
SEECConnections
Fall 1999

Table of Contents:

- Kathleen McNally Wins Regional Service Award
- SEEC Undertakes Its First Capital Project
- Please Support SEEC in Your Workplace Charity Campaign!
- Community Living Prepares for Senate Bill 445
- Success Stories
- Newsletter Survey
- SEEC's New Identity
- The Newest "Hearts of SEEC"
- Congratulations to Denise Thomas
- Family Support Services Update
- In Memoriam
- SEEC Announces Its First Fundraising Event
- Laurie Springer
- Award Recipients & Nominations
- The Resource Corner
- Rights and Rallies Self-Advocacy Group
- Steve Blanks
- SEEC "In-Need" of In-Kind Donations
- Set an Example Using People First Language
- Special Thanks to Our Employers!

Kathleen McNally Wins Regional Service Award

Kathleen McNally, SEEC Chief Development Officer, received the AAMR 1999 Service Award during the Region IX conference in Annapolis, MD. Kathleen was recognized for her contributions to improving services to people with developmental disabilities. Region IX encompasses six states including Washington DC and Bermuda.

In her position at SEEC, Kathleen is responsible for the Family Support Services program, the Resource Department, quality assurance, employee training, program and resource grant development, and she co-facilitates Rights & Rallies self-advocacy group. Kathleen also does consulting, training, and conference presentations, and she participates on a number of statewide committees and special projects.

SEEC Undertakes Its First Capital Project

With the receipt of a \$1.1 million capital grant from Maryland's Department of Health and Mental Hygiene, SEEC is undertaking its first capital project. SEEC plans to purchase a building (or maybe two) to house its Administration, office space for its four programs and room for the medical day care program, Values in Action.

To plan this project, a committee has been formed consisting of SEEC board members, staff and volunteers from the real estate industry. Since its first meeting in July, the committee developed a basic needs assessment and determined that the organization needs to secure additional funding. The committee is working independently and with state, county and city officials to identify potential funding sources.

The mission the committee has set-forth is "to create a model building for program administration and community connections for ALL people to ensure integrated services and support for people with developmental disabilities." To advance this mission, the group is exploring several options:

- The idea of partnering with another business to purchase a site in order to create unique opportunities and an atmosphere of integration. (Potential partners mentioned include the following industries: high tech, education, the arts and recreation/health.)

- The creation of a main office and satellite offices for community programs throughout Montgomery County.
- The creation of one central location, but with creative architecture to separate program and administrative functions.

As this project develops, the SEEC Building Committee will continue to keep you informed. If you have any questions at this time, please contact Karen Lee at 301-527-0440, ext. 206.

Please Support SEEC in Your Workplace Charity Campaign!

#8862 United Way, National Capital Area and Combined Federal Campaign (CFC), National Capital Area

#7919 Combined Federal Campaign (CFC), Central Maryland

#1987 Maryland State Charity Campaign

Your donation to SEEC will help us enhance our current programs and support for individuals with developmental disabilities. If your employer does not implement a workplace campaign, you can help by asking family, friends and neighbors to support SEEC in their campaigns. Thank you! Your continued support is appreciated.

Community Living Prepares for Senate Bill 445

The SEEC Community Living program is proving its ability to adapt to industry changes as it prepares for Senate Bill 445. The new legislation, “Nursing Assistants – Certification” requires that as of January 1, 2000, staff who are performing delegated nursing tasks must be certified as nursing assistants.

According to Community Living Program Director, Franstine Wallace-Barnes, approximately 50% of the SEEC staff were already Certified Nursing Assistants and the other 50% are very willing to take the steps to become certified. Franstine also says, “Change is a difficult process, but going through this has really shown me how committed our staff is to the individuals’ they support.”

Success Stories

Community Living

SEEC would like to welcome Bill Alston to its Community Living program and thank Jennifer Kleiman for welcoming Bill into her home for a limited-time stay. Bill is currently receiving respite support in Jennifer’s home in Silver Spring and in the future he is interested in a full-time stay with Community Living.

