

## ACHIEVEMENT ABOUNDS!

By Kevin R. Defayette  
NY Director



**G**iven the nature of our work, we are programmed to keep a keen eye on the progress that is made on a daily, monthly and yearly basis. We strive to empower and encourage others to reach their potential and beyond.

We strategize, implement, monitor and adjust, all the while allowing for change and growth. We utilize these techniques for the individuals we serve, our employees, colleagues and more than likely for ourselves. A fine example of the latter is our very own Stacey Lloyd, Residential Director for the Ballston Lake & Cobleskill offices. Stacey has spent her tenure of nearly five years with our organization developing and fine tuning the residential programming throughout the multitude of counties served in her region. She developed a strong team that worked together closely to raise the bar of quality programming by implementing systems and expectations to ensure on-going success; for program participants and employees alike.

Stacey's professional goals grew dramatically when she enrolled in a master's degree program for Rehabilitation Counseling three years ago. On May 14<sup>th</sup>, she officially obtained her degree at Assumption College in Massachusetts. Her plan is to use her knowledge (and degree) to further her efforts to enhance programming while expanding upon clinical services. Thank you, Stacey, for your hard work and inspiration... congratulations!

## Volunteer Recognition

By Amanda Maggy  
Associate Director of Administration  
Structured Day Programming  
*Peru, NY*

Vera Viera and Phillip Tousignant have been volunteering each week at the Meadowbrook Nursing Home in Plattsburgh since February. Vera and Phil enjoy going to visit with the residents of the nursing home. While they are there, they participate in many activities from watching movies to playing bingo.

On Friday, April 23<sup>rd</sup> the nursing home held an appreciation breakfast to recognize everyone who volunteers there. The breakfast was wonderful and was followed by a short ceremony in which certificates and silver bookmarks were given to each individual.

Vera and Phil enjoyed themselves at the breakfast and continue to volunteer weekly at the nursing home. It gives them great pride to feel that they are making a difference in somebody else's life.





## Benefits We Rarely Talk About

By Heather M. Hannafin, PHR  
Vice President

Do you know that if you are a full-time employee and are eligible for benefits you have *company sponsored* Life Insurance, Long Term Disability (LTD) & Accident Insurance?

Did you know:

- WKS pays approximately \$10,000 annually for employee Life & Accident Insurance plans
- WKS pays approximately \$26,000 annually for employee Long Term Disability (LTD) insurance plan

While looking at forced cost cutting measures for upcoming fiscal year 2011 we thought it would make sense to look at our LTD sponsorship. We understood the need to offer a LTD insurance plan, however wanted to explore ways in which we could do that. We decided that it would seem reasonable that our employees and WKS would split the cost of the LTD coverage. We estimated that WKS could see an annual savings of at least \$13,000. The payroll deduction for an employee who made \$10 per hour and worked 37 hours per week calculated at \$1.55 per pay period. Further, we recognized that in the event a covered employee needed to utilize their LTD coverage there would be an additional benefit: since 50% of the premium would be paid by the employee, 50% of the disability payment would be tax free income. It sounded like a reasonable plan.

What happened next? We received a quote from CIGNA, wrote our memo to employees, created our enrollment forms, and then... we thought about it one last time.

We have made so many changes this year. Although those changes have been necessary due to the economic climate, we realized that saving \$13,000 may not be worth what we could have lost: our employees' faith. Therefore, LTD, Life and Accident Plans will continue to be provided at a level of 100% and be paid by WKS. We could not be more appreciative of your dedication and willingness to do what it takes to ensure that WKS/Residential Resources is a successful and fiscally viable organization. Our partnership during the past 6 months of necessary change has been honorable.

We owe our success to the people who hit the ground running day in and day out, and continue to do so with pride. Thank you for continuing our mission.

## Movie Reviews

By Jeremy Stevens  
Scarborough, ME

I got to see "Hot Tub Time Machine" at Saco's Cinemagic. The only celebrities that I recognized in it were John Cusack and Chevy Chase. Here's a quick synopsis: Three best friends (and the nephew of one) are disappointed with the way that their lives have ended up, so they take a trip to their favorite ski resort from the past. Once they are at the resort, it is nothing like what they remembered. It is run down and dirty. The only sweet part is the hot tub. After some male bonding and partying in the hot tub, something happens that brings them back to the year 1986.

