

ANCOR

Recognizing Excellence

LINKS

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The Light in All of Us



Renee Pietrangelo

To all of those whose hard work and dedication we're recognizing in this issue:

Namaste from ANCOR!

I recently returned from a 2 ½ week tour of India, and it was an amazing journey on many levels.

“Namaste” is a traditional gesture and verbal greeting that means, “I honor the place within you where the entire Universe resides; I honor the place within you of love, of light, of truth, of peace.” The gesture/greeting is an acknowledgment of the soul in one by the soul in another.

As we recognize the excellence of Direct Support Professionals across the United States, I can't help but consider

that what distinguishes each of them is their ability to see and acknowledge the light and soul in each of the people they serve.

Congratulations to the 2012 class of the National Advocacy Campaign's DSP of the Year. Thank you for honoring the souls of people with disabilities.

Here's some good advice for all of the award recipients, taken from an April 2012 *Harvard Business Review* article, “Wilderness Leadership—on the Job,” by John Kanengieter and Aparna Rajagopal-Durbin:

Practice leadership every day. Seize opportunities to make and learn from your decisions, whenever and wherever they arise.

Lead from everywhere. As service delivery becomes more and more diffused, it's important to take every opportunity to make a difference, regardless of your formal role on a team.

Behave well. This means getting along in a diverse group, cooperating with teammates, effectively resolving conflict and keeping yourself and others motivated.

Keep calm. It's important in today's environment to have tolerance for change, adversity and uncertainty. Expand your comfort zone.

Disconnect to connect. Reset and recharge your brain by disconnecting from life's fast-paced, high-tech world and other distractions. Take a walk, enjoy the beauty and bounty of nature; take time to reflect, relax and restore.

And to all of those whose hard work and dedication we're recognizing in this issue: Namaste from ANCOR!

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L I N K S

The American Network of Community Options and Resources (ANCOR) was founded in 1970 to provide national advocacy, resources, services and networking opportunities to providers of private supports and services. *LINKS* provides a nexus for the exchange of information, ideas and opinions among key stakeholders.

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It's More Than a Job



Wendy Sokol

In 2008, there were more than 3 million direct care workers in the United States providing an estimated 70 to 80 percent of the paid hands-on long-term care and personal assistance received by Americans who are elderly or live with a disability.

Research has been devoted to the identification of the characteristics of this workforce, as well as to current and future demographic trends that clearly predict an impending crisis, and most will cite two obvious demographic trends: the increasing number of people who need long-term services and supports and the decreasing number of workers available to provide these services.

The Centers for Medicare & Medicaid Services state on their website that “the number of older people who do need assistance will nearly double between 2000 and 2040.”

In addition to these trends, there are a myriad of other changes occurring in the United States that will have a significant impact on the direct care workforce, such as an increase in longevity; an increase in divorce rates; a smaller family size; an increasing number of workers who relocate to other communities; a preference by people who need

support to live in the community; and aging family caregivers.

When you combine these trends with the continuing economic and political uncertainty, the outlook is poor for improvement in conditions for Direct Support Professionals.

One of the Paraprofessional Healthcare Institute's 2011 briefs found that 45% of DSPs lived below the federal poverty level, making them eligible for most state and federal public assistance programs. Curiously, however, most providers are currently experiencing low turnover.

Logic dictates that this is a direct result of the recession—but is it? Why do our workers show up each day? It can't be for the paycheck.

My Epiphany

After being diagnosed with a stomach ulcer for eight years, I assumed the intense abdominal pains I felt one day were just one of “the bad days.” I realized I might have grossly underestimated my medical need when I began to take on a distinct yellow hue.

I was diagnosed with pancreatitis, and tests later revealed I had a gall stone caught in the common duct. This resulted in surgery, removal of the gall bladder, repair of the duct and insertion of a temporary bile drainage bag.

One week post-surgery, all was not well. My pancreas was not working. There was no bile drainage, and this resulted in extreme nausea and uncontrollable vomiting. I was unable to hold down any fluids and was placed on IV fluids and IV painkillers.

A medical resident suggested that I call and request a second opinion from an outside gastroenterologist. I opened the yellow pages and called a female doctor with a friendly name. As I explained to the doctor what was going on, I cried and said, “I am at hospital X, and I think I am dying.”

As I waited for the gastroenterologist to arrive, the vomiting worsened. Although Nurse X had changed my gown and bedding twice, I vomited again.

I rang the buzzer, and the nurse entered my room and said in an irritated tone, “Do you have to do that?” She glared at me and threw the bedding aside. She hastily pulled me to my feet and walked me with my two IV poles into the bathroom, muttering under her breath, “Ah, this job....ah.”

I was shoved onto the commode, stripped naked and my bile bag was clipped to the grab rail. The nurse left, and there I sat for 45 minutes: cold, shivering, vomiting and crying. The nurse had turned the buzzer off, so I could not call for help—and I was too weak to try and maneuver the IV poles and drainage bag.

At shift change, my new nurse found me, and I knew in his shocked and caring look that he understood. Robert comforted me, cleaned me up and got me safely back into bed. I requested that the other nurse not be allowed to return to provide any of my future care, and Robert worked with the hospital to honor my request.

After 21 days in the hospital, two doctors not working well together, more tests than I can

remember and a nasal tube and catheter, my pancreas decided it was time to get back to work, and I was discharged.

When I reflected back on my experience, I realized how absolutely vulnerable a person feels when they have no control over their situation and how extremely intimidating it is when staff are providing intimate care.

Our DSPs bathe, dress, toilet and physically feed the people we support. Some workers can see the precursors to an escalating situation and know just the right words, or the right touch, to help the person feel safe and calm.

It is not just a “job” to them. This is their chosen profession, and through their service to people with disabilities, we are able to make a difference in many people's lives and help enrich our communities.

The majority of our DSPs do not do what they do for a paycheck. It is not just a “job” to them. This is their chosen profession, and through their service to people with disabilities, we are able to make a difference in many people's lives and help enrich our communities.

DSPs are priceless. I salute the DSPs across the United States and thank them for their service, and I salute all of the 2012 DSP of the Year award recipients you will read about in this issue. ●

Author Link: Wendy Sokol is CEO and co-owner of SOREO In-Home Support Services. She can be reached at wendy@soreo.com.

Recognizing Excellence: The Legacy Leaders Circle

The ANCOR Foundation Legacy Leaders Circle celebrates the accomplishments of the men and women who have paved the way to life in community settings for people with disabilities. These visionary leaders have made meaningful community participation a reality for the nearly 500,000 Americans with disabilities ANCOR providers support.

Nominees for this award will have distinguished themselves in one or more of the following ways:

- Active, long-term ANCOR membership;
- Service as chair, co-chair or committee member within ANCOR;
- Participation in ANCOR or ANCOR Foundation
- Other association activity; and/or
- Other national leadership within the disability field.

governance structure (Board of Directors, Board of Representatives, etc.);

an additional 10 leaders were recognized.

This year's Legacy Leaders Circle inductees will be announced at ANCOR's 2012 Conference: *Leading Cultures of Innovation and Advocacy*, May 6–8, at the L'Enfant Plaza Hotel in Washington, D.C. ◆

The inaugural class of 25 was inducted into the Legacy Leaders Circle in 2010. In 2011,

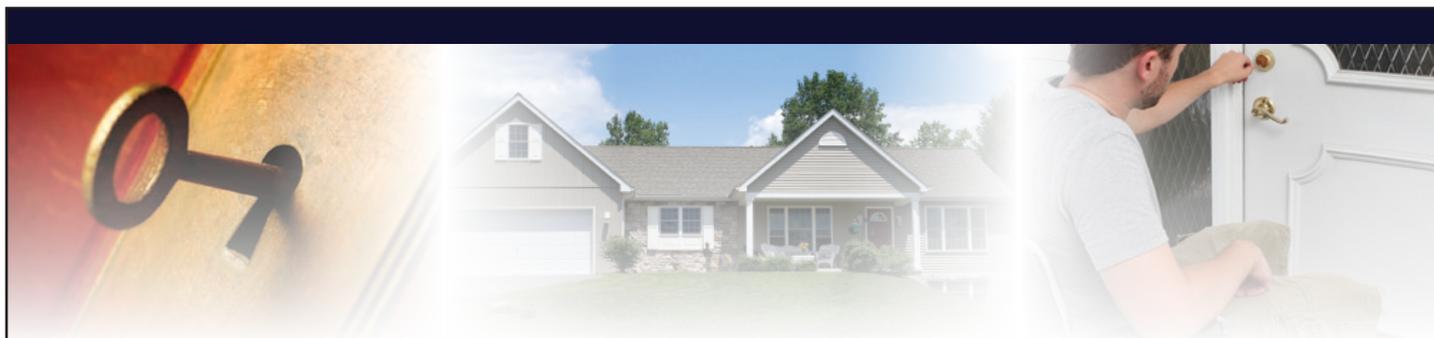
ANCOR congratulates the following 2012 Legacy Leaders:



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Richard R. Farnsworth
Suellen R. Galbraith
David Ray Kiely

Kathleen LeMay
Dennis Popp
Tim Quinn
Terry J. Rogers



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Scioto salutes all Direct Support Professionals. We recognize your hard work & service to our industry.

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Recognizing Excellence: The Community Builder Award

At the ANCOR Foundation, we measure the soul of the community by its inclusivity. We measure it by the attitudes and actions of every community member toward people with disabilities—from providers to businesses to the organizations and individuals who work together to expand opportunity for all people.

We also measure the soul of the community by examples of bold leadership. That's why the ANCOR Foundation created the Community Builder Award.

