshops: "Then and Now: Moving from an Institutional Life to Community Living" was presented by the Taconic Talkers, a group of self-advocates who currently still live at Taconic DDSO. The "Healthy Lifestyle" workshop was very well received, and emphasized making healthy food choices and stressed the importance of exercise. Two self-advocates, who have changed their lifestyles over the past two years and lost considerable amounts of weight, talked about how they changed their diets and increased their exercise. The "Affordable Recreational Activities" workshop emphasized inexpensive games that you can play at home that are fun and creative. Tom McCluskey facilitated a workshop on Community Living and created a space for the 4 self-advocates who presented to talk honestly and openly about the real issues in their lives.



*Pictured above, from left to right:*  
Kari Barcia, Elizabeth Pulst and Alicia Ward.



*Pictured above, from left to right:* Marie Moncure, Jennifer Sucato, Sylvia Goldman, Caroline Holt, and Todd Motter

D.J. Steve Georgiou played great dancing music and the conference ended on a very positive note!



### New Horizons Foundation Annual Appeal 2010

The New Horizons Foundation Annual Appeal 2010 is currently underway. If you would like to contribute, please complete this form and return it with your tax-deductible donation payable to the New Horizons Foundation. We at NHR greatly appreciate your commitment to improving the quality of life for people with developmental disabilities.

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*"Hope is a state of mind, not of the world. Hope, in this deep and powerful sense, is not the same as joy that things are going well, or willingness to invest in enterprises that are obviously heading for success, but rather an ability to work for something because it is good."*

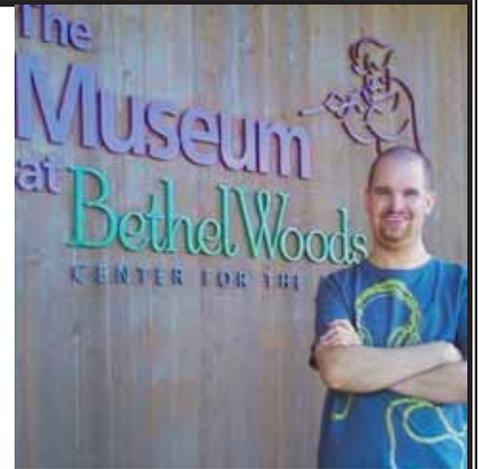
*-Vaclav Havel*

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123 West Road, Pleasant Valley, NY 12569  
*Donations to the Foundation are fully tax deductible.*

## AROUND THE AGENCY NEWS

### A Day with Jamie *by Diana Moore*

A day with Jamie was not only a pleasure, but also an educational experience for both of us. On July 11, 2010, Jamie and I ventured out to The Museum at Bethel Woods, where the Woodstock Festival was held in 1969. Jamie was brought-up around music of that era and we often hear Jamie's renditions of his creative sounds. Jamie is great at knowing which music artist are the authors of certain songs. The sounds, documentaries, pictorials, and music resonated through the walls captured from the history of the 1960's Pop Culture. Original memorabilia translated an impressive experience we recommend and one we won't soon forget.



The museum's circumference displayed the impact of the music revolution; a self-guided tour demonstrated a powerful reflection of where history was felt and made; one noted "Peace" in a time of turmoil, "that was what we needed."

A festival that was supposed to be in Walkill, NY, which many people mocked as a joke, settled at Max Yasgur's Farm in Bethel, NY. From there it became regarded as the most famous rock festival ever held and one of the moments that changed the history of Rock and Roll. The Woodstock Festival was four days where 450,000 people joined in to stand up for what they believed in. Credence Clearwater was the first artist to sign-up, the others included Janis Joplin, The Who, Jefferson Airplane, Crosby Stills Nash and Young, ShaNaNa, Santana... an impressive and list long. Jamie recognized many of the names and was surprised to see the dated photos of many "famous now" artist. He especially got a kick out of the colorfully designed "Love-Bus." Jamie got to hear personal accounts of the day, see original memorabilia and listen to the music. Many artists got there big breaks and some artist regretted the decision not to come. Scheduled to play at the site for the 2010 summer concert tour is "Santana," who were not well known when they performed at the 1969 Woodstock Festival. When Jamie asked where the concert, stage and people were at the time – I told him, "outside, people were everywhere as far as you can see, the museum was not here, just people in the fields, coming from every direction and of course the music, all for Peace and Love."