Employment Services

Congratulations to the following individuals who began new jobs:

- Savi Beharry – Ask Me Project
- Ilan Bendavid – La Pizzeria
- Michael Brown – Domino’s Pizza
- Josh Cavill – Giant
- Takis Damascos – La Pizzeria
- Eric Funk – Domino’s Pizza
- Catrina George – Furs, Fins & Feathers
- David Guilbert – Furs, Fins & Feathers
- Christina Hogan – Furs, Fins & Feathers
- Elmer Moore – Asbury Methodist Village Home
- Sanjeev Moses – Domino’s Pizza
- Lev Nair– Oldies 100
- Haleh Piroozmand – Kids R Us
- Chammi Rajapatirana – Domino’s Pizza

Michael Reese – Furs, Fins & Feathers
Christina Schinnerer – Montgomery County Government
Karin Schneider – Furs, Fins & Feathers
Laurie Springer – Unitarian Church of Rockville
Michael Waxman – WaWa Convenience Store
Alan Wilson – Ourisman Chevrolet
David Windbeck – LaPizzeria

Values in Action

The staff and consumers at VIA want to thank all the parents and friends who donated so many beautiful pieces of art and pictures to brighten VIA's walls. Special thanks go to Amy Patigalia's mother who organized the collection and helped collect the items. With the upcoming painting and re-carpeting, kindly donated by Bart Harris at Potomac Floor Covering, VIA will have a makeover for the new millenium.

Vision Planning Success

SEEC would like to recognize Chammi Rajapatirana for accomplishing his dream of going to college. Earlier this year, a support circle of friends, family and SEEC staff formed around him with the purpose of turning his hopes into reality. And now, Chammi is at Montgomery College taking a course on comparative mythology with an eye toward improving his writing. Best of luck in your continuing education!

Newsletter Survey

Putting Results into Practice

I would like to thank everyone who returned a survey after the Summer '99 edition of *SEEC News*. There are no astonishing statistics to report, but the results did paint a clear picture of the type of information you'd like... and here it is!

As you can see, *SEEC News* is now *SEECConnections* and there are photos. The content has also been slightly altered to include more information on consumer and employee activities, a resource section and submissions from outside sources. Although there is a new look, all the regular sections you enjoy are still intact, such as "Success Stories" and the "Consumer Profile."

Please feel free to contact me with any comments or suggestions (call or e-mail). We can't complete a survey every quarter, so please find other ways to keep our "connection."

Thanks again!

Jennifer Appaneal, *SEECConnections* Editor

Phone: 301-527-0440, ext. 201

E-mail: sseec@aol.com (Please put "SEECConnections feedback" in the subject box.)

SEEC's New Identity

We're more than "supported employment"

Supported Employment Enterprise Corporation... AND Community Living... AND Family Support Services... AND Values in Action!

Since its inception in 1987, SEEC continues to evolve to meet the needs of people with developmental disabilities. And the result is a very unique and stable organization, but an understated name. So as a result, SEEC's Board of Directors voted unanimously to continue using the name "SEEC," but to drop "Supported Employment Enterprise Corporation." They also agreed to adopt the use of a new tagline and logo.

The Board formed a Public Relations and Community Relations Task Force along with the Director of Communications and they began their work. The process included contests, focus groups and lots of 'seec'-reflection, and the result can be seen in this newsletter!

SEEC's new logo represents the interconnectedness of a community. The idea for the design was inspired by a Celtic knot, which has numerous interpretations including: connectedness and continuity; physical, mental and spiritual power intertwined; and growth as we move along in a quest.

Special thanks to those board members, staff, consumers, families and friends who helped us establish our new identity.

The Newest "Hearts of SEEC"

SEEC is happy to welcome its newest employees. We look forward to working with you as we welcome new consumers into SEEC and continue to support those currently in our programs.