The foundation bestows this award in recognition of those individuals, communities or organizations that have had the courage to make inclusivity their mission—that is, those who have worked tirelessly so that people with disabilities may participate as contributing, valued members of their communities.

This year, the ANCOR Foundation is proud to recognize the **Hope House Foundation's Community Support Program** as the 2012 Community Builder Award recipient.

Setting the Bar

Hope House was founded in 1964 by a group of parents seeking an alternative to placing their children in institutions. At the time, group homes seemed to be the most logical step, but as perceptions changed and independent living became a more realistic option, Hope House started transitioning people from group homes into their own homes.

The organization closed all of its group homes in the 1980s and

is now the only organization in Virginia to support adults with disabilities exclusively in their homes.

"In providing housing and support to approximately 120 people with intellectual and developmental disabilities in their own homes, Hope House has achieved what only a small number of organizations nationwide have achieved," says City of Norfolk Mayor Paul Fraim, "and it has done so amidst an environment of enormous funding challenges."

An Active Role

Hope House believes that being a part of the community should not be limited by attainment of certain skills. That's why Hope House created its Community Support Program. Through this program, people with disabilities are able to participate optimally in the community of which they are a part.

The program provides individualized support and financial assistance to the people Hope House serves to create meaningful connections and relationships in the community.

From joining the gym or taking a pottery class to asking a church friend to lunch or volunteering at an animal shelter, the program is designed to increase opportunities for the people it supports to take an active role within their communities and to take existing relationships to deeper, more meaningful levels.

A recent report quantified that 70 percent of those served by Hope House have achieved significant outcomes through this program, including the following:

- 37% are currently pursuing a community-based interest;
- 21% are members of a mainstream gym, museum, club, etc.;
- 12% actively participate in disability advocacy, rallies, conferences, etc.; and
- 100% participate regularly in community activities for recreational activities in small groups, independently with a single staff person and/or a chosen friend.

Sustained Inclusivity

Pam Walker, Ph.D., research associate at the Center on Human Policy at Syracuse University, has studied and written about the organizational transformation that is critical to person-centered services and true community inclusivity.

Hope House has demonstrated "sustained inclusivity" not only in its individuals' outcomes, but also in the design of its housing, its twice-yearly Stockley Gardens Festival, its commitment to individuals' control over their own finances and its continuous pursuit of funds to purchase affordable housing for its persons served.

"It is impressive," Walker says, "that [Hope House] achieved the closure of a large number of group homes and that they have maintained the energy and the creativity to sustain the work of providing individualized supports over the years."

Raising the Bar

Hope House is in the process of engaging the organization and the community in its future plans, which is largely based on the breadth of options now available

for environmental modification to assist individuals in their own homes regardless of age and disability.

In fact, Hope House recently acquired Pine Manor, which it hopes to modify into one-bedroom units that will incorporate the principles of universal design and include adaptations to maximize safety and independence for every tenant. The complex will be open to all community members who could benefit from the universal design feature.

"Certainly organizations can close congregate facilities, assist individuals in obtaining community-based housing and adopt the language of person-centered services," says Patrick Geoghegan, chief executive of the South Essex Partnership NHS Foundation Trust, "but transformational change—true, authentic change—requires the kind of leadership that has allowed Hope House to emerge as a beacon of truly transformative services that strengthen the soul of the community at large." ●

The Community Builder Awards are sponsored by the ANCOR Foundation. This year's award is made possible by The MENTOR Network.

ANCOR will present the Community Builder Awards at ANCOR's 2012 Conference: Leading Cultures of Innovation and Advocacy.





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Recognizing Excellence: 2012 DSP of the Year Award

By Tom King

Direct Support Professionals (DSPs) wear an array of hats—counselor, teacher, mentor, friend, cook, advocate, companion, coordinator, meal planner, money manager, technology tutor, and facilitator of fun—and Lynda Marie DiPressi is no different. Her hat rack is full.

But now, she has one more hat to wear: DiPressi is ANCOR'S 2012 National DSP of the Year.

Her selection is part of ANCOR's annual DSP Recognition Contest. In addition to DiPressi's honor, ANCOR has selected DSP of the Year award recipients from 41 states (profiles of whom can be found beginning on page 10).

A Real Bond

DiPressi, 60 years old and a DSP-Certified, has supported Alison, Alicia and Linda at New Horizons Resources Inc.'s Gerry Road Home in Pleasant Valley, New York, for the past six years.

The three women were friends

before deciding to live together at the Gerry Road Home. "They all get along so well, and they truly care about one another," DiPressi says. "There is a real bond there."

DiPressi says that she enjoys working with them so much that it doesn't feel like she's working when she's there. "I have seen these women blossom and grow in ways I don't think they ever thought possible. This makes my going to work every day a joy and a blessing."

Hopes and Dreams

Because of an early divorce from her mother, Alicia's father did not see her much, even though she longed for the connection. Overwhelmed by anxiety, Alicia developed psychiatric symptoms months prior to visiting her father, who was several states away.

Through DiPressi's support, however, Alicia was able to reconnect with her father, travel independently, and return thrilled by a re-established relationship with her parent.

"Working in this profession

has taught me that for all the differences we may have, we are so much alike," DiPressi says. "The women I support have some of the same hopes and dreams that anyone else has, and for me to help them achieve those hopes and dreams is one of the most rewarding things I can think of."

In Better Hands

Linda's mother was often controlling of Linda's life decisions, including diet, socialization, and even choice of clothing and TV programs. After Linda's first year at the Gerry Road Home, her mom was calling less frequently.

Concerned, DiPressi called the mom to find out if she was sick or incapacitated. "Who knew that my daughter would be diagnosed with ovarian cancer, survive and be in good hands—better than mine; who knew that she would join a self-advocacy group and speak in public; who knew that she would work productively; who knew she could ever manage without me," said Linda's mother. "Thank you for allowing me to leave this world in peace." She died within two years of Linda's move.

The Things That Are Important

Alison was struggling with her father and a stepmother about living independently, so Lynda helped her create a scrapbook of 70 photos about her new life to give to her father as a Christmas present. Her dad said it was the best Christmas gift he had ever received.

"These ladies I support are very independent, and I am there to teach and support them in both daily living skills and the things

that are important to them, such as keeping up with their reading skills, money management and communicating with family members," she explains.

A Seasoned Pro

In his letter of nomination, Regis Obijiski, executive director of New Horizons, highlighted DiPressi's work in these areas of strength: relationships, advocacy, sacrifices, creativity and leadership.

Obijiski says that she is a "pro" seasoned with lots of life experience—both in the field of disabilities and elsewhere. "What I really respect about her is her seemingly natural desire to learn and become more effective," he says.

"Regarding people with disabilities, she believes in people's personal stories as paths to their purpose and the expansion of their identities," he continues. "You can't pay for an attitude that good and skills to match."

No Time for Boredom

While supporting the three women full-time, DiPressi spent two years earning her DSP-Certified status from the National Alliance for Direct Support Professionals (NADSP). She also serves on a New York statewide task force chaired by the Commissioner of the Office for People with Developmental Disabilities, which focuses on system-wide organizational culture change.

Joe Macbeth, executive director of NADSP—who also serves on the statewide task force with her—was not surprised that she



2012 DSP of the Year Lynda DiPressi with Alison

won the national award. “Lynda is the consummate professional who is dedicated to her work. She represents our very best—commitment to lifelong learning, strong leadership abilities and a deep understanding of the role of DSPs in the big picture system of intellectual and developmental disabilities,” Macbeth said.

In addition to advocacy, DiPressi is also a familiar face at regional and statewide DSP development seminars and is a certified Council on Quality and Leadership interviewer at New Horizons. She also works for the Dutchess County ARC as a part-time community habilitation and relief worker.

“I love being busy. I enjoy being busy. I never get bored,” she says. In fact, Lynda said that if someone made a movie about her it would be called *No Time for Boredom*.

The Reward

This is a career that Lynda DiPressi dearly loves. So, what does ANCOR’s DSP of the Year have to say about recommending her career to others?

“If you’re not a compassionate person and you think you’re a princess or a prince, this is not a career for you,” Lynda says. “If you’re looking for monetary rewards, this is not for you...but if the reward of seeing someone succeed at something with your help is a hug or a smile from them when you walk through their door, then by all means, you can very well succeed.”

And it’s probably safe to say she has. ●

Author LINK: Tom King is a freelance writer, living in Knoxville, Tennessee. You can reach him at 865.659.3562 or via email at tkwrites1021@gmail.com.

DSP Profile: Lynda DiPressi

We asked Lynda a series of questions. Here’s what she had to say:

1. Why did you become a DSP?

I think it was more how than why. A friend who was working in a group home asked me if I wanted a cook’s position... I had never had any contact with people with intellectual disabilities, but after working one week, I knew this was the field I wanted to be in.

2. Who is your hero in real life?

I think it’s probably my six-year-old grandson. He was recently diagnosed with Tourette syndrome and is very bright, loving and caring little boy with a wonderful personality. I know he is going to do wonderful things with his life.

3. What is your favorite part about being a DSP?

My favorite part is watching the people I support grow and accomplish things they didn’t think possible.

4. If you had one wish, what would it be?

I would like to see an end of people who are different being teased and bullied, especially when it comes to children. People who are different need to be accepted.

5. What is one thing you wish people understood about you and your work?

I am not a “special kind of person” because I work in this field.

ANCOR Recognizes Excellence with 2012 DSP Recognition Contest

In its sixth year, ANCOR is pleased to again sponsor the DSP Recognition Contest as part of its National Advocacy Campaign.

