



*Seeking Employment, Equality and Community for
People with Developmental Disabilities*

SEEC Insider

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What's Up with Services?!

A monthly update on re-envisioning SEEC services post pandemic

By Sherry Beamer, Director of Services



When Maryland began the pandemic “lockdown” SEEC immediately sprang into action to change the service paradigm. In-person classes such as fitness, art, music and work skill building classes were no longer an option. In-person socialization and relationships went by the wayside. With little downtime, SEEC reinvented to a virtual paradigm so people could stay engaged, healthy and continue a trajectory to live, work and thrive. Through a myriad of virtual opportunities, the people SEEC supports resumed their fitness classes, focused on work skills and participated in individual and group learning. People joined classes created by SEEC staff, community volunteers and others. SEEC focused efforts on the creation of a curriculum to assist people to become stronger self-advocates, be more independent in their home and continue their special interests. Staff were trained on how to provide quality virtual supports. The impact of the pandemic and now decreasing lockdown requirements give us the opportunity to rebuild a stronger and more vibrant SEEC that will assist people to find their place in the community. Rebuilding SEEC supports by taking into consideration what was effective before the pandemic and what we learned during the pandemic will give people supported by SEEC more robust opportunities to live, work and thrive.

Here is what SEEC is doing to rebuild supports -

We recently developed an In-Person Supports Planning Packet. We are piloting this in Community Engagement and Project Search in person support pilot for a few weeks. Following the pilot, we will make necessary changes to the process and open up the schedule so everyone wanting to get back to in person supports has the option.

The Packet addresses:

- Risk Assessment and Review
- Environment review to assure COVID-19 safe practices are in place
- Personal Protective Equipment supplies are accessible to staff and people supported
- The creation of supports that can be provided in the
- Regular review of service

We are also building a service framework for SEEC led virtual and/or in person classes where learning a skill or technique is taught in a group setting and is followed by

practicing the skills at home or in your neighborhood. It is our intention this hybrid support model will lead to increased independence and personal connections. Classroom learning may be conducted by SEEC staff, volunteers, or consultants, while support for practice may be provided with assistance of SEEC Direct Support Professionals. SEEC Leaders continue to follow and adapt services based on the latest national and state pandemic policies and practices in the following groups weekly. And we are part of a new group of day service and residential in Montgomery County planning together to return to in-person supports.

Our strength is in our community, and our trust and communication with each other. Share your ideas and concerns with your SEEC contact as we build and move through this next phase together.

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Introduction to Kelly Paparazzo, SEEC's New Program Director for Community Engagement

Prior to joining SEEC, Kelly worked at The Arc Prince George's County for 28 years. Her career began as a Live-in house manager supporting 3 women in their home. Over the years she has been a Director of Vocational and Residential Services. Kelly's entire career has been focused on assisting individuals with a broad spectrum of differing abilities. She holds a bachelor's degree from Frostburg State University. In her leisure time she enjoys time spend with her family, going to concerts and during the fall season watching her beloved Pittsburgh Steelers!



UPCOMING EVENT



You're Invited! Virtual Celebration Night of Stars!

We are excited to announce that **registration is now open for SEEC's "Night of Stars" virtual event celebration on Saturday, April 24th** to benefit people we support who have intellectual and developmental disabilities. Mark your calendar for Saturday, April 24th at 6PM!

The celebration is **FREE to everyone** this year, but you will need to click on the link to register and attend, no matter if you have already registered as a sponsor or not. If you are a sponsor, Thank You, we will see you at the 5pm VIP Reception! If you are registering for free, please consider donating. No amount is too small, and every bit helps!

On **Saturday, April 24th we will gather to celebrate and feature SEEC "Stars"** including people we support who have persevered during this isolating time, staff members who have gone above and beyond to ensure the people we support continue to thrive, employers who have provided meaningful employment to people with disabilities despite great obstacles, and more! Thank you to everyone who nominated a star! And thank you to our sponsors!

We hope you will register to attend and look forward to joining together to help people with disabilities LIVE, WORK, and THRIVE in their communities in 2021 and beyond.

[Register Here!](#)

Earn Maryland Grant

by Jessica Neely



SEEC is the recipient of a generous two-year continuing grant from EARN Maryland to support the Maryland Direct Support Training Consortium's ongoing workforce development training. With support from EARN Maryland, SEEC and our MDDSP partners will continue to provide DSP II and Mentor competency-based training to an ever-increasing number of direct support professionals. We will also provide instruction to Trainers, using a 'Train the Trainer' model. Over the next two years, our scale-up goal is to provide these workforce opportunities and resources to as many Maryland provider agencies as possible. SEEC is grateful for the ongoing support of EARN Maryland!



SEEC's LinkedIn Page Features Job Seekers & Employer Partners

By Pam Toole

Are you following SEEC's LinkedIn Page? If not, you probably missed the many success stories we feature about SEEC's job seekers at their new jobs and new internships. You might have missed reading about the many new and veteran businesses we partner with who embrace and advocate for hiring people with disabilities. Throughout the pandemic, SEEC has had countless success stories and relationships with business partners to share and feature. You may know, or even be,

one of our highlighted features.