Community Living

- Atinuke Akodu – Roommate
- Massah Boley – Community Connector
- Patricia Harrison – Family Support Team Coordinator
- Fatima Jalloh – Overnight CNA
- Alakeh Koroma – Overnight CNA
- Gbenga Ogundele – Overnight Awake
- Tammy Page – Community Connector

Employment Services

- Jason Clifford – Employment Specialist
- Johnny Coates – Employment Specialist
- Sherry Fear – Employment Assistant
- Gail Meyer – Employment Specialist

Values in Action

- Johnnette Armstrong – Activities Assistant
- Steve Blanks – Program Director
- Ramata Janneh – Activities Assistant
- Susan Kanagbou – Activities Assistant
- Nyle MacFarlane – Activities/Nursing Assistant
- Angela White – Receptionist

Congratulations to Denise Thomas

Congratulations to Denise Thomas, SEEC Community Access Specialist, for her board appointment to the Maryland Developmental Disabilities Council!

Family Support Services Update

SEEC's Family Support Services program received an increase in funding for the fiscal year 2000 to support 35 families, but even with this increase, a waiting list for support still exists. Additional funding is being sought due to the overwhelming demand for this type of service.

In Memoriam

SEEC remembers Chuck Upp and Gene Wood who passed away.
Chuck Upp was supported through Employment Services and Values in Action.
Gene Wood was supported through Community Living and Values in Action.

SEEC Announces Its First Fundraising Event

SEEC's first fundraising event is entitled SEEC Sunday Salons, but it's not your typical fundraiser. It is a symbol of community, bringing together people with various interests at various venues.

SEEC Sunday Salons are a series of community-integrated events to take place on Sundays in March 2000. The gatherings may be brunches, lunches, teas or suppers hosted in unique locations/homes. Each Salon will have its own theme and corresponding special guests offering discussions, entertainment or instructional sessions. A few examples of Salons might include:

- A personal trainer teaches the basics of good exercise and nutrition while guests enjoy a healthy brunch.
- A professional wine steward teaches about choosing wine at a wine and cheese party.
- A top financial analyst discusses tricks of the trade to help guests plan for the future over a gourmet lunch.
- A piano player and Cabaret singer entertain at a cocktail reception.
- An antique dealer appraises items brought by guests at a brunch.

SEEC Sunday Salons is being planned by the agency's board of directors with assistance from volunteers and staff. The group is currently looking for assistance in the following areas: donations from corporations and/or individuals to cover event costs; individuals or groups to host a Salon; interesting entertainment or special guests to participate; and lists of individuals who may be interested in attending a Salon.

If you would like to assist the planning committee in some way, call Jennifer at SEEC (301-527-0440, ext. 201) or send an e-mail to sseec@aol.com (please put "Sunday Salons" in the subject heading).

Laurie Springer

If you ask anyone who has met Laurie Springer, they will agree that she is a vivacious and motivated young woman. At the age of 24 she has much in common with women her age – shopping, hanging out with friends and cheering for the Redskins. But Laurie has another interest that will get her far – she loves to work!

Laurie's resume demonstrates her commitment to working and learning with volunteer positions dating back to her high school years. Currently, she holds two volunteer jobs doing administrative work, but she also has a great desire to work in a paid position. Laurie is in search of a part-time job in office administration, in a retail store as a stock clerk or customer service representative or in another position to match her skills.

The job search has been a difficult one for Laurie, but she has the right attitude and she continues to contribute to her community in a meaningful way. She loves volunteering at the Lupus Foundation of America where she's been for the past two years and at the Unitarian Church of Rockville where she recently began. These positions keep Laurie busy, give her practical experience and she enjoys the work. (She plans to continue volunteering after securing a paid position.)

SEEC Employment Specialist, LaShawn Boyd is a big part of Laurie's job search and day-to-day employment. When Laurie is working, LaShawn is working, providing support to help Laurie do the best job she can. The two search for jobs in the local *Gazette* newspaper, attend job fairs, collect applications from potential employers and speak with other SEEC employees for job leads. The next step is filling out applications, sending them in and going to interviews.

