

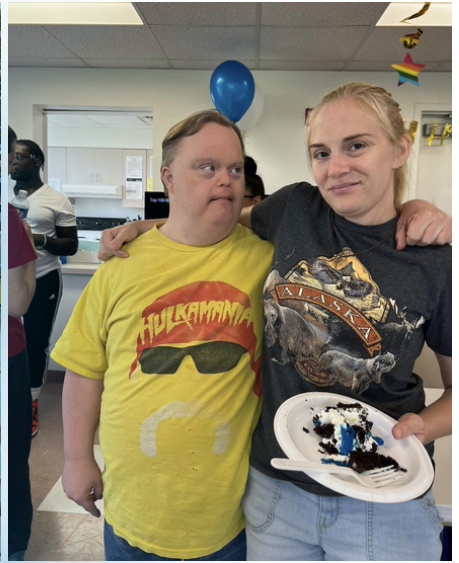
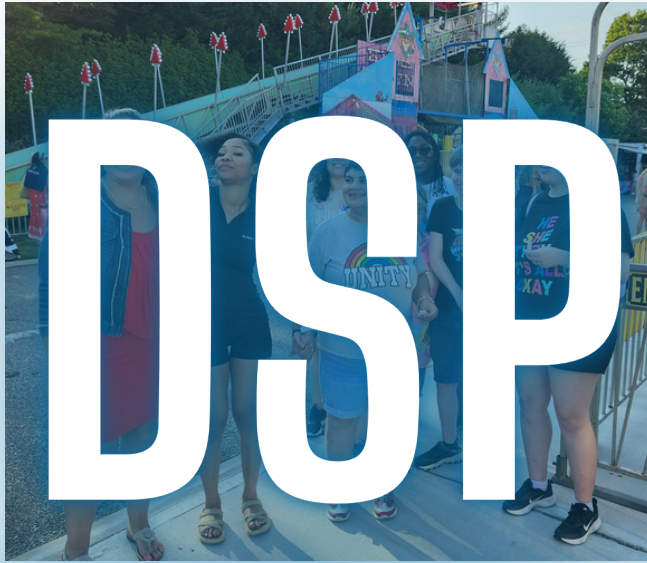
DIRECT SUPPORT PROFESSIONAL RECOGNITION WEEK



*Creating Opportunities for Happy Lives*

»» **THE EEDA READER** ««

East End Disability Associates, Inc.



# Thank you to everyone who helped us celebrate our amazing DSPs during DSP Recognition Week!

## Day Programs

- Brennans – gave Dunkin Donuts cards to the CVDH drivers.
- Mrs. Woods brought pastries for CVDH.
- O’Connell’s brought chocolate gift bags.
- Behringer’s gave Dunkin Donuts gift cards.
- Brathwaite’s gave Dunkin Donuts gift donuts.
- Corona’s brought a cookie tray for CVDH.
- Barr family provided lunch sandwiches and salads for CVDH.
- The Monti family provided pizza to RHDH.
- Crystal made gift bags.
- Management provided breakfast.

## RESIDENTIAL

- The families of the Russell St. IRA treated staff to breakfast and dinner for the week, and had Russell St. All Stars shirts made for each of them and the residents.
- Joe Nye gave gift cards to staff at Harding Street.



THANK YOU!



## A MESSAGE FROM THE EXECUTIVE DIRECTOR



On September 10–16 we celebrated Direct Support Professional Recognition (DSP) Week, distinguishing the incredible work DSPs do every day throughout the year. Parents and family members were invited to participate in expressing appreciation, and they responded by sending us letters, stories, and pictures of their loved ones with DSP staff that are heartwarming. They also sent food or treats to homes and day programs as a token of their appreciation, because they under-

stand that the DSP is the most influential person in their loved one’s life outside of their family. Please enjoy the words and images in this special edition of the EEDA Reader.

The DSP is essential to ensure life functions are met in a way that’s best for each person supported and that their voice and concerns are heard. As a mother of a child living with intellectual and developmental disabilities, I have learned a lot about my son from the DSPs who support him and know him well. I feel eternally grateful to have a community of people that are called to a vocation of caring for and supporting people with intellectual and developmental disabilities. It has changed both my life and my son’s life for the better.

The job of a DSP is hard as there are so many responsibilities that have to be completed every day and on every shift. Despite this challenge, I observe the commitment DSPs make to the NADSP Code of Ethics, which often results in miracles of various sizes. All DSPs should be thanked and praised for their dedication to support people with intellectual and developmental disabilities. That commitment goes beyond task completion—it holds the potential to make people’s lives better, richer, and happier. I am proud of all our DSPs and appreciate the unique contributions made by all.