The Employer Outreach Team views each employer as a partner. Regular features, tags and shoutouts on social media are a way we give back to our inclusive hiring business partners. Join us in our gratitude and partnership mindset, and checkout who we're highlighting today!

In SEEC's job clubs and career building activities, we have also been working to build the LinkedIn skills of our job seekers. LinkedIn is the top-rated network to locate jobs. Understanding how LinkedIn works, and in some cases, developing a LinkedIn profile, are learning activities we have introduced to our job seekers.

Getting savvy on where the employers are, maximizing LinkedIn's networking tools and learning what SEEC is doing for businesses is a good idea for everyone. If we want to talk about employment, LinkedIn is the space to do it in. Become a SEEC LinkedIn follower and see what you might be missing!

Volunteering at SEEC

By Ethan Litvin

According to a recent article in the Washington Post, research suggests "volunteers aren't just helping the communities they serve. People who volunteer experience a boost in their mental health — good news at a time when more than a third of Americans report feeling symptoms of anxiety or depression (Washington Post)."



SEEC has seen an increase in volunteer interest and engagement with the people we support over the past few months. Whether participating in mock interviews with job seekers, teaching an art class, or helping to recruit new volunteers, our volunteers have been instrumental in providing enrichment and support to our individuals during this challenging time our volunteers are important to our work.

In addition to people we support benefiting from their interactions with our volunteers, our volunteers have found their experience with SEEC to be fulfilling and impactful. Bill Levinson, an avid and highly committed volunteer for SEEC describes his experience as a SEEC volunteer:

"My experience over the past 9 months in working with SEEC's Job Club and the various SEEC staff has been rather amazing. The staff - and the many professionals who volunteer their time as guest "subject experts" - are among the most talented and lovely people I have encountered. Their wisdom and sensitivity in dealing with the Job Club participants is inspirational and touching - and humbling. I have learned from them and hopefully have been able to take some of those lessons and incorporate them into my interaction with the participants. I have given several presentations to the Job Club and attend weekly and I am touched by the warmth with which participants greet me.

It has reinforced my faith in the fundamental goodness and kindness in the world and the importance of sharing and giving back to others. I'd suggest that IF you are looking for a volunteer experience that will leave you every time feeling like you have received more than you have given, that you have made a difference in someone's life and learned how to be the best YOU that you can be - run, don't walk to become a volunteer with SEEC".

If you would like to join volunteers like Bill in supporting our mission, please reach out to



Wellness Corner - Creating Healthy Habits

The effort to develop a healthier way of living pays off. An estimated 80 percent of heart disease and type 2 diabetes, along with 40 percent of cancers, could be improved simply by eating better, moving more and quitting smoking according to the World Health Organization and CDC.

Remember, change takes time. Forming a new habit takes on average more than two months — 66 days to be exact — and sometimes up to 254 days to become routine. “To make lifestyle changes that last, take baby steps toward your goal rather than doing too much, too soon,” said Dr. Hashmi. “The best resolution, anytime of the year, is deciding ‘Today, I’m going to make a change, I’m going to take that first step.’” For more information or help managing a health condition or making a healthy change in your life, please visit the Kaiser Permanente Southern California Center for Healthy Living.

For more information on overweight and obesity prevention, management, and trends, please visit the U.S. Centers for Disease Control and Prevention.

Kale, Apple and Pecan Salad

Servings: 6

Ingredients

- 2 bunches Lacinato kale with stems removed, torn into bite size pieces, washed, and dried
- Salt
- 1 teaspoon olive oil
- Scant lemon juice
- 2 medium-sized apples, chopped into bite-size pieces (I like Granny Smith)
- 1 cup pecans, toasted, roughly chopped
- 1/2 cup low-sugar dried cranberries

Dressing:

- 1/4 cup Dijon mustard
- 1/4 cup apple cider vinegar
- 1/4 cup honey
- 1/4 teaspoon of salt and pepper to taste

Directions

1. Place kale in a bowl and sprinkle with a pinch of salt. Drizzle with one teaspoon of olive oil. Massage kale for a couple minutes to tenderize.
2. Sprinkle a little lemon juice over apples to keep them from browning.
3. Mix together kale, apple, pecans, and cranberries.
4. Make dressing: Put the Dijon mustard, apple cider vinegar, honey, salt, and pepper in a jar and shake it up.
5. Toss salad with dressing and serve. Start with 1/4 cup of dressing, then add more as needed to taste.

Nutrition Information (per serving)

Note: This information is based on using all of the dressing. More than likely, you won't

need it all. You can reduce the sugar and carb count substantially by reducing the amount of dressing you use.

- Calories: 173
- Total fat: 4 g
- Saturated fat: 1 g
- Cholesterol: 0 g
- Sodium: 254 mg
- Total carbohydrate: 33 g
- Dietary fiber: 4 g
- Sugar: 20 g
- Protein: 4 g

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