The purpose of this program is to recognize the best of the Direct Support Professional (DSP) workforce and, at the same time, raise awareness of the devotion, professionalism and quality supports DSPs provide in their daily work.

In 2012, more than 200 DSPs were nominated by supervisors, families and the individuals they support. In addition to our national recipient, Lynda DiPressi (New Horizons Resources Inc.), 42 state award recipients were

named. Many will participate in ANCOR’s annual DSP to DC event, May 7 and 8, where they will accept their awards in person.

While all nominees deserve recognition and praise for their outstanding work, those who exemplified the criteria of the competition were the top candidates for selection as a state or the national recipient.

The criteria weighed heavily in the following areas:

- Is the nominee accomplished in assisting the individual served to lead a meaningful and productive life?
- Is there an example of

the bond or relationship developed by the nominee with the person he/she supports?

- Is there an example of advocacy or effecting change on behalf of people with disabilities?

Thank you to all the DSPs nominated this year and to the people who took the time to nominate them for their outstanding partnerships with the individuals they support.

We hope you take the opportunity to learn more about the 2012 class and how these incredible individuals exemplify dedication and professionalism while building social capital and

delivering quality supports to those they support.

The celebration and recognition of DSPs does not stop with this year’s DSP Recognition Contest. At this year’s ANCOR Conference and DSPs to DC event, attendees will be asking their members of Congress to support a resolution naming the week of September 9, 2012 as “Direct Support Professional Recognition Week.”

The resolution not only provides the occasion to raise awareness of the incredible value DSPs bring to those they support, but also to celebrate the work DSPs do every day to make community living a reality for millions of Americans with disabilities. ●

2012 Direct Support Professional of the Year State Recipients



A L A B A M A



Carolyn McCoy (left) with Rodney and the barber

Carolyn McCoy (Volunteers of America) is described by family members of those she supports and those who work with her as warm, caring, compassionate, professional, knowledgeable, patient, infinitely kind, trusting, soft spoken, an extraordinary person and an angel.

A DSP since 2005, she works in a residential facility and supports

three men who have intellectual disabilities. Carolyn makes sure the men she supports stay busy in the community and also makes sure they are clean shaven and sharply dressed when they go out.

Together, they enjoy basketball and cookouts at her church and going out to eat, to the mall, to yard sales, to museums and to parks. If they want to go, she takes them. And when she's not there, she makes it a point to let the staff know what's going on.

Carolyn was selected as the Montgomery Regional DSP of the Year for 2011 and participated in the 2011 CQL Constituency Group that developed the goals for the "What Really Matters Plan" for the next four years. She can now add 2012 DSP of the Year for Alabama to her growing list of accomplishments.

A L A S K A

Yuka Ungwiluk (ResCare) has been providing supports for seniors and adults with disabilities for more than 10 years—both inside and outside of her home. In fact, many elderly people in Gambell depend on her, as she speaks the local dialect and advocates for their needs.

Additionally, Yuka has been passionately involved with keeping the culture intact for those she supports. Participants in subsistence living, Yuka and her family work together with the community to see that elders share the native foods they catch



Yuka Ungwiluk (center) with her mother-in-law and son

In addition to supporting her mother-in-law, Yuka supports another elder in the village. To ensure she was best prepared to support these individuals, Yuka went through training as an emergency trauma technician and nursing assistant and continues to participate in ongoing educational courses to maintain her certification.

Referred to as "a caregiver during all of her waking hours," Yuka provides the highest level of support, with no complaints, on top of juggling and caring for her own family and taking care of her own personal needs (which too often come last).

A R I Z O N A



Francine Gem

Francine Gem (Independent Life Services) has been a DSP for 13 years, six of which have been at Independent Life. She is also a job coach and the agency's CPR/first aid certification trainer.

Francine involves those she supports in community social activities and works to help them develop well-rounded social skills. In fact, she has helped a number of those she works with advance their employable skills to maintain long-term employment.

"Francine has made it her life to care for and help people in need and volunteers when no else will," says Tammy Winblade, CEO of Independent Life Services. "She has even opened her home for

emergency respite care for anyone who needs it and rarely turns down anyone. She is what her name says—a true ‘Gem!’”

She has also worked with other staff informally, offering advice or personal experiences to help them better provide for the people they support. Making life better in community is what Francine Gem is all about.

A R K A N S A S



Dorothy South (right) with Tom

Dorothy South (Elizabeth Richardson Center) is referred to as “an exceptional DSP, facilitating the transition of several individuals from human development centers and intermediate care facilities to living meaningful lives in the community.”

A DSP for two years, Dorothy works with these individuals, helping them with taking continuing education classes, using public transportation, playing team sports, riding bicycles and participating in aerobics classes. One of the men she supports, Tom, has even started his own vending machine business.

To foster independence, she develops signs and color-coded reminders that help individuals stay safe while alone in their apartments. She also works a flexible schedule that allows those she supports to determine when they need her and not be dictated by her schedule.

In addition to supporting community living and engagement, Dorothy advocates for people with disabilities to be included in activities that have traditionally been discouraged. Dorothy works effectively with individuals who have significant behavioral issues and she develops relationships based on dignity and respect.

“The transition from institutions to community living can be difficult, but with Dorothy assisting them, each of her clients has flourished in their new, independent lifestyle,” says Lisa Mathis, adult services program director for the Elizabeth Richardson Center.

C A L I F O R N I A

Connie Terranova (INALLIANCE) went above and beyond her job duties this year as an employment training specialist to support a woman, Tina, who decided to move out of her board and care home.

During the year, Tina experienced an unplanned pregnancy and had to be taken off all of her medications. Connie not only provided moral support, but stepped in to assist her with finances, banking, groceries

and doctors’ appointments.

Connie has developed a good relationship with Tina, providing her calm reassurance and filling the void as family. Connie is an advocate for what this woman wants, not what others want for her.



Connie Terranova

Here’s what Tina says about her friend Connie: “Connie helps me a lot when I am feeling sad or mad. She puts me back in a better place. Connie has always been there for me when I have been up and down, and she lets me get my crossword out and do it so that I feel happy. Connie helps me a lot.” High praise for Connie Terranova!

C O L O R A D O



Ernie Mason

Ernie Mason (Dungarvin Colorado) is a mentor, advocate and a friend to two young men—Larry and Scott—who face significant challenges.

Ernie, a 20-year veteran in the developmental disabilities field, is a home host provider. Larry has lived with Ernie for 10 years and Scott for seven years. Ernie takes them to church, to their weekly bowling league and to football games. They are also a part of family vacations.

Because both men have limited verbal skills, communicating with either man is not easy. Ernie tries creative approaches to foster communication, such as using an iPad for communicating with Scott.

Ernie also believes in supporting each man’s independence. While he encourages them to participate in the community, he respects their wishes when they simply don’t want to.

Scott’s mother says this about Ernie: “He keeps a positive attitude. He has improved my son’s quality of life and is in tune with him. He’s one of the best home providers I have come across.”

C O N N E C T I C U T

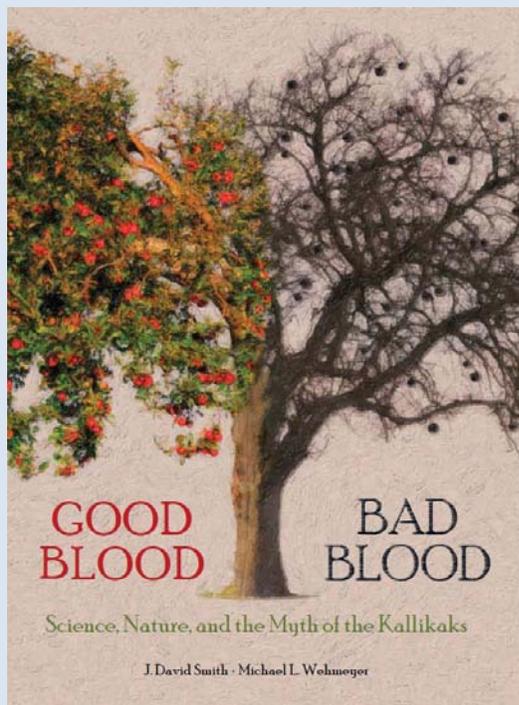
Andrea Reilly (Mosaic) makes it a habit to go above and beyond to be a leader. In April 2011 she relied on instinct, training and experience after a morning fire tore through the group home where she works.

Continued on page 13

Good Blood, Bad Blood Science, Nature, and the Myth of the Kallikaks

By J. David Smith ❖ Michael L. Wehmeyer

At the vortex of the American eugenics tragedy was the seemingly sordid tale of a “degenerate” family from rural New Jersey. Published in 1912, *The Kallikak Family* was a pseudoscientific treatise describing generations of illiterate, poor, and purportedly immoral Kallikak family members who were chronically



unemployed, “feeble-minded,” criminal, and, in general, perceived as threats to “racial hygiene.” Psychologist Henry Herbert Goddard invented the pseudonym “Kallikak” — from the Greek words *Kallos* (beauty) and *Kakos* (bad)—to illustrate the eugenic belief in the role of nature and heredity as unalterable forces leading to degeneracy, and his tale of the contrasting fates of the disparate Kallikak ancestral lines reigned for decades as seemingly conclusive proof of the hereditary nature of intelligence, feeble-mindedness, criminal behavior, and degeneracy. The starting point for Goddard’s moral tale was “Deborah Kallikak,” an inmate at his institution for the feeble minded.