Another part of our visit was an unexpected interest; a special exhibit of "Eddie Adams: Vietnam". I explained to Jamie how both events were related. People were being more and more involved/effected by a war that was not popular. A young generation cried for peace and love and for four days at the Woodstock festival this young generation showed how they felt.

This exhibit showed a historical review and dated several facts; starting with the Vietnam conflict escalation shortly after the end of WWII, the USA became involved in the late fifties; by the end of 1960's, there were 485,000 soldiers present in Vietnam and over 60, 0000 total had lost their lives. The pictorial accomplishments established by Eddie Adams early in his career presented him as one of the USA foremost photojournalists. He is best known for his Pulitzer Prize – winning photograph of a South Vietnamese officer shooting a Vietcong prisoner during the Vietnam War. The pictures exhibited on this subject gave graphic visuals of a time, we as a country are not proud of; it left a pit in my stomach and tears in my eyes.

Jamie and I talked about how we understood it and how it made us feel. I told him I felt it was important for us to remember some things and how they makes us feel. Maybe we should remember the good *and* the bad. One can not help but be moved by the experience of the day.

**AROUND THE AGENCY NEWS**

*Spotlight On....*



**Heather Atkins**



of meat and then resumed chest compressions and breaths, hoping that these efforts would really work. We applied the AED pads and followed that procedure. When as I was going to start another round of compressions, I felt his heart start under my hands with big beats in rapid succession. I turned his head, he vomited and began to breathe. At that point the local emergency squad from the fire department arrived to take him to the hospital."

The Briggs Farm staff each affirmed that their CPR and emergency procedure training is always something that they wished they never had to use but it came back in a flash. In this circumstance, everyone seemed to remember exactly what they were supposed to do, and they did it coolly and professionally.

Heather reported that she visited N.G. at the hospital after the incident and he was resting well and in reasonably good condition. She has even continued to visit him, often, since the incident.

That day, at lunch—strangely not considered important enough to be a billable service for Day Hab by the State—a life was saved by Heather Atkins and her fellow Day Hab staff. We are proud of these heroes, and they deserve our thanks.

Heather Atkins is a hero and the Day Habilitation staff at Briggs Farm are heroes. N.G., an 80 year old man, was brought back to life thanks to the skills and presence of mind to use CPR techniques and an AED unit effectively.

Heather said: "The whole incident happened so quickly; he finished lunch, sat on the couch, turned blue and his heart stopped beating. While the other staff immediately removed all of the guys to one side and others ran to get the mask and the Automated External Defibrillator and call the emergency squad, I started compressions and breaths. He was taking no air so I knew he had something lodged in his throat. I reached in and cleared his throat of a piece

**Key Bank Volunteers at Clinton Corners by *Bill Beattie***

On Tuesday 5/25, 12 Key Bank employee-volunteers went to NHR Clinton IRA and helped NHR staff Tim Costello (Project Leader) and Bill DeSomma give a facelift to the front of the house! Work included trimming trees and bushes, moving topsoil, planting grass seed, staining the front steps, weeding, planting flowers, and mulching. The Key Bank volunteers, pictured at left with the gentlemen who live at the house, were lead by NHR & NHF Board member Rita McPeck.

We at NHR are grateful for Key Bank's help on this project and for their support throughout the year!



Check out the difference!! The picture on the left is "before" and the one on the right is "after"!

