

Recognition Insider

Rosemarie DeRenzo



Rosemarie DeRenzo has been a part of CFS going on a year. When I first interviewed her, she didn't have any experience working with individuals with disabilities. During the interview I came to understand that her passion was working with children. I had the perfect position for her and that was at our After School program. She quickly fit into the program and the children look forward to seeing her every day. She brings a very pleasant and happy feeling to the classroom the children really enjoy.

Special points of interest:

- *If you see someone who should be nominated for Employee of the Month mention it to their Supervisor.*

Competency Area A: Supporting a person's unique capacities, personality and potential

On her first day at the After School program, she was very happy and excited to see all of the children. She got to know each and every one of them on a personal level by sitting with each of them, Individually, and exploring their likes and dislikes. Rosemarie also took the time to read each child's file and understand that although they all have Autism Spectrum Disorder, each of their disabilities make them unique. She noted the varying safeguards and all of their likes and dislikes.

Competency Area D: Facilitating personal growth and development

One of Rosemarie's biggest task at the After School program is helping each child with their homework. As she has come to notice, each child learns at their own pace and all have different ways of understanding their school subjects. Her most challenging time came when one of the children was having a very difficult time completing his homework. He began to get frustrated and mad. Rosemarie noticed that this was a subject that the child frequently struggles with. Rosemarie will sit him and break his homework into parts, this way he does not feel rushed. After that she will break down each problem and have him solve it step by step until the answer is achieved. The child needs to learn in a more broken down form due to the page of school work becoming so overwhelming. When Rosemarie does this, she writes the question down on a new piece of paper, so the child will only focus on what is on the page rather than seeing everything that is on the entire page. This method helped him to become calmer while completing his homework lending to less stress. This unique approach has become so affective that his parents utilize it at home as well.

*Nancy Lombardo
Waiver Respite Supervisor*

Inside this issue:

December EOM	1
Admin of the 4th Quarter	2
Supervisor of the 4th Quarter	3
Team Spirit of the 4th Quarter	4
Previous Mentions	5
Pervious Mentions	6

KRISTEN NELSON
ADMIN OF THE 4TH QUARTER



Kristen has been a valued addition to CFS and to the Community Service Dept. She works as a DSP to two individuals and families that have through the years grown to think of her as part of their families, a mentor and as a community Admin. She is patient, caring, responsible, reliable, creative and a quick learner. She has a pleasant demeanor and is always respectful and reliable. She often thinks of new ways when something out of the ordinary comes up with her individuals and new adverse behaviors arises and is always looking for ways to help them and their families.

BUT this is not why I am nominating Kristen today, I am submitting a Quarterly Nomination for Admin. In the months of November and December, Kristen played an integral role of not only organizing the CFS's Community Holiday Party on December 28th, which included maintaining and updating an RSVP list, facilitating co-workers, families, individuals and others with recording responses, keeping in touch with the catering hall and other vendors. Kristen was a large reason why it was one of the most successful and well-attended function to date. There were over 260 in attendance and we had no complaints, very few no shows and no mishaps.

Taking on this role was sprung on her with a months notice and was taking over the role that was previously held by Brittney Riley, who handled these functions with ease and thank god had great notes and organized records for us to follow. This was definitely a hard shoe to fill but Kristen took on her new role with eagerness and a willingness to learn.

Kristen is always willing to step in when asked, no mater what the task is, continues to perform her daily roles that are normally assigned to her and is pleasant when doing so. I have no doubt we would have a successful event, but I am positive without Kristen's assistance and admin skills, the organizing and planning leading up to this event would not have been as smooth. It is a pleasure to work with Kristen and in all the years I have known her I have never seen her crack under pressure, heard a complaint about her work performance and have only heard positive praises.

SANDRA GAILLARD
SUPERVISOR OF THE 4TH QUARTER

Ms. Gaillard has been employed with the agency since February of 2011. Sandra has worked in several capacities during her time with the agency. Presently as an Assistant Manager at King/Friendly IRA. Over the last year and a half she was able to keep the King program together during a period of high behavioral challenges at the same time, support and retain staff. The Core Competency areas Sandra demonstrated well during this period: *Exhibiting professional behavior and getting to know the person through assessment/discovery.*

Sandra was always professional in her approach to addressing staff concerns as many of them as well as herself, had at one time or another, been hit by an individual that was struggling with not being able to live with and have more contact with his family. Sandra, impressively and calmly dealt with crisis situations and ensured staff felt supported and she was available to assist them in any way possible. This kept staff moral up and kept staff willing to work through whatever issues arose.

Sandra worked with the Day Program to see what areas they had found effective in helping this individual. It was through her willingness to assess and discover what the needs were that she discovered that there was an uncle that lived in close proximity to the Day Program. In Addition, she found he had contact with the individual at least twice monthly. She was able to share this information with staff and a trip was planned and completed for him to visit his uncle. This was meaningful to the individual and gave him a sense of family and belonging. It also for a period decreased his aggression.

Ms. Gaillard is a valued member of the management team at CFS and it is for these reasons I nominate Ms. Gaillard for Supervisor of the Quarter.

Karene Griffith
Assistant Director.

Business Name

KING/FRIENDLY IRA
TEAM SPIRIT OF THE 4TH QUARTER

In 2018, a Service Recipient took an overdose of his medication and staff were quick to notice the unusual circumstances through their observation and they acted by following all guidelines put in place for the recipient to receive immediate medical attention.

Competency Area B:

Getting to Know the Person through Assessment/Discovery- Evaluate the ways in which past, and current events, and environmental factors, affect the way the person acts/reacts to others.