Incredibly, as revealed in detail for the first time in *Good Blood, Bad Blood: Science, Nature, and the Myth of the Kallikaks*, Goddard had it all wrong. No degenerate line descended from the purported Kallikak progenitor. There were only people—some of whom had resources and access to education, others of whom were poor, uneducated, and cast into the cauldron that was urban America at the dawn

of the Industrial Age. The pseudonymous “Deborah Kallikak” became the poster child for societal fears regarding immigration, heredity, and racial integration, the flames of which were fanned by a select group of scientists marching under the banner of the new “science” of eugenics.

In the 100 years since publication of *The Kallikak Family*, the woman Goddard called “Deborah” has remained in the shadows of history, known only by the name forced upon her. Using new source material, *Good Blood, Bad Blood* tells her story in its entirety—in dramatic, narrative style—for the first time. This is a compelling story that is vital to understanding both this specific American tragedy and the history of efforts to manipulate the human population.

GOOD BLOOD BAD BLOOD: SCIENCE, NATURE, AND THE MYTH OF THE KALLIKAKS

By J. David Smith ❖ Michael L. Wehmeyer

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Andrea Reilly (left) with Debra

Fire, smoke and water damage forced its residents into a hotel for eight months. The change added an hour to her commute to support her friends, but she—and they—didn't miss a beat.

She was the familiar face they needed in this stressful

time. Andrea adjusted her schedule to maintain normalcy for them. She scouted out their temporary community and quickly had those she supports active in their new environment.

A Mosaic employee for 20 of her 26 years as a DSP, Andrea even kept those she supports involved in their self-advocacy group during those eight months: The Dream Catchers.

Kathy, whom Andrea supports, says Andrea helps her to be independent, shop, see her boyfriend and look beautiful. "These things are important to me, and I am happy she spends so much time with me."

DELAWARE



Henry Njenga (left) with Eddie

Henry Njenga (ResCare VOCA Delaware) is a quality support associate and has a lot of friends among the people he supports, because he treats them with dignity and respect.

The individuals Henry supports have great respect for him and look forward

to the days that he is working. One is always asking, "When is Henry coming back?" And Henry always takes time out of his day to talk to one particular individual when he's having a "bad day."

Henry shares a very special bond with one man and helps him to get out into the community and advocate for himself. He has taken him to vote; accompanied him on a trip to Washington, D.C., with the hopes of meeting the president; and to add a little fun to the mix, taken him to a local WWE wrestling match.

You can learn a lot about Henry knowing this: The people he supports enjoy helping him during his shift—one individual in particular calls it "teamwork." That is a very special compliment for this DSP of the Year!

GEORGIA

Rosa Norwood (Normal Life/ResCare) has a fitting name. "No other flower is so universally known and admired as that of the rose, and no one could have a more fitting name than our Rosa Norwood," says Sharae McMasters, who nominated Rosa.



Rosa Norwood

A natural DSP, Rosa creates an atmosphere of "I can!"—presenting choices to those she supports, not demands.

A DSP for 20 years, she is successful in creating numerous professional relationships in her community. A local dentist who in the past would not serve the individuals the agency supports agreed to help a person in Rosa's care—because of Rosa. Now the dentist is seeing several other individuals with developmental disabilities.

Rosa's specialty is helping those she supports in creating real friendships for people who would not otherwise be able to establish relationships. Her flexibility in dealing with different personalities is remarkable, and going that extra mile is routine for her. Rosa has even sacrificed numerous weekends to take an individual to visit her mother in a nursing home.

ILLINOIS

Lisa Schnell (Association for Individual Development) is in her fifth year as a DSP and works hard for the people she supports. She really connects with them, praising their accomplishments and encouraging them to pursue their areas of interest.



Lisa Schnell (left) with Sharon

She knows what resources are available in the community and even helped one individual to apply for a pre-approved mortgage loan so that he could buy his first home. She spent countless hours as his personal realtor, helping with the house hunting.

Lisa also assists those she supports in finding meaningful work with higher pay and more hours. Lisa served as a private tutor for one woman who wanted to attend a community college and supports others' educational and vocational goals by taking care of personal computer maintenance and repairs.

Lisa embraces the person-centered planning concept, making sure that the people supported have transportation to craft classes, bowling and other integrated community recreational programs. Lisa has even offered her culinary talents in weekly cooking classes, motivating her “students” to plan healthy menus.

I N D I A N A



Deidre Begley

Deidre Begley (Dungarvin Indiana) is in her 19th year as a DSP. Here’s what Linda Lane, who nominated her, says about this special DSP: “Describing what makes Deidre a great DSP is challenging. She has not made a single dramatic ‘newsworthy’ contribution to the quality of the individuals’ lives. It is

the quiet, almost unnoticeable quality of her focused and respectful interactive style that makes her contributions special. Unless you are sitting right beside Deidre, you might not even notice the subtle supports and reminders she provides the individuals.”

Two of the individuals she works with have lived together for many years with little family involvement. Deidre has them volunteering at a nursing home, participating in a Zumba dance group and attending a weekly “social café” in their community. Her style is so subtle that the people she supports never think they are being supervised, just living a normal life as equal partners in the learning process.

The mother of a woman Deidre supports offers great praise: “Deidre’s patience with our daughter is unbelievable. Simply put, Deidre has been the best thing that has happened to her and my family since she arrived at Dungarvin. She is the most kind, loving, patient and caring person we have met.”

I O W A



Chuck Larson (left) with Doug

Chuck Larson (Easter Seals Iowa) has a unique role in the disabilities field. For 22 years, he has been a rural rehabilitation specialist, supporting Iowa’s farmers who have disabilities.

In this time, he’s covered more than 750,000 miles and worked in Iowa’s 99

counties. It takes him five-plus hours on average to drive to a farmer who needs him.

He has worked with more 1,250 families, making homes and farm facilities accessible, developing one-of-a-kind modifications to farm equipment and encouraging farmers and their families to become active in community support groups.

Lifelong farmer Bill had an arm amputated in December 2005. Chuck arrived in February 2006. Together, they modified the hand controls on Bill’s equipment, and Chuck helped Bill find the perfect prosthetic to withstand farm life.

Today, Chuck is working with Doug, a farmer who became a quadriplegic after a hunting accident. “At the most critical part of my life, Chuck Larson was available,” Doug says. “He gave me hope that life could continue after a disability.”

When Chuck started this job, this program was one of the only of its kind in the country. Through his advocacy and leadership, 30 states now have programs through the USDA AgrAbility Project.

K A N S A S

Christina Johnson (TARC) supports multiple individuals who receive funding through the self-determination program at TARC.



Christina Johnson (right) with Alison

A DSP for 14 years and the mother of a daughter with Down syndrome, Christina recently earned DSP-Certified status by the National Alliance for Direct Support Professionals. As part of the credentialing process she created a professional portfolio containing eight work samples illustrating the quality of her work as a DSP. Here’s a sampling of her work:

- She supported participation in the self-advocacy movement, including attending two self-advocacy conferences with one individual, supporting the person in her campaign to run for elected office in a statewide organization and assisting her in forming a new local self-advocacy group.
- She formed a volunteer group, consisting of people both with and without disabilities, that adopted a local historic cemetery, providing maintenance and landscaping.
- She welcomed a person who was having difficulty with his residential provider into her own home, at the request of the support team. She also created a new picture-based communication system for this person.

Christina is a true advocate for those with disabilities.

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KENTUCKY



Debora Perks

Debora Perks (Community Alternatives/ResCare) has been a DSP for more than 30 years—14 at Community Alternatives—and is known for building strong bonds and trust with those she supports and their families. Debora supports two men and one woman, the latter of which has been a friend and “family member” for 19 years.

Debra has known one of the gentlemen she supports for 13 years, and the other man she supports recently moved into their group home. Both have flourished under her steady hand. Through Debora, the first man has become far more independent. The “newcomer” had a hard time adjusting, but Debora’s kind yet firm approach worked.

Recently, Debora and the woman she supports attended a family event. One member of Debora’s family even thought the young lady was one of their cousins because she’s always around.

About a year ago, the state guardian for this woman said a decision was made to move her to another city. Debora was devastated. She decided to fight, letting the state know she had been supporting this woman for 19 years. Thanks to Debora, the state reversed its decision.

LOUISIANA



Loretta Jones

Loretta Jones (Southwest Community Home/ResCare) has a knack for working with dually diagnosed men and makes it look effortless.

Many of the men at Southwest have a history of aggression, sometimes resulting in police intervention. No more. Loretta, the home manager and a DSP for 30 years, has created an atmosphere of camaraderie that is unmatched.

A few years ago, the home had an issue with standing water on the side of the driveway. The repair estimate was expensive, but the contractor mentioned that a simple run-off drain would fix the problem. Loretta and her men went to work with shovels and dug the drain—and it worked. The money saved was used for a dinner in the community for her team and to buy a game system the men continue to enjoy.

Times are not always easy though. A young man with especially challenging behavioral issues moved into the home in 2009. Loretta saw joy and kindness in him, and today, he is thriving.

Willie, one of the men Loretta supports, wrote a letter about her, and this is what he had to say: “Mrs. Loretta is cool like a cucumber. She is always nice and helps us from her heart.”

MAINE

Jessica Emerson (OHI) has been a DSP for three years at OHI and here are her attributes as listed by Rich Romero, who nominated her: intuitively guides people, rapidly fosters trust and support, a tenacious advocate, selfless, superbly creative and deftly proficient.



Jessica Emerson (left) with Jeff

Her advocacy work includes championing independent time for a person she supported when the person visited long-time friends in their homes; advocating against budget cuts for people with disabilities and for higher wages for DSPs in letters to state and federal legislators; and making visits to the state house to have personal meetings with legislators.

