

EMPLOYEE RECOGNITION AND REWARD NOMINATIONS

This individual has truly “Made a Difference” by making enormous contributions to the successful operations of the Blauvelt Campus. No job is too difficult, no request too small for him to handle and without complaint. His gentle nature is a blessing to SDH. He is respectful to our consumers as he performs the work to keep their residences a safe place to live and grow. His trademark whistling melodies is used to serenade the children as they board the buses for school in the morning, or to soothe an agitated adult consumer. He is a model of cheerfulness and content, virtue we could all stand to emulate. He is a remarkable craftsman.

**The individual being recognized for “MAKING A DIFFERENCE is
Damon Sumter, Maintenance Skills Worker, Plant Operations.**

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This employee has also made a “difference” and is being recognized by the co-owner of “Glaze” pottery studio, where our consumers visit. She wrote: “It brings joy to my heart knowing that some of the most fragile members of our society are care for by this individual. She possesses gifts of which I am in awe. I have never met a woman with such an open heart, patience, kindness and love. It is clear to me that you consumers love her, and the feeling is clearly mutual.

“When my sister and I opened our pottery studio, we hoped that we would have the opportunity to serve people. Crafting art is a very therapeutic process and we were thrilled when SDH started coming to our studio. I never considered that I would meet a soul like Geneva.”

Geneva Green, Resident Counselor of DD is the recipient of the “Making a Difference” Award.

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This individual is truly a “Renaissance Man,” a jack of all psychological trades, a wordsmith, a history buff, a biker, but above all he is the consummate professional. He can do and does it all. He is at ease in any setting, as the expert in a team conference, as the educator or evaluator to an anxious, angry birth parent, as the professional guiding a team of uncertain residential counselors, who work every day with mentally challenged young adults in out DD residences. He can be counted on in a pinch when an emergency psychological evaluation is needed in a hurry, and it has to be done off site, in a hospital, in a school or residential setting. He is reasonable, not rash, responsive and responsible. He too also makes a difference in the lives of our consumers and families.

The individual being recognized for “Making a Difference” goes to Dr. Michael Bray, Coordinator of Mental Health, FFC.

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This individual “Leads by Example.” Her biggest asset is the manner in which she works with families and staff. As she arrives at work, she embraces the staff as part of her extended family. She is someone that staff can turn to when they have a problem, whether it is personal or professional. She always tries to understand what other people are experiencing. Her door is always open. Her sense of compassion for people is what makes her truly special.

When parent arrive at the school, she gives them a tour before the children starts in the program. She goes over the parent handbook and lets them know what can be expected for the upcoming year. It is her way of making parents feels secure leaving their children in our care. At the start of school, she welcomes each child and parent into the classroom and is able to address each child by their first name. She can befriend and subdue the most difficult of parents. First they arrive slightly aggressive, but at the end of the year they leave completely protective of the program and her. Parents of graduates often refer other students to the school. People describe the loving, happy feeling they get. The school is truly a special place to work because of her.

The “Lead by Example” Award goes to Ethel Rosally, Principal and Director of TORCH

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I recently overheard an employee asking this individual, “Are you from another planet?” The question was posed because of her accommodating and friendly attitude. This employee had never encountered anyone so jovial and willing to lend an ear – for any reason. She fulfills the roles of mentor, therapist, and friend to many employees and applicants. Staff including interns and work study students just visit her office to say hello, and when she is away from her office, employees cannot believe it and frantically ask when she will return.

This individual often comments, “I love my job,” and it shows. She has a genuine love of people and an ability to relate to them all. Her phone never stops ringing – a nuisance to some people, but not to her. In the years I have worked with her, I have never seen her lose her temper. She is social and caring and interested in everyone. She puts a friendly, outgoing face on the department she works for. Who knows – maybe she is really from another planet.

The “Going the Extra Mile” Award goes to Sue Bryant, Employment Specialist from HR Department

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This individual is nominated for the “Innovative Thinker” Award, as she developed a lending library, which has more than 2,500 books that are selectively sent home with the children weekly. She has completely redesigned areas of the school from painting to rug changes, plus our security has been enhanced and incidents eliminated. She has allowed for participation with the Archdiocese in the production of a video that was presented at the Alfred E. Smith Awards Dinner. As a result, the school received two separate financial awards that have been used to enhance services in our school.

Further, she restructured the school’s gross motor room with all new equipment and encourages teachers to participate in programs that have helped developed the curriculum at both the academic level and physical education area. Her largest accomplishment was becoming one of the first special education teachers to be accredited by the National Association for the Education of Young Children Accreditation. Her push to make this happen was phenomenal.

This award, “Innovative Thinker” goes to Ethel Rosally, Principal and Director of TORCH.