Sincerely,

Lisa Meyer Fertal  
Executive Director

## »»» A MESSAGE FROM THE ASSOCIATE EXECUTIVE DIRECTOR

The foundation for all training at EEDA flows from the National Alliance for Direct Support Professionals (NADSP) Code of Ethics which helps DSPs in resolving daily ethical dilemmas while meeting the highest standards of the direct support profession.



### **NADSP Code of Ethics**

1. Person-Centered Supports. As a DSP, my first allegiance is to the person I support; all other activities and functions I perform flow from this allegiance.
2. Promoting Physical and Emotional Well-Being. As a DSP, I will commit to promote the emotional, physical, and personal well-being of the people I support. I will encourage growth and recognize the autonomy of those receiving support while being attentive and energetic in reducing the risk of harm.
3. Integrity and Responsibility. As a DSP, I will support the mission and vitality of my profession to assist people in leading self-directed lives and to foster a spirit of partnership with the people I support, other professionals, and the community.
4. Confidentiality. As a DSP, I will safeguard and respect the confidentiality and privacy of the people I support.
5. Justice, Fairness and Equity. As a DSP, I will affirm the human rights as well as the civil rights and responsibilities of the people I support. I will promote and practice justice, fairness, and equity for the people I support and the community as a whole.
6. Respect. As a DSP, I will respect the human dignity and uniqueness of the people I support. I will recognize each person I support as valuable and promote their value
7. Relationships. As a DSP, I will assist the people I support to develop and maintain relationships.
8. Self-Determination. As a DSP, I will assist the people I support to direct the course of their own lives.
9. Advocacy. As a DSP, I will advocate with the people I support for justice, inclusion, and full community participation.

As you can see the Code of Ethics presents ethical statements that represent the beliefs, attitudes, and expectations that should be incorporated into daily practice. When providing Person Centered services there is no guidebook that can prepare a DSP with a “clear-cut” “one size fits all” response to each and every situation. Following the GPS on a van run, administering medications following a doctors order and other routine tasks are easy. It’s in helping people understand their rights and responsibilities, to be included in their community, develop meaningful relationships and navigating difficult health decisions that the DSPs must lean into the Code of Ethics to provide guidance and support. The Code helps DSP’s act with integrity and do the right thing even when no one is looking. For this we will be forever grateful to our DSP workforce.

So as we celebrate DSP Recognition Week 2023, we want EEDA’s DSPs to know we appreciate all you do every day for those we are so privileged to support.

Thank you. Thank you. Thank you.



Joy A. O’Shaughnessy  
Associate Executive Director



ANCOR | RELIAS

**DIRECT SUPPORT**  
**PROFESSIONAL**  
**RECOGNITION WEEK**  
SEPTEMBER 10-16, 2023

# CELEBRATING EEDA'S NADSP E-BADGE ACADEMY CERTIFICATE STAFF



## About the NADSP E-Badge Academy Program

The Office for People with Developmental Disabilities (OPWDD) partnered with The National Alliance for Direct Support Professionals (NADSP) to provide grants to organizations throughout New York state providing services to individuals with intellectual and developmental disabilities. This grant offers direct support professionals (DSPs) and Frontline Supervisors (FLSs) the opportunity to pursue national credentials through the NADSP E-Badge Academy and provides bonuses along the way for the completion of each certification. EEDA was very proud to be one of the 21 agencies in NYS to be chosen.

The E-Badge Academy offers DSPs and FLSs the ability to earn their certification through electronic badges. There are three levels of DSP badges and one FLS badge. All these badges allow the staff to demonstrate their knowledge, skills, and values that they utilize every day while working with the people we support. The badges are all based on the nine tenants of the NADSP Code of Ethics and how they demonstrate their commitment.

Staff who are working through the NADSP E-Badge credentialing program are able to reach out for support from the local administrator, their direct supervisors, and anyone else at EEDA who has the resources and knowledge to provide assistance. EEDA is fully committed to seeing NADSP E-Badge Academy students successfully complete this credentialing program. Staff who complete this program will be an asset to EEDA, our existing staff, and the people we support. It is EEDA's plan that once individuals receive their NADSP E-Badge credentials, they will assist and mentor future applicants.