The King/Friendly staff were able to observe that the recipient was sleeping too much and did not come to the office to say hello as usual and he wasn't seen outside the building where he normally smoked his cigarettes. The staff called his cell phone and he didn't answer, the decided to check on him in his apartment where they found him sleeping. They had a conversation with him to gain knowledge of why he was sleeping so much and they observed that he wasn't the same person they know because his voice was feeble. They encouraged him to tell them what was wrong and the Recipient then told them that he took an overdose of his medication, 911 was immediately contacted and they followed all safety guidelines in place to ensure that he received the right medical attention.

Competency Area P:

Supporting Health and Wellness- Demonstrates knowledge and understanding of an individual's medical, physical, psychological, and dental health care needs.

The staff at King/Friendly IRA met this challenge by using the information and training they received to ensure that the Recipient received all medical, physical, and emotional support needed for his recovery. A corrective action plan was put in place to administer his medications, schedule and met all necessary appointments needed for his recovery. Also, and more importantly, they shared all the necessary information and identified the routines and areas that were the most vital to aid his recovery. All led to his full recovery and he is now back to work.

It is for these reasons I nominate the Direct Support Professional Team at King/Friendly IRA and commend them for a job well done. For not only doing what was asked of them but for the creative solutions they brought when the unforeseen obstacle emerged and the care they give daily.

*Joe Oseghale
Residence Manager*

*Sandra Gaillard
Asst. Residence Manager*



Employee of the Month

<i>January</i>	<i>Klon Myers</i>
<i>February</i>	<i>Adriana Ruggiero</i>
<i>March</i>	<i>Uwvie Adobo</i>
<i>April</i>	<i>Marisa Rooney</i>
<i>May</i>	<i>Damion Gilbert</i>
<i>June</i>	<i>Jen'nelle Melendez</i>
	<i>Cheryl Owens</i>
<i>July</i>	<i>Monette McIntosh</i>
<i>August</i>	<i>Maureen McMahon</i>
<i>September</i>	<i>Venus Vasquez</i>
<i>October</i>	<i>Cheryl Barbour</i>
<i>November</i>	<i>Donna Papa</i>
<i>December</i>	<i>Rosemarie Derenzo</i>

Team Spirit

Community Services

Vera Ikeagu

Joan Marquez

Charlette Rattigan

Rachel Cadet

Jen Solis

Anndrena Bernard

Admin of the First Quarter Nominee

Kimberly Castrogiovanni

Admin of the First Quarter

Lakisha Grady

Supervisor of the First Quarter

Yiranny Almonte

Admin of the Second Quarter

Stephanie Arevalo

Supervisor of the Second Quarter

Norman Clarke

Team Spirit of the Second Quarter Nominee

Liberty IRA

Team Spirit of the Second Quarter

826 E178 St IRA

Supervisor of the Third Quarter Nominee

Valentina Encarnacion

Fay Simon

Supervisor of the Third Quarter

Marie Romain

Team of the Third Quarter

Crotona

Admin of the Fourth Quarter

Kristen Nelson

Supervisor of the Fourth Quarter

Sandra Gaillard

Team Spirit of the Fourth Quarter Nominee

Oberman IRA

Foch IRA

Team Spirit of the Fourth Quarter

King/Friendly IRA

Employee of the month Nominees- 2018

January

Maria Paulino	Com Hab
Janet Beckford-Simms	Arlington
Allison Birot	Livonia
Jesus Mendez	Com Hab

February

Eliza DeArmas	Home Care
Laila Straker	Crotona

March

Bryan Eppich	MSC
Dyanna Harris	Com Hab
Janelle Jones	Crotona

April

Magdalena Bonifaccini	Home Care
Anthony Ennab	Com Hab
Gale Rogers	826 178th

May

Venus Vasquez	Kelly
Jessenia Velasquez Lopez	Com Hab
Veronica Grady	Richmond Hill

June

Alexandra Garcia	Home Care
Damien Smith	King/Friendly
Aviance Cox	Medical Coordinator
Jennifer James	Oberman

July

Monette McIntosh	Bryant
------------------	--------

August

Louise Toney	Broadway
Shanice Landrum	Cary
Lyra Williams	Foch
Jasmine Adams	Bryant

November

Christina Colonna	Com Hab
Pierre Larose	Com Hab
Raul Rivera	Com Hab

September

Maureen McMahon	Com Hab
Louise Toney	Broadway
Laila Straker	Crotona
Shanice Landrum	Cary
Lyra Williams	Foch
Jasmine Adams	Bryant
Hilaria Mesa	824 E. 178th
Christine Funn	Livonia
Mariam Hassan	Lincoln
Awilda Richiez	Simpson
Janelle Jones	Crotona
Rita Maccou	Arlington
Damien Smith	King/Friendly

October

Tawana Fuller	King/Friendly
Odilia Alvarez	Home Care
Maria Paulino	Com Hab
Margarita Sanabria	Home Care
Dona Papa	Com Hab
Adys Nunez	In-Home Respite
Rosemary Morrillo	om Hab
Teresa Fonseca	Com Hab
Rosa Felipe	Com Hab
Luz Castro	Home Care
Jessenia Velasquez Lopez	Com Hab
Frank Spagnolo	Com Hab

December

Ola Smart	Com Hab
Terrell Henderson	Com Hab
Maxine McKenzie	Com Hab
Teresa Fonseca	In- Home Respite/ Home Care
Iris Garcia	Home Care
Mariam Raza	Com Hab
Carmen Peter-Nelson	Day Hab
Maleah Castillo	Home Care
Magdalena Bonifaccini-Rendon	Home Care
Dalieny Rodriguez	In-Home Respite
Lady Martinez	Home Care
Grace Luisman	Com Hab