



## from the director: FULL INTEGRATION INTO OUR COMMUNITY

These are challenging but exhilarating times in our field. There are multiple initiatives designed specifically to integrate people with disabilities into their communities. As providers it is our charge to prepare each person we serve for integration and give them the skills and awareness necessary to successfully take their rightful place in society.

While we prepare people for the community, we must also ask ourselves if we are doing enough to prepare the community for people with disabilities.

Do we promote accessibility and the removal of barriers within our community or even within our own organizations?

We are all familiar with ARCHITECTURAL BARRIERS, they are the most visible and obvious restrictions such as narrow doorways, too small of restrooms, no ramps for access to get into a building or the absence of braille signage for directions.

The less obvious barriers are ATTITUDINAL BARRIERS or how an individual is treated within a business or organization. Is language used that is offensive to people with disabilities? Are people with disabilities asked for their opinions or for their input, and if so, is it used?

There are FINANCIAL BARRIERS as well. Funding should be adequate for meaningful services and if there is not then

advocating for legislation to provide the necessary funding should be promoted.

TRANSPORTATION BARRIERS keep an individual from accessing services, entertainment, education or other locations that would greatly enhance their life.

COMMUNICATION BARRIERS may mean the absence of a TTY or teletype machine or the absence of materials that present information in an understandable manner. Technology can be used to enhance communication, such as recorded oral presentations or larger print for people with vision impairments.

These are just a few of the types of barriers that people with disabilities face on a day-by-day basis. To truly enhance the quality of life of those we serve we not only need to be aware of the individuals' skills and their community readiness, but we must also help prepare the community to be accepting and accessible to them. We must prepare each person to identify barriers they face and advocate for themselves in a way that is mutually beneficial to everyone.

The problem with service accessibility is not necessarily the content of the service but the level of ease each person can access it.

**[what's inside?]**

**STAFF OF THE YEAR | SIFFRIN GOLF OUTING | BOARD MEMBERS**

# SIFFRIN APPRECIATION LUNCHEON

## Dale Richards & Siffrin staff commended for service

2014 Staff of the Year, Dale Richards, was among the award winners at this year's Siffrin Employee Appreciation Luncheon held on July 8 at The Quarry Golf Club. Other staff recognized included Angela Kantner, Annette Estrella and all staff working at The Bridge day service site in Stark County.

Siffrin also proudly recognized Patrick O'Neill President and CEO of The O'Neill Group as the 2014 Partner in Community Service. Each year, Siffrin recognizes a business at the luncheon for their commitment to serving the community and people with disabilities. Siffrin partners with The O'Neill Group for insurance coverage including property, vehicle and liability insurances. In addition, The O'Neill Group has also been the presenting sponsor of the Siffrin Golf Outing for the past six years. In doing so, Patrick sits on the golf outing committee, helping plan the event and allows employees to volunteer their time at the Siffrin fundraiser.

The Staff of the Year award is the highest honor an employee can receive. Dale's supervisor, Kachina Conway Director of Community Support Services, nominated him for the award stating, "I hardly ever see Dale in the office because he is always out providing services to people." Dale has been employed at Siffrin since 2007. As a post-retirement job, Dale has been a committed and dedicated team member of the Community Support program. There is not much Dale wouldn't do, or hasn't done for those he serves.

The Paul and Beverly Konovsky Team Award was given to The Bridge day service program of Stark County. The Bridge staff work extremely well as a team to deliver day services and transportation to more than 120 people on a daily basis. In 2013, The Bridge of Stark County planned and organized more than 800 activities in the community. In addition, The Bridge team also successfully achieved a 3-year accreditation from CARF International this year, receiving no recommendations or consultations from the survey team.

Angela "Angie" Kantner and Annette Estrella were both



TOP LEFT: Patrick O'Neill and Brad Vincent    RIGHT: Dale Richards    MIDDLE: Angie Kantner, Brad Vincent and Annette Estrella    BOTTOM: Jennifer Mattern, Crystal Wike and John Konovsky. SEE MORE SNAPSHOTS FROM THE LUNCHEON ON PAGE 6.

awarded 2014 Our Own Award. The Our Own Award is given to those staff who treat the people they serve as if they are their own family members. Angie and Annette both exemplify the meaning of this award and will always be honored with their name on the Our Own plaque that hangs in the Siffrin office lobby.

