

Summer 2019

CONNECTIONS



The quarterly newsletter of Community Living

A word from our CEO

When you think of minimum wage employees, who do you think of? Do you think of people who administer medication, run medical appointments, manage money for others, and run a household for people with disabilities? If your answer is “no” then consider the fact that over the next several years, the Direct Support Professionals (DSPs) serving thousands of Marylanders with intellectual and developmental disabilities will move increasingly closer to becoming minimum wage employees. I say Direct Support Professional because what our staff does *is* a professional job. They are managing the welfare and wellbeing of the people we support day in and day out, from finances to food.

And yet, as minimum wage goes up, the reimbursement to Community Living and hundreds of other organizations in the state goes up by only a fraction of that amount. In fiscal year 2019 (July 1, 2018 – June 30, 2019) the minimum wage in Maryland was \$10.10 and the amount developmental disabilities providers are paid for DSP reimbursement is \$12.09. That rate is for all DSPs whether they are a brand new hire or have been employed for 20 years. In January 2020 the minimum wage will increase to \$11.00 (approximately a 9% increase) while the reimbursement rate increases

only 3.5%. You don't need an accountant to tell you that is not a sustainable combination.



The literature describes a workforce crisis across the country for organizations providing supports and services to people with disabilities. That crisis will grow as the job becomes increasingly difficult and the pay becomes less attractive. Why would anyone want to do a job with the level of responsibility required of a DSP, when he or she could stock shelves at the local big box store for the same or more money? Luckily, there are still people who do it because they love the job and they love the satisfaction of making a difference in someone's life. But without better incentives, recruiting new staff into the field will become nearly impossible.

Now more than ever, we need the financial support of our community, friends and neighbors. Please consider supporting Community Living and help us continue to provide quality supports and services to the people we serve every day. Contact us via our website www.communitylivinginc.org or through social media at @CLIfrederick. Your help is truly appreciated.

—*Michael Plantz*

CAR CARE CREW

THE AUTO SPA

THE LUBE CENTER
Drive-Thru Oil Change

THE AUTO REPAIR

washluberepair.com



Helping create healthier, better neighborhoods

Wegmans

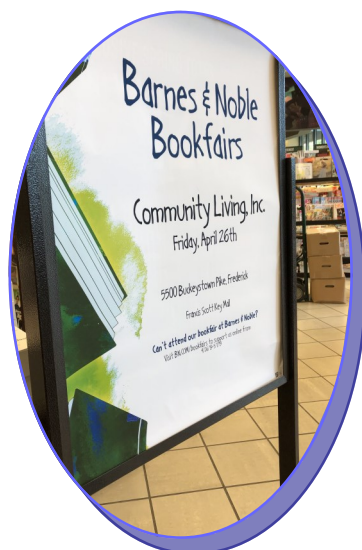
*And thank you to Damarco Studios for designing our amazing
40th anniversary logo!*



Community Living
40 YEARS
1979 - 2019

Recent events

Barnes & Noble/Alex & Ani



Over the spring, we got to go back to Barnes & Noble and Alex & Ani for fundraisers. It's always so fun to spend time with the associates at each store and chat with the folks who stop in.

The Alex & Ani Charmed by Charity fundraiser was made even more fun by donations from Beefsteak and Kiehl's Beauty.

We're so grateful to be able to engage with the community through these fundraisers!



Recent events

Open House

On Wednesday, May 8th, we held our Open House at our vocational and support services building on Hayward Road. The event was so much fun, and we were overwhelmed with the support we received from the Community. Plus, we were pleased to present our amazing door prizes to Kristin and Jake of Optimum Restrooms, and Lisa Littlefield of Hood College. Kristin and Jake received a gift certificate to Allow Me, and Lisa was gifted a gift certificate to Dream Dinners!



Recent events

Rotary Presentation

We were honored to be able to present at the Rotary Club of Southern Frederick's meeting on May 16th. The members were welcoming and asked wonderful questions, and it was great to be able to share more about what we do!



Spring Party

Every year, Trinity United Methodist Church holds a spring party for the people we support. It's amazing every year, but the volunteers at TUMC just seem to make the event more incredible as time goes on. From the creative décor to the delicious food, everything was so perfect. Thank you so much to our friends at Trinity for their ongoing support and commitment to the people we serve!



News from Support Services

Almost two decades ago, Community Living (both staff and the people we support) became involved in the Frederick Running Festival.

For the first few years, we started by giving water and snacks to the runners. Then, we became involved with giving out T-shirts and helping out with the kids Fun Run. That led to helping give out medals, too. Support Services Program Manager Donna Fuss has been at the helm of this endeavor for several years — scheduling and working with volunteers — and the teams work like a well-oiled machine now.



Inclusion is a long journey, and a few years ago we reached our goal. Now, we are proudly not just included, but needed. We aren't seen as a group of people with intellectual and developmental disabilities. We are seen as helpful friends, and the participants in the Running Festival look forward to seeing our group year after year.