**The following staff have worked hard to obtain NADSP E-Badge Academy Certifications:**



**ANTHONY MOREA**  
DSP-I, DSP-II, DSP-III, & FLS  
CERTIFICATION



**PATTI MAIORANA**  
DSP-I & DSP-II CERTIFICATION



**ADAM WEYANT**  
DSP-I & DSP-II CERTIFICATION



**DSP-I, DSP-II, & DSP-III  
CERTIFICATION**



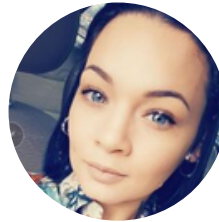
**NICOLAS AULETTI**  
DSP-I CERTIFICATION



**JOHN AMAYA**  
DSP-I & DSP-II CERTIFICATION



**SAMANTHA FENOY**  
DSP-I & DSP-II CERTIFICATION



**CELINA GREEN**  
DSP-I CERTIFICATION



**JACQUELINE CHAVEZ**  
DSP-I CERTIFICATION



**CASSANDRA HARRIET**  
DSP-I CERTIFICATION



**CHERYL RUTKOWSKI**  
DSP-I CERTIFICATION



**KELLY WERESNICK**  
DSP-I CERTIFICATION



**KAYLA BOUGHEY**  
DSP-I CERTIFICATION



**SHAUNICE FAINES**  
DSP-I CERTIFICATION



**SABRINA PUERTAS**  
DSP-I CERTIFICATION



**LISA RHYNER**  
DSP-I & DSP-II CERTIFICATION



**NICOLE CHARLES**  
DSP-I CERTIFICATION



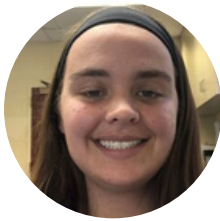
**KELLY KNUSSMAN**  
DSP-I, DSP-II, & DSP-III  
CERTIFICATION



**RITA MAYO**  
DSP-I CERTIFICATION



**CARL SCHNUERLE**  
DSP-I, DSP-II, & DSP-III  
CERTIFICATION



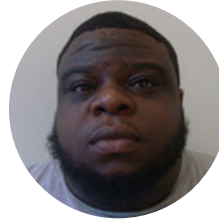
**ANN SMITH**  
DSP-I CERTIFICATION



**MIKE HUTCHINGS**  
DSP-I CERTIFICATION



**VICTORIA MORACE**  
DSP-I CERTIFICATION



**STEVE MURPHY**  
DSP-I CERTIFICATION



**SADE EARL**  
DSP-I CERTIFICATION



**SHARON MITCHELL**  
DSP-I CERTIFICATION



**VANESSA SCHUMPF**  
DSP-I CERTIFICATION



**ROBERT DUMAS**  
DSP-I CERTIFICATION



**THOMAS KENNEDY**  
DSP-I CERTIFICATION

# DSP Love Letters

**THANK YOU RONNIE, ANNIE, AND EIGHT BELLS!**



If you ask Thomas who Annie and Ronnie are he'll say "my friends." He relies on them and other DSPs for more than quality care—they provide fun, a sense of safety and security, as well as friendship. We value all the DSPs in Thomas's life.

—*Susannah Weinbaum*



Every year when this week rolls around, I'm sorry we haven't taken more pictures of all the DSPs that have helped our family this year. I'm happy we, at least, have one picture from 2023 of Paul and Ronnie Myers coming back from one of their special days together. Paul always has an absolute blast. It is just one of the ways the staff at 8 Bells help to make Paul feel safe and secure. He and Hava love their home and all the people who are there every day to support them. The atmosphere that Ronnie and Andre help to create there, one where we feel a part of a team, is very important to us, too. We thank everyone on staff at 8 Bells for all their hard work and compassion. We are here for you, too, anytime.



—Roseann and Frank Forziano



We want to give a shout-out to all the DSPs at the Creative Arts Program. Paul and Hava absolutely love spending their days there. They love all the creative projects, the trips, the friendships, the music, and the fun. We were totally blown away by the talent show and truly appreciate all the hard work and love that went into every performance!

Thank you all for your support and care for both Paul and Hava. They love you all.