# AROUND THE AGENCY NEWS

## 7th Annual!

### New Horizons Foundation's Fall Into Fashion Show



**Thursday, October 7, 2010  
Poughkeepsie Grand Hotel  
Poughkeepsie, NY**



**Don't miss out  
on this fun-  
filled evening!**

#### Sponsor Opportunities

- Red Carpet Sponsor ~ \$1,500**  
includes complimentary table of 10
- Couture Sponsor ~ \$1,000**  
includes four complimentary tickets
- Designer Sponsor ~ \$500**  
includes two complimentary tickets
- Boutique Sponsor ~ \$250**  
includes one complimentary ticket
- Fashion Friends ~ \$100**

\*All sponsorships include recognition during the event and in promotional materials

**Advertisement Listing ~ \$100**



**Come view popular fall fashions presented by local retailers, including: Crystal's Closet, Dress Barn, Elizabeth Boutique, Magnolia's, Mary H. Abdo & You, Pleasant Valley Department Store & Up To Date.**

**Hors d'oeuvres & Cash Bar 6-7pm  
Sit Down Dinner 7pm  
Fashion Show 7:30pm  
\$50 per reservation**

Your charitable contribution is \$15

**This event has sold out in the past, don't wait!  
Prepaid reservations appreciated by  
September 17th. For more information, call 473-3000 x322 or email [bcookinham@nhrny.org](mailto:bcookinham@nhrny.org)**

**Please visit our website, [www.nhrny.org](http://www.nhrny.org) for more information.**

## AROUND THE AGENCY NEWS



October is a busy month for the New Horizons Foundation and we hope that you can attend one of these great events!

To attend or sponsor an event, or for more information, please contact:

Beth Cookinham  
473-3000 x322  
bcookinham@  
nhrny.org  
or

Visit our website:  
[www.nhrny.org/  
foundation\\_home.html](http://www.nhrny.org/foundation_home.html)



## New Horizons Foundation's 16th Annual Community Leadership Breakfast

*Honoring*

**Stacey Langenthal  
Rita McPeck  
Lisa Morris**

For their spirit, dedication and leadership in fostering a better life for all residents of the Hudson Valley.

Thursday, October 28, 2010 ~ 8:00 a.m.  
Poughkeepsie Grand Hotel, Poughkeepsie, NY  
\$40 per person ~ Charitable Contribution is \$15

**Painting by Tarryl Gabel**



## AROUND THE AGENCY NEWS

### Nice to Hear... *by Regis Obijiski*

As an agency, New Horizons receives lots of compliments. We get our share of concerns, but mostly kudos come our way. It's nice to hear. It's nice to read about good things that people in our organization are doing. It's also challenging to live up to a good reputation.

Here are two recent examples.

- \* Mill Site Park: NHR's Day Habilitation participants along with residents from the Pleasant Valley IRA and the Tyrrel Road ICF as well as West Road staff have been volunteering a couple of hours every other Friday to clean, weed, trim, etc. at the Mill Site Park in Pleasant Valley. John McNair, the Pleasant Valley Town Supervisor wrote us a letter saying that our efforts "have enriched the beauty of the town for our visitors to see and brought pride to the town residents...and without your help and effort the recent events in town would not have been anywhere near as successful, so I thank you...." We are glad to be a recognized part of the town. Pictures are below.
- \* Public Relations: NHR's best public relations is not a newspaper article or a speech but the way our staff and the people whom we serve comport themselves in the community every day. A neighbor on the south side of the City of Poughkeepsie wrote a letter to us on June 22<sup>nd</sup> about our home at 20 Thornwood Drive. The letter said: "I have to admit that I was skeptical of such purchases in the past and actually was against your agency owning homes in upscale residential areas. But I was wrong; I have heard nothing but good news about New Horizons ownership of 20 Thornwood Drive which is about six blocks from my house." Stella Hernandez and the staff at Thornwood and also the five ladies who live there deserve all of the credit for shaping a positive impression on their neighborhood.

We should be very proud of the positive image that New Horizons portrays in all the communities we are in. We are not perfect but it is obvious to many that we try our best to be good neighbors and citizens.