At OHI, Jessica cultivated a social network among six people supported in two homes, and her vision empowered them to further develop their relationships independently. She also took a semester hiatus from her master’s degree program in social work last spring to meet the needs of people supported.

And when Jessica’s supervisor handpicked her to temporarily work in another home to help rebuild its support team, the two people supported there lobbied for her to remain full-time after only two weeks.

MARYLAND



Ada Jackson (left) with Michael

Ada Jackson (Chimes) is very special at the Old Court residence in Baltimore. She was nominated by Rochelle Matthews, who says: “Her commitment, advocacy, sacrifice, creativity and proficiency in her position are evident in her relationships and good works. She has developed a deep level of understanding and caring for the four people she supports. They love her, and she returns their warmth in kind.”

“Fun” is the word when Ada creates and organizes an activity for the people she serves, and she takes a leading role in making certain that the event will be educational, enjoyable and—above all—safe for the individuals to attend. She has also often given her weekends to help individuals build necessary integration and communication skills, which are fun but necessary, like learning to cook.

She has worked in the disabilities field for 48 years—20 of which at Chimes—and her contribution goes beyond those she supports; she is a cornerstone of information for new support staff and a gentle, yet firm, mentor. Those who work with her cannot help but be touched and improved by the experience.

MINNESOTA

Tom Mohrland (Dakota Communities) is a senior advocate, CPR instructor, trainer, mentor and friend. He’s worn many hats since becoming a DSP in 1991 at Dakota Communities and impacted many lives.

Sixteen years ago, Tom planned what was a simple barbecue for people living at his Kennelly Home. Today, that small event is the agency’s annual Chili Party—a much loved and anticipated party for friends and family members that also brings together legislators and self-advocates.

Perhaps the greatest impact Tom has made, however, revolves around



Tom Mohrland (right) with Dave

his relationship with Mark, who suffered from depression, obesity and co-morbidities. At the time, Mark needed a role model, a friend, someone to help him change his life.

Enter Tom, who encouraged Mark to become his partner in a “Ways to Wellness” program—a lifestyle change involving exercise and healthy eating. Tom altered his own

eating and activity level and began doing things *with* Mark versus doing things *to* him.

Now, Mark’s depression and self-doubt are gone. He has lost 100 pounds and has a new passion for life. Talk about making an impact!

MISSISSIPPI

Clara Penton (Brandi’s Hope Community Services) possesses great passion for the people she supports. On any given day, you might find her helping someone get their taxes done, hemming up pants so they fit, finding just the right wig for someone who has lost their hair or planning a big party to celebrate a great accomplishment.



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Clara Penton

Clara is always busy and is described as “a natural advocate who has an ability to help individuals find their own voice.” That is a huge compliment for any DSP.

After Hurricane Katrina slammed the Gulf Coast in August 2005, Clara took the initiative, finding food, water and shelter and completing FEMA documents for the people she serves. She organized local cleanup efforts for their homes and for the day program center where she worked, and she was

instrumental in one family receiving a new home through Habitat for Humanity.

She’s also a job coach, often going that extra mile to ensure that the individuals she supports are busy and involved, and a peer mentor to other DSPs, gladly sharing her knowledge and demonstrating her skill set. Her passionate approach has improved the quality of life for everyone she works with and supports.

MISSOURI



Ryan Hassani-Sadi (right) with Thomas

Ryan Hassani-Sadi (Concerned Care) is called the “go to” staff member for the agency’s most challenging people. Ryan began working at Concerned Care in 1999 as a day center activities assistant and played a key role in turning that program into a “day program without walls”

before beginning to support Thomas in 2007. He’s also the interim coordinator for 14 individuals in his division of the agency.

Ryan is described as “a crucial front-line employee who over the years has sacrificed his valuable time...and his limited financial resources to make a fulfilling, rich life for the most challenging people we support. He has put people with disabilities first for 13 years.”

His work with Thomas is well known. Thomas’ autism presents an array of challenges, and Ryan had to be creative, which led to his receiving the “Midnight Swimmer Award.”

Integration into the community is challenging for Thomas, so Ryan began taking Thomas to a public pool when it was least crowded. Now Thomas swims during the day while the community center is full of people. Once isolated by his disabilities, he now enjoys a variety of activities in the community—thanks to Ryan.

MONTANA

Diana Ford (ResCare HomeCare)

is a DSP with an attitude—described by others as selfless, caring, loyal, generous, filled with love and compassion and giving of herself and her time. Barbara, who Diana has supported since 2008, calls her the “Energizer Bunny.”



Diana Ford (left) with Barbara

Two years ago, Diana’s husband was in a terrible automobile accident that left him permanently disabled. Now, in addition to Barbara, Diana provides supports to her husband as well. She even helped make another person who was near the end of her life as comfortable as possible.

Barbara—who is 72 years old and wheelchair bound—wrote a letter in support of Diana’s nomination. In it she said, “I firmly believe that if Diana had not come into my life when she did, I and many others would not be here today.... Her time working far exceeds the hours she writes down on a time card.”

Diana cooks and cleans her apartment, and every night before she goes to bed, she calls Barbara—even if she was with her only an hour before. She also volunteers many hours a week to take Barbara to her disability advocacy group meetings.

Says Barbara: “I am truly honored and blessed to have sweet, precious Diana in my life.”

NEBRASKA



Evan Engel

Evan Engel (Mosaic) is a direct support associate who works in supported employment, helping individuals find jobs and keep them.

One young man wanted to be a cashier, so Evan developed a training program on his own so that he could have the required skills. This man’s support team and his family have requested that only Evan work with him. Here’s what this man’s mother said about Evan: “He has done wonders for my son. He is so

dependable and courteous. He always calls to keep me informed.”

Another man Evan supports applied for a job at a local restaurant. While reviewing the employment application, Evan noticed what he knew to be an illegal medical history question. He told his supervisor,

and they contacted the employer, who seemed indifferent. Evan followed up with the Equal Employment Opportunity Commission. In a subsequent visit to the employer, Evan found that as a result of his phone call, the employer had taken the illegal question off of the application.

Evan has provided support to a third man who is now in the community working. Through Evan's assistance, he has progressed to the point of not even needing a job coach at the work site. These are but three examples of Evan's great work.

NEVADA



Jasmine Goeschl (center) with Bridgette and Phillise

Jasmine Goeschl (Dungarvin Nevada) is easy to spot: She's the combination day program director/DSP with the big smile. Along with that smile are the characteristics that make her so effective with the

people supported and with her staff: positive and outgoing; tons of patience; a heart that cares; and a strong belief that everyone can excel and learn.

Daily, she faces a lot of challenges with the varied disabilities of those she serves. Along with her day program director's job, she also dons her DSP cap to accompany individuals on community outings and is always developing new ideas for community involvement, whether at bowling alleys, stores, car washes, amusement venues or restaurants.

Jasmine has two young children, and one of her goals is that her children will grow to be caring, supportive and understanding adults who will carry on her passion to help those with disabilities.

The siblings of a woman Jasmine supports says that when their sister is going to the day program, she always wants to know one thing: "With Jasmine?"

"[We] cannot begin to say enough about how pleased we are to have... Jasmine in our lives," they said. "When [our sister's] world is better, so is ours."

NEW HAMPSHIRE

Robin Carlson is a leader; a mentor to many DSPs in New Hampshire; a home provider for more than 25 years to two gentlemen; a cancer survivor; and now she is the state's DSP of the Year for 2012. A DSP for 26 years, she is a member of the state Quality Council, sits on the Board of Directors

for the New Hampshire DSP Conference and works tirelessly to bring a voice to the New Hampshire DSP workforce.

Last year Robin became very ill with cancer and had to undergo chemotherapy. Her focus remained on keeping the people she supported in their home—

despite her condition. Now that her cancer is in remission, she is using her experience to highlight the importance of developing and nurturing connections with the people she supports. "They are my true teachers in this field," she says. "I have done workshops and written articles about our lives together. The main message is that relationships are what makes life worth living."

"Robin is the most deserving of this award of anyone I have ever known," says Lori Raymond, who nominated her. "She inspires us all to be better human beings."



Robin Carlson (right) with Frank

NEW JERSEY

Luba Pikanin and Sharon Stewart (Neighbours Inc./ Highland Park) are jointly honored this year in the Garden State. These two DSPs of the Year are affectionately known as "Team Judith" for their loving care and support of Judith Hilton, who passed away in 2011.



Sharon Stewart (left) with Judith

Judith was born in 1962 with Downs syndrome and diagnosed with Alzheimer's in 2004. Well known in her community, Judith was a beloved restaurant worker for 20 years, a celebrated athlete and a friend to many.

Luba became part of Team Judith in November 2006 and Sharon in February 2007. The other members of that team are Father Hank Hilton, Judith's brother, and her sister Sarah. Father Hank, along with Neighbours Inc., nominated Luba and Sharon for this honor.

Of these DSPs, Father Hank writes: "News of your contest gladdens my soul. It gives me hope that perhaps the world will find a way to honor Luba Pikanin and Sharon Stewart for bringing light, happiness, and peace into the final years of one very special lady, my baby sister Judith Hilton.... Single them out as a team model for what direct support folk can aspire to do and to be."