—Roseann and Frank Forziano

## THANK YOU, LISA!



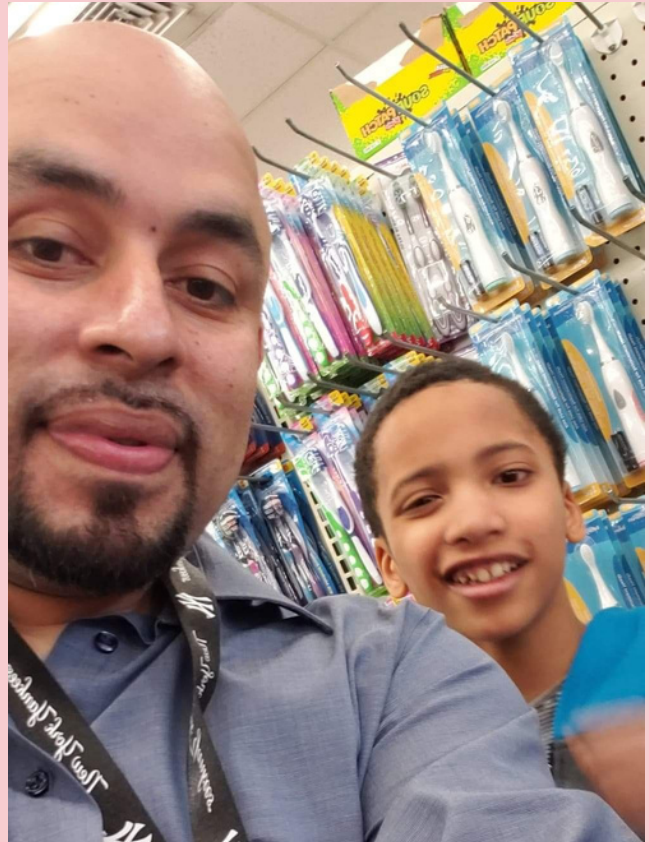
RJ enjoys going on hikes and exploring outdoors with Lisa Norton. She's AMAZING with him and they have so much fun together! Thank you Lisa for all that you do for our sweet young man!



—The Larsens

THANK  
YOU

## THANK YOU, SAUL!



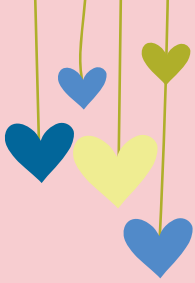
I would like to celebrate Saul Monterrosa who is a Caregiver for Markus Milliner.

Saul always goes out of his way to take excellent care of Markus. He also supports Markus in learning his way around the community, such as finding things in the store, talking about what he needs, comparing prices, AND learning to do all that in SPANISH as well as English.

Saul is a single father working hard to raise his own 3 children, as well as being a formative force in Markus's life.

Thank you,

—Ellen Kamhi PHD RN



## THANK YOU, KELLY!

Kelly Weresnick worked tirelessly with Hava, Cale, Dmitri, and Christine to put together this beautiful EEDA boat for the Riverhead Cardboard Boat Race. The boat was beautifully constructed, had zero leaks, and raced two times! Shout-out to Kelly's family for being there to cheer them on and for helping to build the boat. Hava and her family also showed up to support!

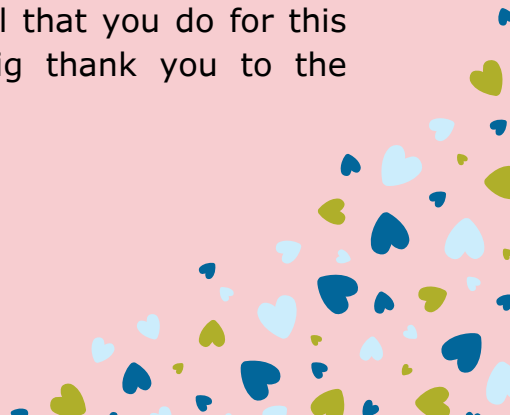
—*Kayla Boughey*



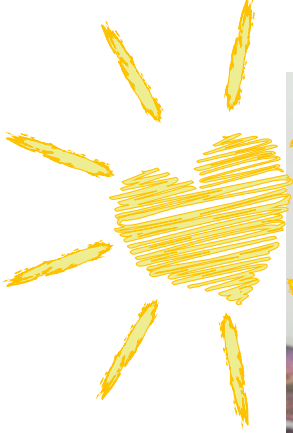
## THANK YOU, EEDA DSPS!

EEDA's HR Department would like to take a moment to thank the wonderful and dedicated DSPs who, day in and day out, go above and beyond to ensure that the people we support are living healthy and happy lives. Whether you're working in Residential, Day Hab, Com Hab, Self-Direction, part-time, full-time, per-diem, days, evenings, or overnights, we appreciate all that you do for this community. We are grateful and proud to extend a big thank you to the outstanding DSPs of EEDA.