According to LaShawn, "Laurie just needs a chance. Someone to give her an opportunity." The main challenges they face in the job search include the following: 1) With increased technology, many administrative positions are being combined and require "multi-tasking" (doing many things at once in record time). Laurie needs an employer that will customize a position around her skills. 2) Many positions require a full-time employee or a part-time employee working very specific hours. Laurie needs a flexible

schedule. 3) Many companies are still located in buildings that are not accessible for people who use wheelchairs. Laurie, along with many others, needs accessibility.

Irene Souada, SEEC Employment Development Specialist works directly with employers and individuals looking for jobs to create appropriate matches. Irene says, "Laurie has a great work ethic that's noticed by employers right away. She's willing to challenge her own skills and take it a step further. Getting her foot in the door is key."

So, what does Laurie do when she's not working or looking for a job? Attending Values in Action (VIA), SEEC's recreation-based medical day program allows Laurie to enjoy many of her favorite activities - shopping, eating and hanging out with friends.

Laurie's time at VIA combines her interests with practical learning experiences. Within the last year, she learned to identify prices and give an appropriate amount of money. Currently, she's working on selecting an activity, deciding whom she wants to invite and asking them if they'd like to go. Weekly speech therapy is also a part of Laurie's time at VIA. She would like to improve the clarity of her speech.

Overall, everyone would agree that Laurie Springer is a woman who knows what she wants and those who work with her at SEEC are intent on helping her get it.

Award Recipients & Nominations

Montgomery County Department of Health and Human Services - Pyramid Awards for Partnership in Disability:

- Saah Unfinished Furniture was nominated by Team Coordinator, Cimone Coulbourn for the Private Sector Employer Partnership Award.
- Sandra Washington of the Food and Drug Administration was nominated by Team Coordinator, Tracy Hanson for the Supervisor of the Year Award.
- Kimberly Ndiaye of Walker's Laundromat was nominated by Team Coordinator, Cimone Coulbourn for the Supervisor of the Year Award.
- SEEC was nominated by Rita Shade of Saah Unfinished Furniture for the Nonprofit Partnership Award.

AAMR Region IX Awards:

- SEEC was nominated for the Full Community Inclusion Award.
- Karen Lee, SEEC Executive Director and winner of the Maryland Leadership Award was nominated for the Region IX Leadership Award.
- Kathleen McNally, SEEC Chief Development Officer was nominated for the Service Award.
- Elizabeth Weightman, an individual supported by SEEC was nominated for the Bill Brownlowe Memorial Award for People with Developmental Disabilities.

1999 MACS Agency Awards Program:

The Coordinating Center in Millersville, Maryland was nominated by SEEC for the MACS Community Agency Award of Excellence.

The Resource Corner

The National Program Office on Self-Determination for Persons with Disabilities has partnered with the National Parent Network on Disabilities (NPND) to bring the self-determination message to an even larger audience. NPND publishes the popular Friday Fax, a weekly news bulletin that updates parents and family members about disability issues and concerns. At least once a month, the Friday Fax will now feature the Self-Determination Bulletin, a section of the Fax devoted to self-determination efforts across the country. The Bulletin is a joint publication of the NPND and the National Program Office. The first few issues of the Bulletin will lay the groundwork to an audience perhaps unfamiliar with self-determination and will provide general information. Future issues will focus on larger concerns.

To receive the *Friday Fax* send a fax to the NPND at 202-463-9403. If you have any questions call 202-463-2299. If you have Internet access, you can also receive the *Friday Fax* via e-mail. To subscribe send an e-mail to npnd@cs.net. You can view the first issue by logging on to www.npnd.org and visit the *Self-Determination Bulletin* section. While there, you can read the current *Friday Fax* or any of the archived issues. The National Self-Determination web site, www.self-determination.org, provides an easy link to their site as well.

Rights and Rallies Self-Advocacy Group

Rights & Rallies is working on its first fundraising project to raise money to send members to conferences. Members are putting together a cookbook – collecting recipes from family and friends, and handling the book sales.