Congratulations and thank you to all Siffrin staff for your hard work and contributions throughout the year to those we serve!

# Site to be seen

VISIT THE NEW SIFFRIN WEBISTE  
**SIFFRIN.ORG**

Along with the new color scheme at Siffrin, a new website has recently launched at [www.siffrin.org](http://www.siffrin.org). The site features many photographs, a few videos and testimonials regarding Siffrin services. In an updated and user-friendly format, the site will be edited regularly with new programs and developments occurring at Siffrin. We hope you'll click on over and enjoy the new and improved website on a regular basis.



On July 11 two representatives from Stir It Up Self Advocacy Action Group, Ricki White and Michael Klaus, visited The Bridge in Canton from the Youngstown area. Ricki and Michael are avid self-advocates and are committed to spreading the word and helping other people become stronger advocates for themselves and others.

The message of the presentation to The Bridge Day Services participants was "Stand Up for Yourself!". Michael and Ricki explained why and how you can become a stronger advocate, and one of the first things you should do is let people know how you feel, what you like and what you don't like.

Stir It Up Self Advocacy Action Group was created in 2013. Michael and Ricki both attended a self-advocacy training and formed the group to be able to become more involved with helping others find their voice.

## STIR IT UP SELF ADVOCACY GROUP

"This is something I want to do to help people," said Michael following the presentation at The Bridge. "We go to different groups and talk to them about self-advocacy and try to get them to be a self-advocate."

Ricki and Michael hold the Stir It Up meetings at various members' homes. There are four members of Stir It Up Self Advocacy Action Group, and all are committed to helping others. When asked how others can help Stir it Up, Michael simply stated, "Support us."



MICHAEL KLAUS & RICKI WHITE OF STIR IT UP SELF ADVOCACY ACTION GROUP WHILE PRESENTING AT THE BRIDGE OF STARK COUNTY.

# SIFFRIN GOLF OUTING

The 9th Annual Siffrin Golf Outing presented by The O'Neill Group will be held Monday, September 22 at Brookside Country Club in Canton. If you or someone you know would like an opportunity to play on Brookside, a course known around the country, the Siffrin outing is your chance. You won't find another outing that beats our golfer price of \$200/person. That includes 18 holes of golf, meals throughout the day and gifts.

Space is limited, so call 330-478-0263 now to reserve your spot. More information is available at [siffrin.org](http://siffrin.org).

9.22.2014 Brookside CC



*The O'Neill Group*

Beyond Insurance 365™

## SIFFRIN EXTREME kitchen MAKEOVER

With help and generosity of others, one of the Siffrin Supervised Living homes received a total kitchen transformation. Scheetz Building Corporation and Tom and Faye Hudec helped take a dated and very unattractive kitchen to a whole new level.

Faye Hudec works in the Siffrin Finance Department. She visited the Siffrin home on a matter of business, but couldn't look past the kitchen.

"It's a great house for the women who live there," said Faye. "But the kitchen needed work. Money will always be an obstacle when it comes to making improvements in the homes, but I was determined to make that kitchen better."

Faye and her husband, Tom, were planning for their own kitchen remodel. On a wish and a hunch, she thought her old cabinets could work within the layout of the Siffrin home, a match that is not easily accomplished.

"We are friends with and were in the process of working with Jon Scheetz of Scheetz Building Corporation, so I called in a favor," smiled Faye. She called Jon and arranged for him and one of his construction managers to visit the home to see if her cabinets could be reused in the Siffrin home, and she was right.

Scheetz Building Corporation provided the manual labor of transporting the donated cabinetry to the Siffrin home and provided a laborer for two days to help Siffrin Property Manager Bill Cole install the cabinetry free of charge. In addition, Jon helped coordinate ordering and installing the new countertops.

"I'm just glad we were able to help," said Jon. "As a nonprofit,



After

Siffrin provides a great service to our community and I'm happy we were in a position to help."

To finish the project, Siffrin Housing installed new flooring, painted the room and purchased all new kitchen appliances for the home. Thank you to Tom & Faye Hudec and Scheetz Building Corporation for making this project possible, and greatly improving the home of people served by Siffrin!



# liveunited

Identify & erase barriers for people with disabilities.

There are many different types of barriers that interfere with everyday life for people with developmental disabilities. Working together to identify and eliminate these barriers is the only way to be successful.