On a scale from one to five, five being the best movie I ever saw, I would give this movie a four. It was very entertaining, but not as funny as I expected. I would not recommend this movie for children or even teenagers. The movie seems to cater more towards adults and specifically males. I would certainly like to see this movie again. My eyes were glued to the screen. The end of the movie was not what I expected, but was just as entertaining.

I also watched the movie "Kick Ass" at the Westbrook Cinemagic. I really liked the movie. I recognized a few faces in this movie, such as Nicolas Cage and Chris Mintz-Plasse, the guy from "Super Bad". This movie is about a kid who isn't very popular in school, so he decided one day he wants to be a superhero. He bought a wetsuit and was then convinced he was a superhero. Soon he realizes being a superhero HURTS. Overcoming all odds, this eager and inexperienced kid quickly becomes a phenomenon, and also finds out he is not the only superhero out there.

On a scale of one to five, five being the best movie I ever saw, I would give it a four. It was funny which I like, and also kept me on the edge of my seat with the action. I would recommend this movie to others, but not younger children. There was a lot of violence, and foul language. I would definitely watch this movie again. I wouldn't buy it, but I would rent it, if I got the chance. On top of all that, the movie didn't end like I expected, and that was a plus. I really liked this film.

## DON'T PANIC!!

By Lisa Kopf

Cobleskill, NY

72,383 divided by 125

Does this equation scare you? It scares me. So, before we tear our hair out and grind our teeth to dust, let's just think this through.

Life may be a box of chocolates but getting through it may be more like long division. Sooner or later everyone is confronted with a seemingly impossible dilemma. It may be an overwhelming, confusing, insurmountable long shot.

Don't bite off more than you can chew is good advice. We're going to use long division to break through to the other side. Mixed metaphors aside, problems were made to be solved.

Think back to Miss Hagen's third grade class. Remember that everything you learned so far is going to come into play right now. Long division is nothing more than a series of simple multiplication and subtraction problems. Steps followed one by one. By addressing each step as its own problem while putting the whole picture on the back burner and persevering all the way to the end, you'll make it. Do you know why there is a light at the end of the tunnel? Because you earned it.

### *THE PLAN*

**1<sup>st</sup> equation:** Have a meltdown. Make it a good one. It's the only one you're getting.

**2<sup>nd</sup> equation:** Roll up your sleeves. Take a deep breath and go. Inventory your assets. An asset is anything or anyone who can help. Even small things count. The Atlantic Ocean is nothing more than trillions of individual drops of water that like to hang out together. Singly, they are insignificant. But collectively they are a force to be reckoned with.

**3<sup>rd</sup> equation:** Acknowledge and accept that setbacks are a part of every challenge.

**4<sup>th</sup> equation:** GET TO WORK!

- a. Make doable goals
- b. Make reasonable deadlines
- c. Break the whole picture into small, easy to swallow pieces
- d. Inform everyone involved in your plan and timetable. Always, and I mean always, say things are going to take longer than you really think they will. This allows for setbacks and you get extra credit for being finished early.

**5<sup>th</sup> equation:** Implement Plan! Keep at it. Don't look back or ahead. Just keep plugging away. The end is in sight.

**6<sup>th</sup> equation:** Goal achieved. Have tea and cookies. Pat yourself on the back!!

## Tapping into Transportation

By Ken Lee, Regional Director  
*Bow, NH*

Arthur Abbott had mentioned to me some years ago that he very much liked tap dancing and enjoyed watching tap dancers. So when he learned that complimentary tickets to a show about tap dancers would be available via Residential Resources, along with a ride to and from the concert (always handy when you are a non driver) via his program manager, he was very excited to go, even on short notice!

Gregory Hines was once quoted as saying: "I love tap dancing. I get so inspired, so filled up" and though he was a singer, songwriter, movie actor, Broadway performer and much sought after Master of Ceremonies, the art of tap was closest to his heart. This according to Maurice Hines, Gregory's brother, who was responsible for producing this great show that was brought to the Capitol Center of the Arts in April 2010.