—*EEDA's HR Department*



**CASSANDRA HARRIET ALWAYS HAS A WAY TO CREATE THESE SMILES**



**LAMAIN HOPKINS FROM RHDH MAKING CONNECTIONS AND SHARING SMILES**

**SMILES ALL AROUND JILL THIEL FROM RHDH**



## **CALVERTON DAY HAB HAS EEDA SPIRIT!**



### **A LETTER FROM LISA AND PATTI**

To all our valued Direct Support Professionals on DSP week and always,

One week a year hardly seems enough to show our gratitude to all the Direct Support Professionals. This week is set aside to honor and celebrate all of you. We believe that you should be celebrated every day.

You make an impactful difference in so many people's lives on a daily basis throughout the year. The relationships you have created and the lives you touch are truly amazing to us all. Although we may have challenging days, your ability to rise to the occasion and make every day fulfilling to the people we support is remarkable to those of us who get to work with you. Your continued commitment to providing high-quality services is truly inspiring to us and to all the people you support. You are everyday heroes, and we appreciate your hard work and dedication. We are exceptionally thankful to serve alongside so many caring, devoted, and talented DSPs.

Happy DSP Recognition Week!

—Lisa Kennedy, Associate Director of Day Services

—Patti Maiorana, Senior Manager of Day Services

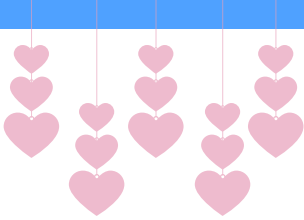
**LAVONNE BERRYHILL CVDH PARTICIPATING IN THE FUN**

**KELLY WERENSNICK FROM PWW SPREADING SMILES**



**DSP RECOGNITION WEEK**  
**EEDA IS GRATEFUL FOR OUR DSPS AND THE**  
**IMPORTANT WORK THEY DO EVERY DAY!**  
**THANK YOU!**

[WWW.EED-A.ORG](http://WWW.EED-A.ORG)



## THANK YOU, VANESSA SCHUMPF!

Vanessa is constantly going out of her way to touch base with the people we support and ensure that they have everything they need to live a happy and healthy life. She is a great advocate for individuals who sometimes have a hard time expressing themselves, and always supports them in their own self-advocacy. Vanessa is patient and kind and will stand by to ensure that the individual she supports is heard the way they intended. She knows the people we support like the back of her hand and is quick to offer small suggestions that make a big difference.

Go team Southfield! 😊  
—Tiffany Villani



## THANK YOU, ALAN MINTER!

Alan is kind, patient, and generous in his role as a DSP. He will often make a resident's day with a thoughtful gift he picked up for them on his off day. No matter how busy he is, he always makes time to sit and listen to the people he supports. He has a great sense of humor, keeps everyone in good spirits and really makes things fun at Southfield. Alan does a great job of making sure that everyone feels heard and seen. He is quick to lend a helping hand to the residents as well as his coworkers without even being asked.

Go team Southfield! 😊  
—Tiffany Villani



## THANK YOU, WESLEY!

I also wanted to give a shout-out to Wesley from 8 Bells and Barnes for DSP appreciation week.

Wesley is the hardest worker I've witnessed here at EEDA. Every morning when I go to 8 Bells, he has the back bathroom covered in soap suds and scrubs it so well. However, that's not what makes him a good DSP—he is caring and patient with the individuals we support. I admire the way he works with the individuals, and I admire the way he cares about the individuals, but mostly I admire the way the individuals are so absolutely comfortable around Wesley and know that they can count on him. It truly warms my heart.

Thank you!