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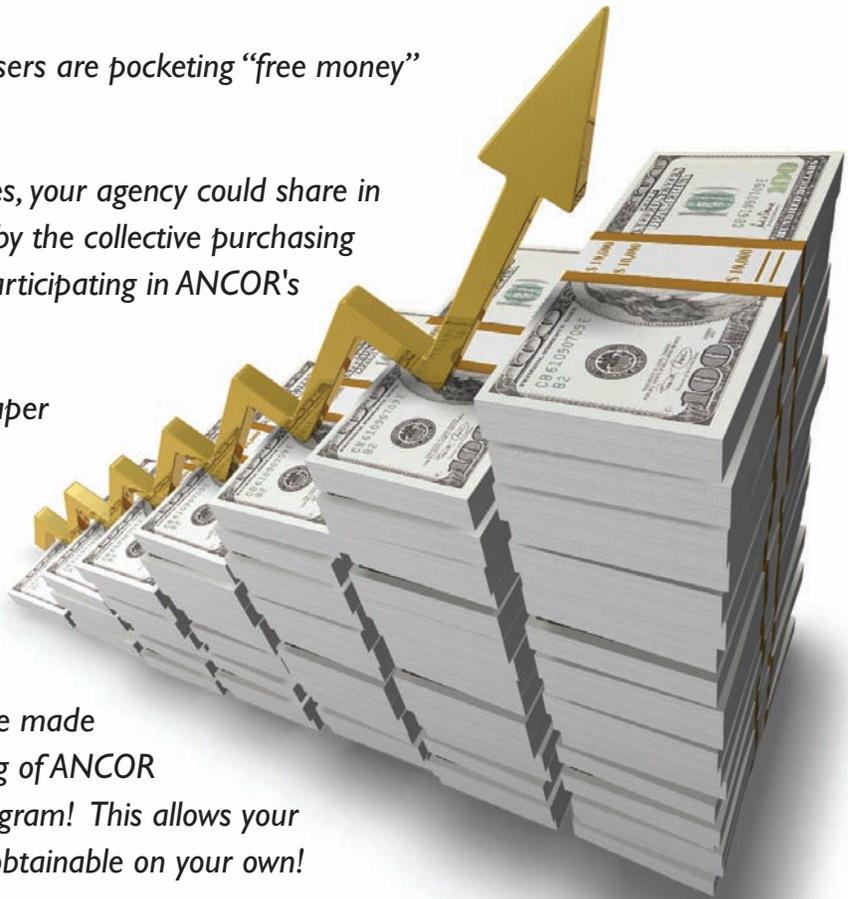
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Luba Pikanin (left) with Judith

And we have this from Mary Kneuer, the support coordination specialist for Neighbours, who wrote, “Luba and Sharon truly loved and did not count the cost. More than any others, Sharon and Luba modeled complete acceptance of Judith, regardless of her illness. Until the day the illness killed her, Sharon and Luba made Judith smile and respond and empowered others to do the same, to keep loving the one they had loved so mightily.”

To date, Sharon has just begun working at Riverview Hospital in the delivery room. After Judith died, Luba returned to Russia for six weeks to take care of her ailing mom. “She is now filling in for friends who do home health work. She’s finding it hard to re-commit to another person who she’ll love as much as Judith. The loss has hit her very hard,” Kneuer said.

NEW MEXICO



Andrew Toney

Andrew Toney (Dungarvin New Mexico) is easy to describe: He is a DSP making a difference—and that’s why he’s New Mexico’s DSP of the Year.

Andrew, a DSP for 15 years and a Dungarvin employee for seven, has worked at a number of homes, but has been at his current location

(Mayflower) for three years, supporting three men.

Before moving to the Mayflower home, Andrew—who never turns down a challenge—worked with other individuals with extremely challenging behaviors. He has a calm approach and a positive attitude that combine for successful relationships with those he supports.

Andrew has declined opportunities for promotion because of the positive relationships he has with the men at Mayflower. And his work with one of the men is especially illustrative of his effectiveness.

Before Andrew arrived at Mayflower, one of the men very rarely left because of mobility issues. After his arrival in 2010, Andrew began working with this man in his day habilitation program. Today, this man spends four hours a day out in the community. He is thriving, walking with more independence and participating at a community center and in a drum class.

NEW YORK

Michael Davis (Cerebral Palsy of Westchester) has made an impact on the lives of many individuals in his three years as a DSP/respite worker, especially in the lives of two young men: Miles and Cory.



Michael Davis

Miles recently graduated from an out-of-state residential school, moved home temporarily and then moved into a residential facility operated by CP Westchester. Michael provided both emotional and physical supports during this difficult transition, and the two formed a strong bond, spending many hours together talking and sharing interests. When Miles moved into his new group home, Michael moved in as well to become a DSP and make yet another transition less stressful.

Michael recently left the group home and has moved into the family home of Cory, who will soon be going to college, and in doing so has formed another special relationship with the whole family. The two men have become very close and look forward to spending many years together when they move from the family’s home into a college dormitory.

NORTH CAROLINA

Roz Epps (Community Alternatives North Carolina) is a licensed alternate family living provider who, for more than seven years, has been providing 24-hour supports to two of the agency’s most challenging people.



Roz Epps

Both have extensively challenging behaviors, from breaking plates to barking like a dog to spitting everywhere—even in their food. After living with Roz for seven years, the two have made major strides in personal hygiene and social skills and do not experience any of the behaviors described.

Roz, who has worked at Community Alternatives for 14 years, has made several sacrifices in her personal life to be able to maintain the level of support needed for the people who live with her. She has been able to build a strong, stable and trusting relationship by integrating them into her daily life and engaging them in daily activities.

In nominating her, the agency says she is the ideal team player, who is strong on communication—a hard worker who is both sincere and unselfish with the supports she provides.

NORTH DAKOTA



Savannah Poitra

Savannah Poitra (HIT, Inc.) works at a busy adolescent home with young people who require support in all aspects of their lives. Savannah, a DSP for five years, understands and appreciates the necessity of being able to communicate.

One young man has a very limited vocabulary, and she knew it would be hard for him to participate in the community and have an enjoyable social life. So she learned to read his facial expressions and interpret his body language. While she helped him expand his sign language vocabulary, she took it one step further by making instructional copies of the sign language to share with others in his life so they can encourage him to communicate. She even hung signs in his bedroom so he could use them as a reference.

Savannah is also a strong advocate for people with disabilities. She ensures that the medical needs of those she supports are being handled properly, often coming up with ways to overcome boundaries and making personal sacrifices to work weekends and cover extra shifts. She leads by example by helping other DSPs to develop their own skills to better serve those they support.

OHIO



Salifu Kabba

Salifu Kabba (Dungarvin) has been employed as a DSP with Dungarvin for the last 10 months and has made a big impression. Although this is his first year at Dungarvin, he has been working in the disabilities field for 15 years.

He's made a major difference in the life of one young man he supports—Antonio.

Antonio enjoys helping feed the homeless, so Salifu takes him to the food pantry where he helps with the food distribution. He's also helped Antonio improve his computer skills by taking him to the library and teaching him to use Microsoft Office. Not only has he developed valuable skills, but he's now comfortable being out in the community as well.

When Salifu began supporting Antonio, his designated payee was not fulfilling her fiduciary responsibilities; as a result, he was not receiving his necessary financial assistance. Salifu documented his observations, providing detailed information about this issue and his team at Dungarvin corrected the problem.

"Mr. Kabba treat[s] me like a son," Antonio says. "I wish Mr. Kabba will be [here] forever."

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Diana
Collins



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Loretta
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Henry
Njenga



Rosa
Norwood



Debora
Perks



David
Pitts



Sheila
Smith



Veronique
Sudbeck



Yuka
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O K L A H O M A



David Pitts (left) with Robert

David Pitts' (ResCare) excitement for working with people with disabilities is apparent to everyone he comes in contact with—inside and outside of work.

David, who has been working for ResCare for seven years and in the field for more than 15 years, isn't one to sit

on the sidelines while the individuals participate in their community. Instead, he volunteers every year as a certified coach for the agency's Special Olympics teams.

As the acting secretary and coach for "Team Tulsa," David arranges practices and assists the team with their applications for the games. Recently, Team Tulsa returned from the winter games boasting a load of medals. The team also plans to attend the summer games in May under David's leadership.

For the past five years, he has also volunteered as the coach for a bowling league for people with disabilities. The league bowls one night a week throughout the year and David never misses a night.

For some, providing support to people with disabilities simply means showing up for work. For David, it means ensuring the individuals don't live life on the sidelines, but actually get out and enjoy it!

O R E G O N



James Lewis (right) with Allan

In his six years as a DSP, **James Lewis** (Community Support Services) has never missed a day of work or a shift.

James has the ability to be flexible, whatever the situation—whether it is finding someone's food

box, assuring a guardian who is upset with an individual's house or supporting a person who is going through the court system. "He never loses his cool and is able to get what is needed done without the person ever feeling humiliated or threatened," says Nina Watkins, who nominated James for the honor.

James solves problems, too. He supports several individuals who have a dual diagnosis. When one man's insurance coverage for his

anti-psychotic medication was dropped, James contacted the drug manufacturer, submitted the paperwork and was able to get the medication donated.

Watkins tells us a lot about this talented DSP: "He sees each person's life through their eyes and walks along beside them, treating each person as an individual. James ensures that each person has a voice and provides supports that are important to and important for the person."

P E N N S Y L V A N I A

In 1966, **Marie Hesser** (Keystone Community Resources, Inc.) made a lifelong commitment to improve the quality of life for people with developmental disabilities. Now, she is in her 46th year at the same agency where she started.



Marie Hesser (left) with Mary Jo and Renita

Today, she carries two titles:

program manager and DSP. This talented and strong woman helped pioneer the change from large institution-like settings in Pennsylvania to small community homes.

To say that Marie can do it all is an understatement. She has those she supports active in the community. She advocates for them. She teaches them independence and to believe in their abilities.