Some of the tap titans honored in the production were Bill "Bojangles" Robinson, John Bubbles, the Nicholas Brothers, Honi Coles, Fred Astaire, Gene Kelly, Ray Bolger, Donald O'Connor, Dr. Jimmy Slyde, Sammy Davis, Jr., the Copasetics, and some of tap's leading ladies, including Ginger Rogers. However, its main theme returned many times to Gregory Hines, who redefined the art form and influenced a new generation of tappers. The show reflected the scope and breadth of tap's genres and timelines, including vaudeville, Harlem and the Club circuit, Hollywood and Broadway, and tap's recent renaissance on concert stages.

Arthur said he had a great time, and also mentioned that if a similar show should ever come to Concord again, he would very much like to attend. He also added "As long as I can find someone who can provide the ride up and back!"

## Congratulations to Gregg Guyette

By Sharon Cleary, QA Specialist  
*Emerald St., Keene, NH*



Please join me in congratulating Gregg Guyette on his recent graduation from St. Joseph School of Nursing in Nashua. On April 25<sup>th</sup> he earned a diploma in their LPN program. He plans to pursue the RN/Masters program in the near future. Gregg has worked for RRI since May 3, 2005 as a Program Manager and currently as a DSP. RRI is very fortunate to have Gregg, he is a very compassionate, dedicated employee.

## WHAT DID YOU DO FOR EARTH DAY?

By Debra Patch  
*Emerald St., Keene, NH*

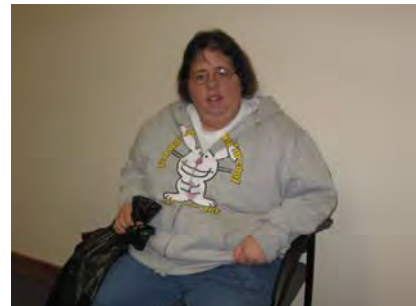
On April 30<sup>th</sup> I celebrated Earth Day by cleaning up litter at the RRI Keene office parking lot. I ask the question, why do people litter? I wonder if it is because they don't have a place to throw their trash away or is it because they are lazy. I don't think people want to litter, but it is just easier to throw their cup, straw, soda can, cigarette butt or whatever on the ground. It is sad for birds that they have to share the environment with litter.



## Clean the highway for Earth Day!

By Chelly Leger  
*Emerald St., Keene, NH*

On the 30<sup>th</sup> of April I teamed up with my friends at Chesco to clean the side of the highway on Route 10 in Gilsum. Jessica and I were partners. We filled two bags with aluminum cans, soda bottles, paper, metal spoons and other trash. It made me feel good to help clean the highway.



## Celebrating Earth Day

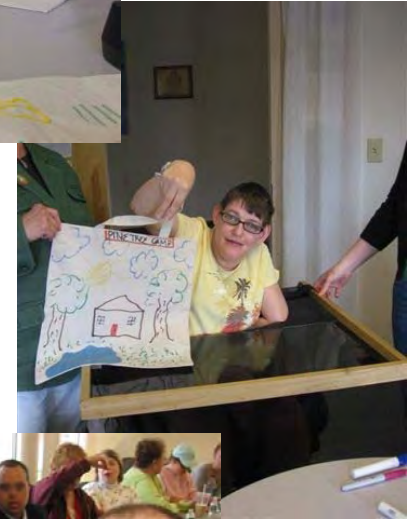
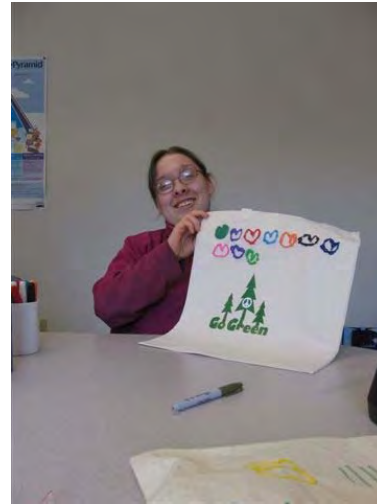
By Javon Lovejoy, Office Manager  
Scarborough, ME

This year marked the 40<sup>th</sup> anniversary of Earth Day and at Residential Resources of Maine we celebrated in style! Several consumers, staff members and office personnel came together to celebrate our glorious planet Earth and lend a hand to Mother Nature.