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This individual demonstrates qualities of excellence, making a difference in the lives of the consumers, and staff in her environment. She understands the consumers' needs and communicates very effectively with them. She never loses her patience, but instead confronts all challenges with thoughtfulness and acquires resolution. As a result, the consumers are very responsive to her unique techniques and caring attitude towards them. She implements new ideas that are beneficial to consumers and make sure that documentation of consumers' responses is completed. With a caring heart, she has proven to also be a team player, and is always willing to teach, answer questions, and give advice to new employees to get them acquainted to their new jobs. This includes getting staff to learn some of her skills in dealing with specific consumers' challenging behaviors, either in the residence or in the community.

The Award for, "A Caring Heart" goes to Gracie Easterling, Resident Counselor of Murphy Residence, DD.

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This individual is a “Star Performer.” She is one of the hardest workers I have ever had the pleasure to work with. She played a major role in the implementation of the Agency’s ADP E-Time system, and has become “the expert.” More importantly, on her own initiative, she continues to work with the users making them all better users of the system. She never sits idle and has taken on many additional duties beyond her job description. We can always count on her to take on new challenges and she never let you down by going the “extra mile.”

We are please to give this award, “Star Performer” to Carol McLeod, Payroll Assistant, Fiscal Department

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This individual is a dedicated and professional worker, who went the “extra mile” when one of her resident manager went out on maternity leave. She can be trusted to give 100% to any task that is asked of her. She genuinely cares about the consumers and their quality of life, and she has helped consumers to reconnect with family members. Of particular interest, is the time when she worked closely with a family member to schedule a visit between a consumer and his elderly mother. The mother is in a nursing home and is becoming very forgetful. In the past, she would visit her son almost every weekend, but has not had a visit with her son in many months. The sister-in-law was nervous about scheduling the visit with mother and son because she was unsure of what their reactions would be. This worker took time out of her schedule and met with the family to coordinate a visit that made it easiest on both the mother and the son.

This award, “Going the Extra Mile,” goes to Serah Bellot, Service Coordinator/SW II, DD

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We have a tie in the category of “team performance” this year. This nomination was sent to the agency by a parent of one of our consumer. The parent wrote: My daughter has been with SDH since 2001. On Monday January 23, 2010, my daughter underwent surgery to repair her fracture nose. One worker accompanied both my husband and I during the day of surgery and was an invaluable asset. She is not only so loving, caring and nurturing, but was diligent and organized in making sure my daughter’s medication and other needs were met before we actual left the hospital. Two other staff, including the manager made sure that the remaining staff in the residence was ready, willing and able to care for my daughter in a safe, respectful manner.

Upon our return from the hospital, it was clear to us that everything possible was put in place for my daughter’s proper care. The manager directed her staff accordingly. The nurse was professional and went beyond her care of duty. We felt confident leaving our child in good capable hands. This was not an easy task, and is the reason why I want to applaud a job extremely well done to: Valerie, Debritu, Carol, Nancy, Gina, Ugette, Allenda, Remedious, Jouliana, Jacqueline, Perrette, and Barbara.

These employees and the manager of the Cox Residence are the recipients of the “Team Performance” Award.

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Each individual in this team has unique skills, which collectively, makes the team remarkable.

Elaine is outstanding at developing relationships with doctors, which is a job all by itself. She can get any doctor to stop and pay attention to our consumers' needs.

Lunet pays special attention to the appearance and well being of the consumers. She brings a standard of excellence that makes each consumer feel special.

Anthony works in a special team effort with Lunet and enforces an environment that they created from working so long together, one of learning, safety and love for the consumers. They fill in where others are needed with very little discussion and lots of action.

Lileith beams in some areas, but one area in particular that would leave most people speechless are her influence over a particular consumer, who can give anyone a run for his/her money. However, when she is caring for him, you see a side of him that is only exhibited during her interaction with her. You witness him wanting to please her and he tops it off with a kiss or a hug to show his approval.

Abu teams up with Lileith and takes on the father presence that most people need. He pitches in at any time and goes beyond his call of duty.

Claudeen sprays and cleans because she wants the residence to have a smell that is inviting. When you enter the residence, you can smell "cleanliness" or the aroma of good food that says, "Come in and dine."

Roy is the cook, but most importantly, he enjoys being in the community with the consumers. The consumers love to wait for him so he can fix their stuff, whether it is a TV or something small. One consumer would make excuses to avoid shaving, only to wait for Roy so he can be coached by Roy on how to shave.

Shawn puts a different spin and comfort level in the residence. She enforces individuality and encourages consumers to at least try it before saying they can't do it.

Enmenia is very particular about the consumers' appearance. She is a caring soul that pays special attention to how the consumers' clothes are ironed, and would not hesitate to re-iron a piece of clothing that another worker ironed without offending that person. Proper hygiene is very high on her list while she sweats furiously trying to keep the residence clean.

This **Team Performance Award** goes to the Debbie Dean and Staff of McHale House.