## Barrier Category: FINANCIAL + COMMUNITY

Finances and just having the right community connections to receive help can be a huge obstacle for many people, including those with disabilities. A recent request for assistance from the Siffrin HOPE Fund has helped form a partnership that is mutually beneficial.

The Siffrin HOPE Fund was created to offer financial assistance to those served by Siffrin in need. A request to help purchase new furniture was recently received by the HOPE Fund. Siffrin staff approached Goldstein's Furniture & Bedding in Sharon, PA for help.

Returned furniture or items with minor flaws are unable to be sold by Goldstein's. They were more than helpful in accommodating the request for basic furniture items for those supported by Siffrin. The furniture company much prefers to donate those things to a nonprofit rather than throw them in the dumpster. Siffrin is so appreciative to have received an estimated \$9,500 worth of donated furniture that helps those we serve live more comfortably.



This partnership is a benefit to Goldstein's by helping move unsellable product, and it definitely helps people served by Siffrin in desperate need of better quality furniture.

Thank you, Goldstein's Furniture & Bedding, for your help in alleviating financial and community barriers for people served by Siffrin.

# Goldsteins

FURNITURE & BEDDING

## Summer Berry Pecan Salad

### DIRECTIONS

1. Layer 2 cups fresh baby spinach or spring mix; 6 fresh strawberries, sliced and 8-10 fresh blackberries.
- Toss 2 tablespoons sugared pecans on the salad and drizzle creamy poppyseed salad dressing.
- Toss to coat.



### Sugared Pecans

Melt 1 Tbsp butter in a large skillet over medium high heat. Add 1 1/2 cups pecan halves and stir to coat well. Saute the pecans until they are fragrant, about 1-2 minutes. Sprinkle with 1/4 cup white sugar and continue stirring as the sugar melts and coats the nuts, about 5 minutes.

After the sugar has caramelized and the nuts have turned a slightly deeper brown, remove from the heat and immediately spread the pecans on a piece of parchment paper. Let them cool and then store in an airtight container until ready to use.

*In Remembrance  
William Baylor*



With much sadness, we remember William "Bill" Baylor, a long-time and dearly loved friend, who has passed away much too young. We, at Siffrin, extend our deepest sympathy and condolences to the Baylor family who were a blessing in his life. His family and friends at Siffrin, especially the Orchardale Team, will always remember his sweet-nature and strong will.

*Laurie Clark*

Laurie Clark will always hold a special place in the hearts of those who knew her. Without many words, she said a lot and had many friends surrounding her. Her mischievous smile and her quick-witted jokes will be missed until we again reunite. Our love and support to Laurie's family and to the Siffrin Team at the First Street home.





# 2014 employee luncheon

# SIFFRIN

## [SNAPSHOTS]



(L-R) 1. Brenda Henderson, Cynthia Speziale, Kim Larson-Phillips, Tier Sanders, Kylia Alexander & Ryan Cavanaugh. 2. Tom Compisi, Judy Hrdy-novak, Laura Fields, Nikki Dimitroff & Heather Elliott. 3. Lisa Walters, Jon Hegal, Becky Bell & Charlett Lamanna. 4. Linda Weaver, Annette Estrella, Margaret Harrity, Jessica Lloyd, Carol Fortney, Dan Reese & Mark Biedenbach.



## FRANK, PICCARI JOIN SIFFRIN BOARD

### CARLA FRANK

Chief Financial Officer of Meals on Wheels of Stark & Wayne Co.

I JOINED THE SIFFRIN BOARD BECAUSE I believe strongly in Siffrin's mission and have seen firsthand how agencies that advocate for those with disabilities help to enrich their lives.

OTHER COMMUNITY INVOLVEMENT Quest Recovery Services

Board & Finance Chairperson, St. Mary Parish Finance Member, Volunteer of Stark Co. Fair & Girl Scouts of NE Ohio, Member of the Ohio Society of Certified Public Accountants and the American Institute of Certified Public Accountants.

GOAL I will work cohesively with the other board members, the finance committee and associates to provide strategic guidance and financial oversight in accordance with mission and the values set forth by the organization.



### AMANDA PICCARI

Director of Human Resources, Crum & Forster; Hartville Pet Insurance Group

I JOINED THE SIFFRIN BOARD BECAUSE it's an honor to be associated with an organization with such a strong mission. It is important to respect others and to support and teach everyone to value all individuals.