Marie treats the people she supports as she treats her own family, spending every holiday to spend time with them and even cancelling vacations to cover staff shortages.

Rebecca Hokien of Keystone nominated her for Pennsylvania's DSP of the Year honor and seven of her words say it all about this pillar of dedication and strength: "Marie Hesser is one of a kind."

S O U T H D A K O T A

Kristin Foerster (Northern Hills Training Center) attended her first Special Olympics swimming practice in January 2010 and was hooked, so to speak, on the individuals she supported there. But volunteering was not enough.

In June 2010, she began work as a DSP at Northern Hills. Now almost two years later, she is South Dakota's DSP of the Year.

Continued on page 25



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Kristin Foerster (right) with Pal

Before Kristin began working with Pal, he had difficulty developing relationships and would stay in his room alone. Kristin patiently drew him out, helped him get out into the community and together they attended a two-day Partners in

Policymaking conference in Rapid City, South Dakota.

Pal's mother tells us a lot about Kristin, the DSP: "As a parent of an adult with a disability, I cannot begin to express my gratitude for staff such as Kristin. Having Kristin in my son's life gives us a sense of peace and well being. He would not be the young man he is today without her positive influence in his life."

T E N N E S S E E



Adrian Walker (left) with Alex

Adrian Walker (Shelby Residential & Vocational Services) is in the business of transforming lives. A DSP for 14 years, he has changed the lives of two young men—two reasons he was named Tennessee's DSP of the Year.

The first man was born with profound intellectual disabilities and faced insurmountable odds. After both parents died, he was placed in a SRVS home for the medically fragile. There, Adrian challenged him, teaching him to creatively communicate using a headpiece attached to his wheelchair.

Today, this man is fully functioning and independent, living in a home of his own with a roommate. Adrian helped him study for school, taught him how to dance with his wheelchair, and helped him graduate from advocacy training from the Partners in Policymaking Institute.

The second young man has learned to control his behaviors and how to verbally communicate, thanks to Adrian. The self discipline he has instilled has led to this man working in an occupational workshop—a first. His mother wrote this about Adrian: "He has opened up my son's world and made him feel like he can accomplish more things in life. He has helped my son gain his life."

T E X A S

Veronique "Nique" Sudbeck (Educare/ResCare) and the three ladies she supports at the Pinion Group Home have a very special bond that has been formed in the last 18 years.



Veronique Sudbeck (center) with Rachel, Virginia, Jerry Sue, Bethany and Anita

Nique has been working 16-hour weekend shifts at the home for all of those years and has refused many offers to move into management so she can remain in her DSP role. However, because of the diminishing pay of direct care staff, she also works as the agency's psychological assistant.

Nique keeps these ladies active in their community. A typical Saturday involves garage sales, eating out, bowling and gathering up stray animals in the neighborhood to take to a rescue shelter.

Advocacy is a Nique speciality. Whenever a reduction in a reimbursement rate is proposed, she heads for the local representative's office to discuss how badly this will affect the agency's individuals.

Like most DSPs, Nique has made her share of sacrifices to remain a direct support staff for so many years. When her daughter went to college last year, Nique left for just long enough to get her settled in—she didn't want to miss any fun with the ladies.

U T A H



Mele Fangupo (right) with Dave

Mele Fangupo (Dungarvin Utah) approached Dungarvin Utah in 2009 wanting to be a host home provider. After completing the required training, she waited for more than a year for the right person to knock on her door.

Then one day, he knocked—and it's safe to say that she jumped into the role with both feet. She opened her heart and her door to Dave, and pretty soon, her children were calling him "uncle." He's now family.

Today, Dave accompanies Mele when she runs errands or goes to church, and he loves family parties. He had a pattern of developing

unhealthy relationships, so Mele makes certain he spends time with people who help build him up and develop the confidence he lacks.

She is a natural when it comes to managing the day-to-day tasks of the job, whether it's completing paperwork or interacting with the other professionals who work with Dave. Mele handles each situation with expertise and professionalism.

Supporting Dave has been a challenge that Mele would not have missed. She tells everyone—without reservation—that her life is richer since he walked into it.

VIRGINIA



Sheila Smith

Sheila Smith (ResCare Home Care) is a certified nursing assistant (CNA) who demonstrates a true passion for what she does—and who she does it for—day in and day out. There's always a smile on her face, whether she is passing through the office or working out in the field. The people she supports trust her and know that she is a professional.

Hannah Overstreet, who nominated Sheila for the DSP of the Year award, says of this CNA, who has been working in the disabilities field for eight years: "Sheila is one of the most organized and efficient employees that ResCare could ask for. She really is 'on top of it.' She is able to perform her daily assigned schedule and fill in on open shifts when available. Sheila is a star employee and an asset to our team. It is always a pleasure to work with her."

One of the individuals she supports has anxiety issues, and thanks to Sheila's consistency and talent, she has helped her maintain a comfortable environment. It's always about those she supports for Sheila.

WASHINGTON



Diana Collins

The story from Jenna Palmer about **Diana Collins** (ResCare) is most interesting: "Last July, I got a phone call that would prove to be life changing for some of the people we support in Bellevue.

"A friend called from another caregiving agency to rave about an employee who was transferring to the area to be closer to her son. She made it crystal clear that Diana Collins was an asset I didn't

want to pass up."

Jenna paid close attention and hired the 22-year veteran DSP. "She is in her 60s, but can run circles around caregivers half her age. I don't recall a time she has ever said no," Jenna says.

Diana currently provides supports to five individuals in four cities and works from 7 a.m. to 9 p.m., five days a week.

She never has to be told what to do. She communicates well with the administrative staff, always alerting them to any changes in the individuals' health and schedules. Those she supports sing her praises, and her colleagues call Diana "a stellar employee."

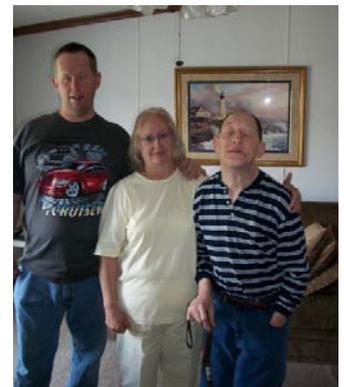
WEST VIRGINIA

Jeannette Penix (REM Community Options) is a hard-working DSP who consistently provides great supports along with compassion and companionship.

She treats the men she supports like family and introduces them to new and exciting experiences: They go fishing, to a farm, bowling and eating out. The families of the men she supports even include her in many of their activities, such as family gatherings, reunions, cookouts and holidays.

She is an effective and patient DSP and her work with one man, in particular, is especially worth mentioning. This man was acting inappropriately in public and rarely went into the community due to his Tourette's Syndrome. Through Jeannette's continued encouragement and trial and error, he is now very active in the community and works at a local fast food restaurant.

A DSP for 26 years, Jeannette has worked with REM for the past 10. Says Jennifer Meador of REM, who nominated Jeannette: "I feel that if all DSPs could be as compassionate and dedicated to their individuals as Jeannette, there would be major milestones achieved by everyone who has a disability."



Jeannette Penix (center) with Travis and Richie

WISCONSIN

Michael Honeywell (Dungarvin Wisconsin) is relatively new to his career as a DSP; just a little more than a year ago, he was a farmer. He has completed his "freshman year," but his skills, maturity and leadership abilities make him seem like a seasoned DSP.



Michael Honeywell (right) with Aaron

He's currently supporting a young man, Aaron, with a plethora of challenges, but Michael managed to build a relationship with his strong, steady and calm way and has changed this man's life.

Because Aaron's access to the community is restricted, Michael had to get creative. Not a problem. "Let's do some farming," Michael said. So he and the young man planted a garden. It calmed Aaron down, brought him happiness, and by eating the fresh produce they grew and working out together daily, Aaron has lost 30 pounds.

Aaron's guardian says this of Michael: "I can't recall the last time I've seen this young man express such bonding with an adult male. Without question, Michael has been a stabilizing force."

Today, Michael is plowing new ground as Wisconsin's DSP of the Year. ♦

Congratulations Savannah Poitra!! North Dakota's DSP of the Year



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CONGRATULATIONS KRISTIN



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Congratulations and Thank You to our ANCOR 2012 DSPs of the Year!



We deeply admire and appreciate your commitment to the people we serve and our mission!