Rights & Rallies becomes more organized and established with every meeting. The group is gearing up for the election of officers.

Public transportation to and from VIA, jobs and homes is a popular subject among individuals supported by SEEC. In order to discuss transportation, Rights & Rallies had a special guest at their last meeting – Denise Thomas, SEEC's Community Access Specialist. Denise conducted a question & answer session, educating members on the transportation process, such as, the proper way to register complaints, how to schedule rides and what to do if your transportation doesn't show.

Rights & Rallies member, Deryl Allen recently met with Jennifer Appaneal, SEEC's Director of Communications to discuss a subject very near and dear to him, media coverage on people with disabilities. As a result of Deryl's interest, Rights & Rallies has formed a subcommittee to write a letter to the local media. The group intends to seek out media coverage in order to tell their story, from THEIR point of view.

Rights & Rallies is always interested in welcoming new members. The group usually meets the last Monday of every month at 6:30 p.m. at the Aspen Hill Library in Aspen Hill, Maryland. For more information, contact Jennifer Kleiman at 301-754-2821 or Kathleen McNally at 301-527-0440.

Steve Blanks

Steve Blanks joins SEEC as one of the latest recruits for Values in Action, SEEC's medical day care program in Rockville. He joins VIA as program director, and here are a few words from Steve:

I am a self-confessed Welshman, but don't tell your English friends. Unlike most Welshmen, I don't sing too well, but am a rugby fan, and like to socialize. I now have been in the U.S. for over 9 years. Since graduating Oxford University in England, I moved to live in Kansas City where my parents and eldest brother live. My eldest brother, Robert, is one of the primary reasons I find myself at SEEC now. He has a developmental disability, however he is an inspiration to me, as he was able to find a full-time position in an office and maintain his own apartment. His success and well-developed life make me truly aware of the potential of individuals such as he.

For the past 15 years I have maintained a strong link with adults and children with both physical and mental disabilities. Interestingly, I volunteered with the first K.E.E.N. (Kids Enjoy Exercise Now), a weekend recreational program for children with disabilities, way back in Oxford. And through a weird and wonderful coincidence was able to regroup with K.E.E.N. and Elliot Portnoy, the group's founder, here in Washington in 1994.

Prior to starting with SEEC and VIA, I was, of all things, a management consultant, working for a top tier strategic consulting company, Mercer Management Consulting. After 5 years of consulting, I told myself it was time to redirect my life to a more rewarding path, and had decided several years ago to make a move into the nonprofit world, specifically working with people with developmental disabilities. Fortunately, I

was able to arrange to "shadow" part-time with SEEC in Employment Services through the summer, and quickly assessed that SEEC would be a wonderful place for me to transition into. So here I am.

My plans for VIA will start to take shape as I settle into the position, however I believe with my consulting background I can provide a strong guide for developing solid, yet practical policies, procedures and protocols to ensure continuing success for our consumers and continued empowerment for our staff.

Thanks to all the VIA staff and consumers for their unconditional support and cooperation during my initial steps. I look forward to continuing this working relationship.

SEEC "In-Need" of In-Kind Donations

What are in-kind donations?

In-kind donations are physical products (NOT including cash).

Why should you donate in-kind items to SEEC?

The funding SEEC currently receives does not cover items beyond basic support to consumers, so there is often a need for those little extras we sometimes take for granted in our lives.

What type of in-kind donations does SEEC need?

- Household furniture
- Housewares – refrigerator, VCR, coffeemaker, etc.
- Activity related items – movie passes, concert tickets, etc.
- Sporting goods/exercise equipment
- Used vehicles – in good condition
- Clothing – interview appropriate, swim suits, etc.
- Office equipment
- Office furniture/decorations
- Computer hardware or software

The above list is not comprehensive, so please don't discount any product you may have. So remember, before you give to Goodwill or sell-off your items, think of SEEC! Thank you for your consideration. Your support is greatly appreciated.