We kicked off the event with a recycling contest. Consumers, in groups, had to come up with a unique way to reuse a household item or purchased item, instead of throwing it in the trash. Two groups signed up. The second place winners were Joey D. and Stephen H. of our Leisure Lane home. They created a sap collection bucket out of an ordinary milk jug, with a metal spout so they could later make syrup with the contents. Our first place winners were Mike M., John C., Jerome G. and Jeremy S. of our Highland Avenue program. They created a bowling game using empty soda bottles and an old beach ball. Both ideas were very creative and had the room buzzing with excitement! Both groups received \$5 Whole Foods gift cards, a ribbon and a certificate thanking them for participating.

After our contest the group split off and participated in two activities, making your own reusable bag and a planting project with seeds and large pots. The reusable bags allowed individuals to make their own unique designs that they could then show off by using them for shopping or carrying their items to day program, etc. The potted plant project will allow a few programs to watch the flowers grow for months to come, getting them outside to enjoy the earth and all it has to offer.

During our two activities we had a few more giveaways! We had a list of Earth Day questions and the correct answers earned consumers a special book all about our planet. Those who won can continue to learn and educate others by reading and sharing. I have to say, the best part of my job is planning events like this that bring everyone together for fun, education and creativity. Thank you to everyone that participated and helped plan the event. I look forward to move fun next year!



## Martina McBride & Trace Adkins In Concert

By Matthew Churchill, Program Manager  
*Hampstead, NH*

Hampshire Drive consumers and staff attended the Martina McBride and Trace Adkins concert Sunday, March 14<sup>th</sup> at the Verizon Arena. The evening started with someone unfamiliar but very talented, Sandy Buxton. Sandy gave a great performance, and with only her guitar player it gave a real acoustic feel.

Next was Trace with lots of power and energy giving new meaning to the word Badonkadonk! This baritone was giant, standing well over six feet, and had a voice to match! Giving reference to New Hampshire and how well we live, ever knowing he has a very personal and dominant view of how one should live, this artist is not afraid to say what he thinks and sing what he says!

Martina McBride floated across the venue to the back riding upon a blue half moon, resting upon a rising podium while singing to the back of the room. She gave a heartfelt performance and there was not a dry eye in the house. She then walked through the center of the venue shaking hands and singing to all the screaming and dancing fans. The energy in the room was charged with electricity. Just fabulous!

Everyone had a great time and enjoyed the show! To watch everyone with smiles and their attention held was just as rewarding as hearing and seeing these great performers. Thanks for filling our hearts with warmth and vigor through song.

**THANK YOU** to everyone who contributes articles and pictures to the newsletter.

Articles are due by the second Friday of each month for the following month's newsletter. The newsletter will be posted at [www.ResResources.com](http://www.ResResources.com) on the fourth Friday of each month.

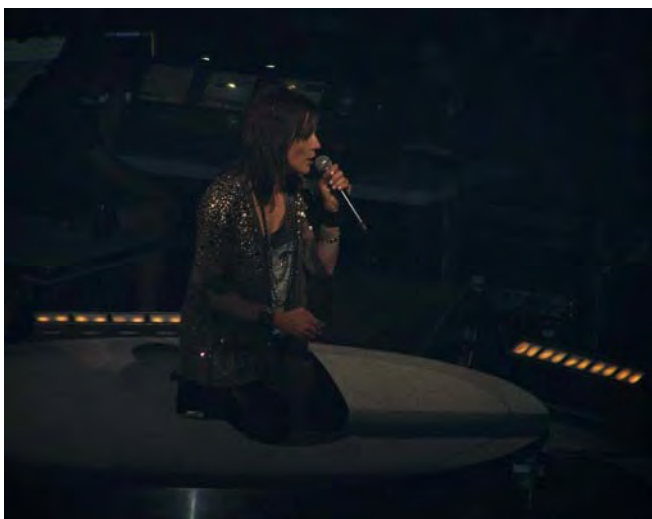
If you do not have access to the internet and would like a copy of the newsletter mailed to you, please contact your local Residential Resources office to make arrangements.

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