Deidra Begley (IN)

Michael Honeywell (WI)

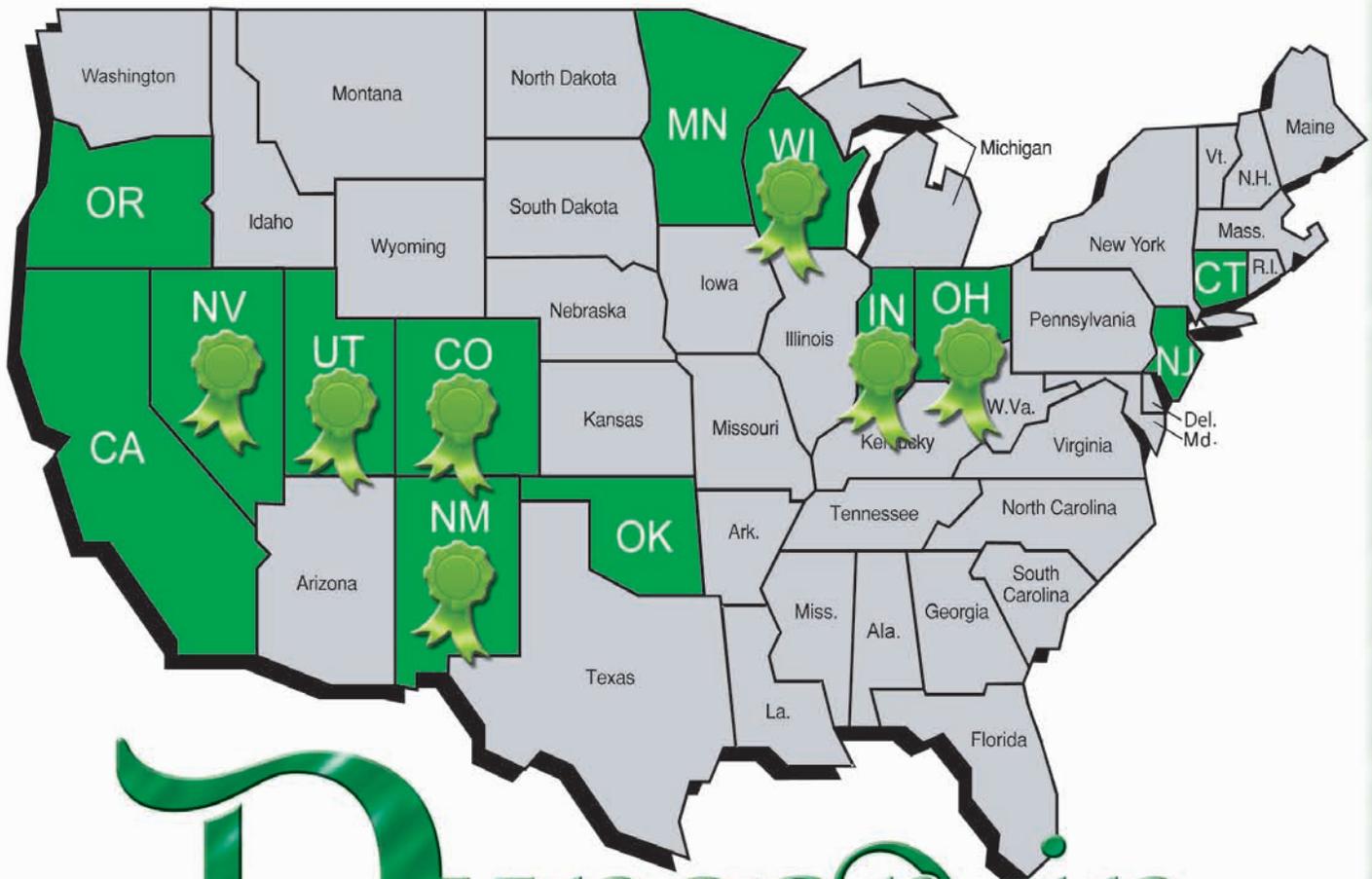
Andrew Toney (NM)

Mele Fangupo (UT)

Salifu Kabba (OH)

Ernie Mason (CO)

Jasmine Goeschl (NV)



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and to all the
other DSPs
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CONGRATULATIONS TO CHUCK LARSON!

Rural Rehabilitation Specialist for Easter Seals Iowa Rural Solutions Program

Easter Seals Iowa Congratulates Chuck Larson, ANCOR's 2012 Direct Support Professional of the Year for the State of Iowa.

Chuck has brought the Easter Seals mission to life for Iowa farmers and their families, helping them to believe in the possibilities and be able to return to their passion, farming, after a life changing disability.

My life forever changed in a second when I became a quadriplegic after a hunting accident. As you can imagine, after such a tragic accident, I did not know where to turn. At a most critical part in my life Chuck gave me hope that life could continue after a disability.

~Doug Eshelman, Farmer
ALTOONA, IOWA

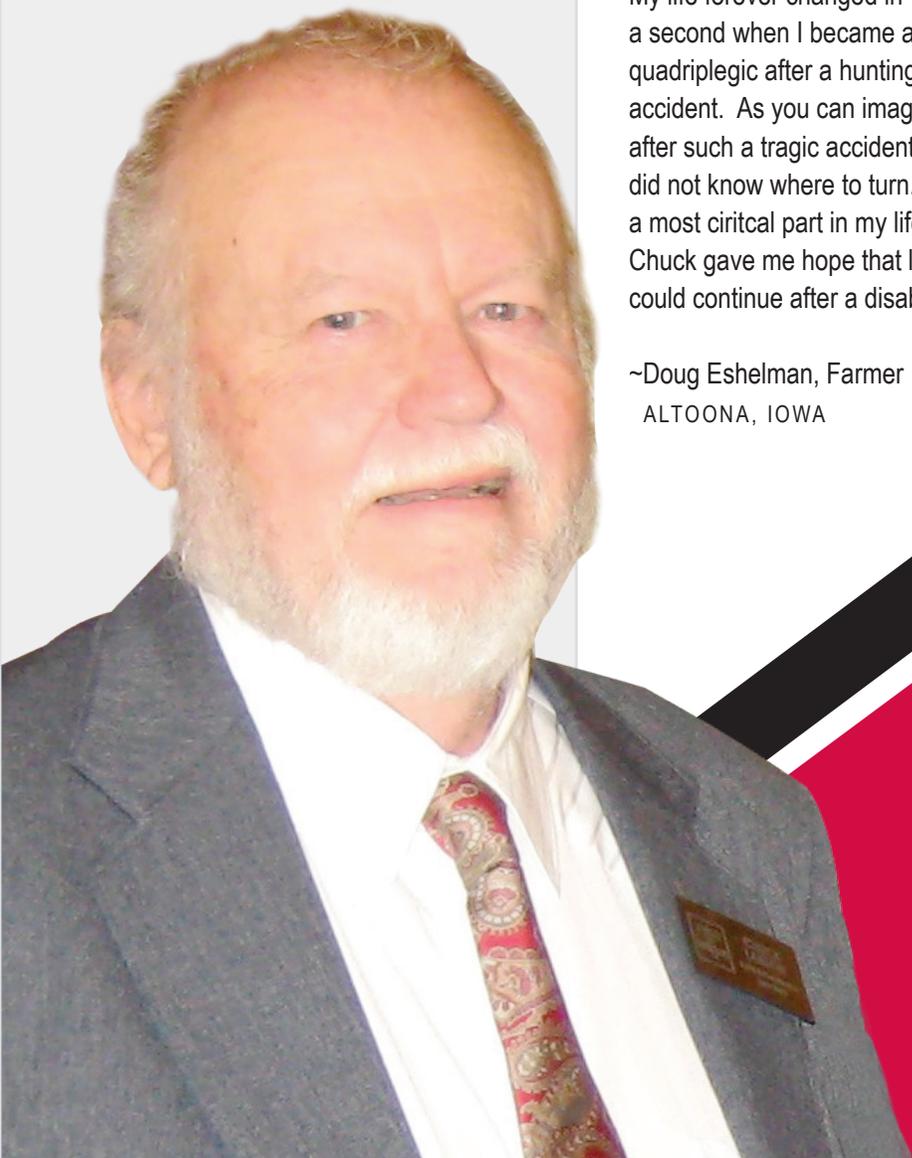
After my amputation, many medical professionals encouraged me to give up farming. I had the desire, and Chuck Larson was the tool that made it all possible. He believed in me and my goals when most others encouraged me to give up farming.

~Bill Sandquist, Farmer
ADEL, IOWA



The mission of Easter Seals Iowa is to provide exceptional services to ensure that all people with disabilities or special needs and their families have equal opportunities to **LIVE, LEARN, WORK** and **PLAY** in their communities.

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Congratulations
to
Luba Pikanin
and
Sharon Stewart



—Judith's
spectacular
Jersey Girls



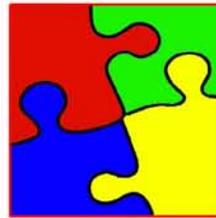
Luba Pikanin and Sharon Stewart,
shown here with Judith, are the
2012 DSPs of the Year for New Jersey

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Arizona DSP of the Year

Congratulations Jeannette Penix!

ANCOR's 2012 Direct Support Professional
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The MENTOR Network salutes all nominees and recipients of
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Congratulations to Tom Mohrland: ANCOR's Minnesota Direct Support Professional of the Year!



As an outstanding employee of 21 years, Tom exemplifies the values of Dakota Communities in his work and friendships with people every day:

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Thank you, Tom! We are thrilled to see you recognized for your hard work and dedication.



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*Clara
Penton*



ResCare salutes the 2012 Direct Support Professionals of the Year!

David Pitts
OK

Diana Ford
MT

Rosa Norwood
GA

Veronique Sudbeck
TX

Debora Perks
KY

Henry Njenga
DE

Roz Epps
NC

Yuka Ungwiluk
AK

Diana Collins
WA

Loretta Jones
LA

Sheila Smith
VA

*We are especially proud of the 11 ResCare honorees.
You embody ResCare's commitment to our mission and the people we serve. Congratulations!*



Congratulations to Alabama's Direct Support Professional of the Year!



Carolyn McCoy

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Congratulations Ryan Hassani-Sadi! Outstanding DSP in Missouri 2012



From the Board of Directors, team members,
family and friends and the people we serve at
Concerned Care, Inc.



Andrea Reilly
Connecticut

Mosaic congratulates its state winners for Direct Support Professional of the Year.



Evan Engel
Omaha, Neb.

Through its landmark National Advocacy Campaign, ANCOR continues to provide a strong voice in Washington for the direct support workforce on issues that impact their ability to provide quality supports to millions of Americans with disabilities. To honor the long term supports and services workforce, ANCOR has announced the recipients of the 6th Annual Direct Support Professional Recognition Award competition. There's no question that direct support professionals

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