If you have an in-kind item that SEEC may need, please call Jennifer at 301-527-0440, ext. 201.

Thank You for Your Donations!

- Bart Harris at Potomac Floor Covering in Sterling, Virginia donated carpeting for SEEC's medical day care program, Values in Action.
- Dechert, Price and Rhodes, a Washington, DC-based law firm, donated four computer monitors.

Set an Example Using People First Language

The National Council on Disability (NCD) has issued the following bulletin about people first language:

For centuries, people with disabilities have been subjected to stereotyping and dehumanization through the language used to describe them. Although some progress has been made in this century to shed labels such as "crippled," "feebleminded," "deaf and dumb," etc., it is still, unfortunately, the case that people who happen to have a disability are seen as disabled first and as a person second.

It is this type of stereotyping that reinforces the continued isolation, segregation, and stigmatization of people with disabilities, even nine years after the passage of ADA.

It should be remembered that in enacting ADA, Congress consciously chose to refer to people with disabilities as "Americans" first. Disability, particularly in a country in which there is an Americans with Disability Act, need not define one's identity. As we report on the White House Conference on Mental

Health and as we celebrate the ninth anniversary of this historic Act's enactment, let us remember to "put people first."

We can say ...people with disabilities, instead of the disabled, the handicapped.
We can say...people with cerebral palsy, instead of cerebral palsy victims.
We can say...people with mental illness, instead of the mentally ill.
We can say... people with schizophrenia, instead of schizophrenic.
We can say...people with mental retardation, instead of those suffering from mental retardation.
We can say...person who uses a wheelchair or person in a wheelchair, instead of a wheelchair-bound patient or person confined to a wheelchair.

When we begin to use language in a manner that truly respects the subjects as people first, our language will help move us toward fulfilling the promises of the Americans with Disabilities Act.

In its 1986 report *Toward Independence*, NCD first proposed that Congress should enact a civil rights law for people with disabilities. In 1990, ADA was signed into law. NCD is an independent federal agency currently coordinating a multi-year study on the enforcement and implementation of ADA and other civil rights laws. Visit NCD's award-winning Web site (<http://www.ncd.gov>) for more information.

Special Thanks to Our Employers!
October – National Disability Employment Awareness Month

Allied Silver Spring Interfaith Services for Senior Today
Allyson Louis Gallery Inc.
Alzheimer's Association of Greater Washington
Asbury Methodist Village Home
Ask Me Project
Burger King Restaurant
Cradle of Hope
Domino's Pizza
Federal Drug Administration
Furs, Fins & Feathers
Germantown - Upcounty Regional Library
Giant Food, Inc.
Golden Bull Grand Cafe
Good Hope Community Center
Heritage Christian Church
Hollywood Ballroom
Interfaith Clothing Center
Jeepers
Jewish Council for the Aging of Greater Washington
Jewish Library
Kids R Us
La Madeleine French Bakery and Cafe
La Pizzeria
Loehmann's Inc.
Lupus Foundation
Manna Food Center
Mariner Health of Kensington
Marshall's Department Store
Marriott Corporation
McDonald's Restaurants
Montgomery County Government
Montgomery General Hospital
MVCR

Naval Institute
Oldies 100
Ourisman Chevrolet
Quality Suites
Rockville County Government
SAAH Furniture
Safeway Food and Drug
Shady Grove Nursing and Rehabilitation Center
Snyder's Grocery Store
Special Olympics
Super Fresh Stores
U.S. Consumer Product Safety Commission
Unitarian Church of Rockville
Values In Action
WaWa Convenience Store
Walker's Laundromat
YMCA Child Center

For information on employing an individual with a disability, contact Irene Souada, Employment Development Specialist at 301-527-0440.

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Questions and comments should be directed to Jennifer Appaneal, SEEDconnections Editor
707 Conservation Lane, Suite 200
Gaithersburg, Maryland 20878
Phone: 301-527-0440
Fax: 301-527-0119
E-mail: jappaneal@seeonline.org