OTHER COMMUNITY INVOLVEMENT American Heart Association fundraiser, past board member of Canton Montessori School and Jr. League of Stark County

GOAL I will use my experiences to assist those individuals that are serving Siffrin's mission and be an advocate for the mission.



## SPOTLIGHT ON STAFF:

# Dale Richards

Each day for Dale Richards is a different day. Since August of 2007, he has worked at Siffrin in the Community Support Services (CSS) program, helping and supporting people who live independently in the community. Dale's support comes in many forms. One day he helps people pay their bills or purchase groceries and the next he could be on vacation with someone. For everyone he knows and serves, Dale offers his friendship, support and an occasional piece of advice.

For more than 40 years, Dale worked as a Produce Manager at Fisher Foods in Canton. In those years, he estimates that he trimmed about two million heads of lettuce. "It was a great job and provided for my family, but not much ever changed from day to day," said Dale.

When Dale's wife, Jeannie, began working at Siffrin upon the advice of a friend, she began asking Dale to do favors for the people she served within Siffrin. "Jeannie occasionally asked me to come by a person's home and fix something or help out with an event," said Dale. "I decided I liked the people and what I was doing, and wanted to do it full-time."

Jeannie and Dale worked together for four years at Siffrin before Jeannie decided to retire. Dale isn't ready for retirement yet, stating he has a few more years left in him.

"I get up every morning with zero regrets, nor any remorse for changing my career," said Dale. "I love my job and working with people on my caseload."

On his caseload, Dale provides direct care for eight people, two of whom Dale visits five day a week. According to Kachina Conway Manager of CSS, Dale's hard work and constant care of one person he visits daily, is the only reason that person remains able to live independently in the community.

"One of my favorite memories at Siffrin was a 'guys trip' to Greenfield, MI," said Dale. "I took four men to Greenfield and we had the best time together. You really get to know people while on vacation and spending time with them around the clock."

Dale has been requested by several people served and their family to accompany them on vacation. He has visited Hawaii, Hollywood, D.C., Michigan, and Canada, to name a few.

Kachina, Dale's direct supervisor, nominated him for the 2014 Siffrin Staff of the Year award, which he received.



Dale and his wife Jeannie with their late son, Jonathan, who passed away at 22 years of age.

"Dale shows a deep level of caring and compassion for people served and other staff he works with," said Kachina. "He is a huge part of CSS & our Siffrin family, and he is so deserving of recognition. Working at Siffrin and with people with disabilities is not a job for Dale, it's a lifestyle."

That lifestyle and involvement with the DD community began for both Dale and his wife, Jeannie, in 1981 when their son, Jonathan, was born with Down Syndrome. With the birth of any baby, the parents' lives are changed forever, but with the birth of baby with a disability, the parents' whole world is changed.

"We became very involved through Jonathan," said Dale. "We regularly volunteered through The Arc of Stark County. Jeanie and I served on The Arc Board of Directors for many years. It became a lot of our identity."

At the young age of 22, Jonathan passed away. "When you have a major loss in your life, there is no getting over it," said Dale. "You just have to find your new normal. Being at Siffrin is a good, new normal for me."

**CELEBRATE**  
TWENTY YEARS  
Cheryl Ramsayer  
**Service**  
FIVE YEARS  
Michael McFadden  
Robinette Allen  
THREE YEARS  
Catherine Griffin  
Ken Cerminara  
Jennifyr McPherson  
Kenya Nichols  
Shaun Kabakole  
Harold Brown  
Julian Harris  
Lisa Walters

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Executive Director

## mission

Siffrin is a not for profit service organization that empowers people with disabilities by encouraging self-advocacy.

## suggestions

Ideas, Comments, & Suggestions:

Please send to Melanie White at

2912 Whipple Ave. NW

Canton, Ohio 44708

or email melaniewhite@siffrin.org

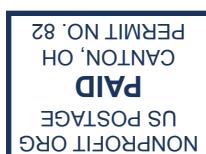


GO PAPERLESS - EMAIL MELANIEWHITE@SIFFRIN.ORG TO RECEIVE VIA EMAIL!

[www.siffrin.org](http://www.siffrin.org)

Siffrin is accredited by the Rehabilitation Accreditation Commission (CARF)

Address Service Requested



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