—Ryane Hoeffling, MA



# SPIRIT

# WEEK

## TIE-DYE TUESDAY





# WACKY WEDNESDAY



Wednesday



# HOLIDAY THURSDAY



# Ice Cream for Everyone!

## Thank you, DSPs!

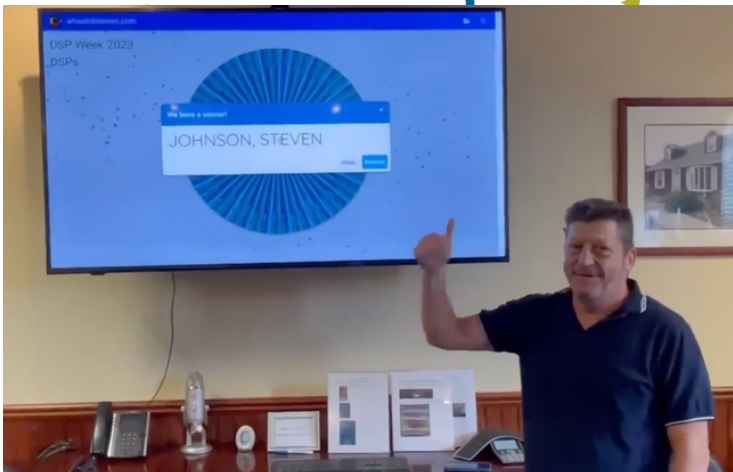
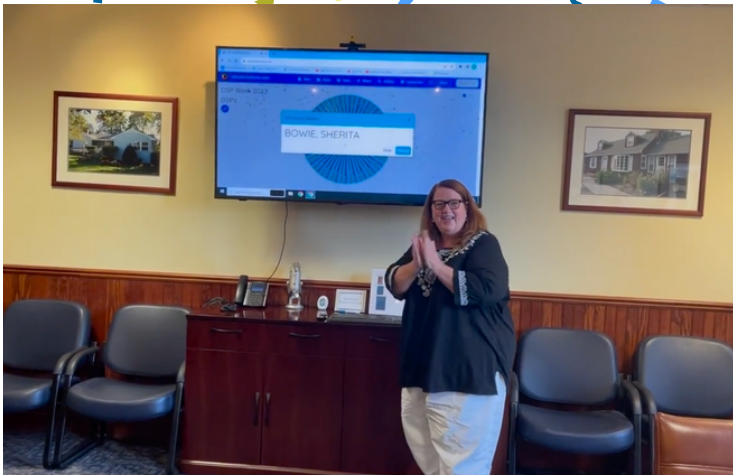
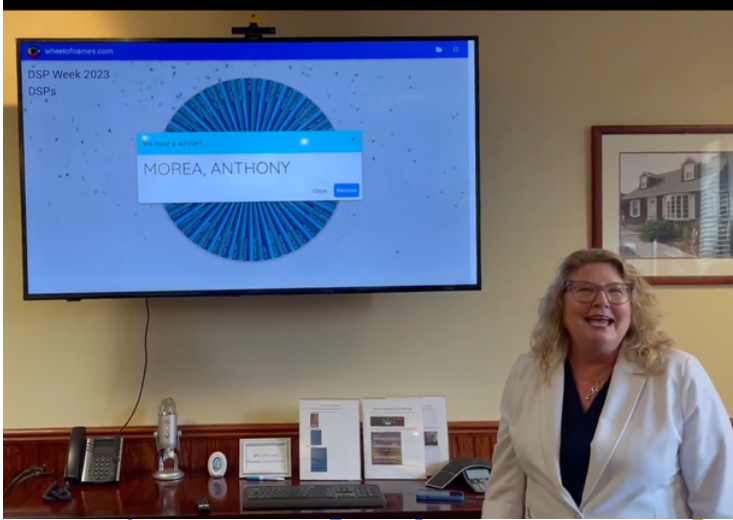
To thank our DSPs, EEDA provided three days of ice cream from King of Cones, EEDA swag, and catered meals at every worksite. We appreciate our DSPs!





# SPIN THE WHEEL WINNERS

Every day during DSP Recognition Week, EEDA staff spun the wheel for our DSPs to give them a chance to win a \$50 Visa gift card.



- DEVIN CHIEPPA
- NARCY MORA
- SAUL MONTERROSA
- SHERITA BOWIE
- ANTHONY MOREA
- WILLIE TATE
- STEVEN JOHNSON
- BARBARA JISKRA
- SADE EARL
- TERESA DAURIA



# DAY HAB'S DSP APPRECIATION LUNCH!



THANK YOU  
SO MUCH





## The NADSP Code of Ethics

### Person-Centered Supports

As a DSP, my first allegiance is to the person I support; all other activities and functions I perform flow from this allegiance.

### Promoting Physical and Emotional Well-Being

As a DSP, I will commit to promote the emotional, physical, and personal well-being of the people I support. I will encourage growth and recognize the autonomy of those receiving support while being attentive and energetic in reducing the risk of harm.

### Integrity and Responsibility

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### Confidentiality

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### Justice, Fairness and Equity

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### Respect

As a DSP, I will respect the human dignity and uniqueness of the people I support. I will recognize each person who I support as valuable and promote their value to our communities.

### Relationships

As a DSP, I will assist the people I support to develop and maintain relationships.

### Self-Determination

As a DSP, I will assist the people I support to direct the course of their own lives.

### Advocacy

As a DSP, I will advocate with the people I support for justice, inclusion, and full community participation.



A Proud Affiliate of the Kinexion Network