P.V. Councilwoman Jean Curlee & Carl Bartles



Mark Gosiewski & Steve Georgiou



Quincy Ferguson & Barbara Mika



**AROUND THE AGENCY NEWS**

*You Will Be Missed*



**Walter "Carl" Peplau II**

Born in Italy, Carl moved to Poughkeepsie at the age of three. As an adult, Carl moved to NHR's Tyrrel residence and was loved by all. He graduated from the Dutchess County Boces Special Education Program in 1976. In 1978 Carl was employed by the Dutchess ARC/LaGrange Vocational Center on Industry Street in Poughkeepsie where he did assembly work in a support environment. After retiring, in 1998 Carl joined the Dutchess ARC Day Habilitation Program where he participated in many community and recreational activities. Most notably, Carl pursued his passion of gardening. He volunteered and helped to maintain the flower gardens at the Institute of Ecosystems/Studies until 2006, and during the last four years Carl volunteered weekly at Locust Grove, working in the flower and vegetable gardens. Kathy Haggerty, the Day Hab program manager, says that Carl *"made friends easily and always greeted everyone with a smile, especially if he was challenging you to a game of checkers. He was kind and enjoyed reading to his friends that were unable to. He will be greatly missed and always in our hearts."*

Carl was active in boy scouting for over 20 years and eventually achieved Star Scout status. He received many awards, letters from politicians, and outstanding life achievement recognitions, especially for swimming in the Special Olympics. In March 2009, Carl was honored at Locust Grove for his volunteer services in their Heritage Vegetable Garden.



**Tim Costello**

Tim worked in NHR's maintenance department and was affectionately known as "Tim the Toolman". He had a gigantic heart and an infectious smile.

Tim was an avid Giants fan, adored his family, particularly his grandson and was always eager to help out whomever needed it. We will miss you Tim!

**Blood Drive**

**Tuesday September 21<sup>st</sup>  
9:30am to 3:30pm**

**Sign up sheet at NHR Office Reception Desk or call Jayne @ 473-3000 ext 320**

**Congratulations  
Linda!**



Linda Sofka, who lives at our Gerry Road Residence in Poughkeepsie, also works at the K-Mart in town. She is going to be recognized by K-Mart for her superior customer service. Recently a mother who took her daughter clothes shopping described how Linda went out of her way to help the daughter match outfits and pay less than she planned. The mother goes on to say: "Linda was courteous, helpful, and cheerful. She presented a clean and neat appearance. If all your employees were like Linda I'd never shop anywhere else!" Wow. Linda has taught all of us an important lesson on how to treat others. We are proud of you, Linda!

# NHR's Annual Picnic

**Friday,  
September 24<sup>th</sup>  
12-3 pm  
Freedom Park**

212-214 Skidmore rd.  
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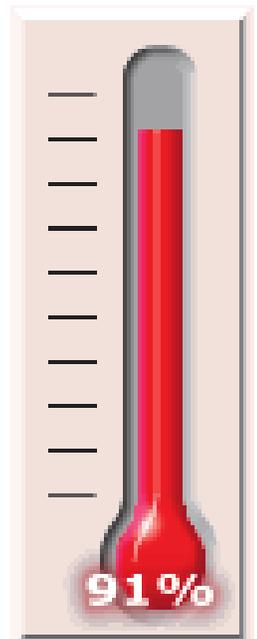
**News from the Foundation Office** Beth Cookinham, Foundation Director

## Capital Campaign Update

In the Spring 2010 edition of our Newsletter, we announced the Public Phase of our Capital Campaign. At that time we had achieved 87 % of our \$3,200,000 goal in gifts and pledges. We are most appreciative of the support we have received and are thrilled to let you know we have reached 91% of our goal with approximately \$2.9 million in gifts and pledges.

By providing the best training possible for our direct support professionals, we enhance opportunities and providing support for children and adults with developmental disabilities. On behalf of the children and adults who benefit from New Horizons' programs and services, the dedicated direct support professionals, and our staff, we would like to extend our heartfelt thanks to the many people and businesses that have already helped us raise significant funds dedicated to the Campaign. We look forward to your support, too.

For pledges and donations, please contact Regis Obijiski at 845.473.3000, ext. 304 or Beth Cookinham, ext. 322 or visit our website, [www.nhrny.org](http://www.nhrny.org).



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