This year's Running Festival was May 4th and 5th, and the people we support are already asking how long until the next one! Thanks Corrigan Sports for including us in the Running Fest family. This festival continues to grow every year, and we are so proud to be a part of it!

News from Vocational Services

Our Vocational Services department has been busy this quarter! Probably our biggest update is that we are actively working on raising funds to send our job developer, Randy, to the 2019 APSE (Association of People Supporting Employment First) Conference in St Louis.

Randy is the main person in this department who finds and places the people we support in employment positions they **like**, and from which they derive a sense of **value**, **purpose**, and **inclusion**. These characteristics are at the core of what we do. But, as many of us know, finding employment isn't easy under the most typical of circumstances. And where people with ID/DD are concerned, and the stigma and misunderstanding abound, employment is often difficult to secure. That's why we are always looking for new methods to find great jobs for the people we support. We would love to be able to send Randy to the 2019 APSE Conference, so that he can bring back some vital knowledge about Employment First today. For Randy to attend, the cost is \$1,953. We've started a GoFundMe campaign to raise funds for this:

<https://tinyurl.com/y4jck8bv>.

Any support you can offer would make a huge difference. Thank you!

News from Residential

Our team of residential coordinators has changed a bit recently, so we wanted to take a minute to introduce you to our staff.



Martha has worked at CLI for 15 years. She started as a direct care staff and later become an RC/scheduler. She is a vital part of our team, and someone we rely on daily. She has such a warm and caring spirit. Staff will often come in just to sit and talk with her. Martha never hesitates to drop what she's doing to run an appointment or tend to an emergency situation. She is dedicated to the people we support, ensuring that they have the best, fullest life possible.

Farhan has been a staple at CLI for 12 years. He worked in Support Services for many years before moving on to the Residential Department. Farhan is such a calm, personable and reliable person. Many of the people we support will come in and sit at his desk just to listen to music and talk. He always seems to find time to listen to each person's concerns and do his best to navigate each situation. He has gone above and beyond to ensure that the people we serve go on their preferred activities on a weekly basis.



Dennis has been with CLI for a little over a year; however, many of us have known him for decades. He has been in this field for many years and came to us with a wealth of experience and knowledge. He has such an engaging personality and gentle spirit, and both staff and people we serve seek him out just to talk. He is always willing to lend a helping hand wherever it is needed. He works hard to ensure that the people in our care are safe and happy.

Mohamed has only been with us for a few months. He started out as a house manager; however, we quickly recognized his potential to be a Residential Coordinator. He was not a stranger to this field, having worked in Montgomery County as an RC for several years before coming to CLI. He has hit the ground running in his new position at CLI, without missing a beat. He is so pleasant, composed and willing to tackle any situation without complaint. He has been a true asset to our team.



Upcoming Events

Community Fun Day

We are so excited for our third-annual Community Fun Day! This year, the family-friendly event will include performances by children's musician Ms. Margot and magician Adam Stone, plus vendors, food trucks, a bounce house, and more!

We're still accepting vendors and sponsors. If you're interested in either, email Fundraising & Marketing Director Elaina Lyons at elainal@clifrederick.org or call 301-663-8811.

Community Fun Day!

Performances by
magician Adam
Stone and
children's musician
Ms. Margot!



Bounce house!

Vendors!

Activities!

Food trucks!

10 a.m. to 2 p.m. Saturday, August 3rd

Trinity United Methodist Church
703 W. Patrick St., Frederick, MD 21701



Vendor spaces \$50 each. Table and chairs provided. Sponsorships also available. For more information or to reserve your space, email Elaina Lyons at elainal@clifrederick.org, or call her at 301-663-8811.

Upcoming Events

Frederick Goes...70s Gala

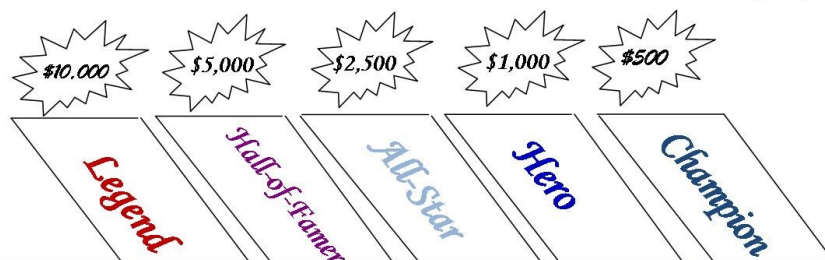
We're so excited for our next gala! This 70s-themed fundraiser will be held Saturday, Oct. 26th from 6 to 10 p.m.

We'll be bringing back The Dapper DJs to play some groovy tunes, and we'll have some fab silent auction items. You won't want to miss it! Stay tuned for a flyer for more details.

In the meantime, we are still looking for advertisers for our program, as well as event sponsors. If you're interested in either, email Fundraising & Marketing Director Elaina Lyons at elainal@clifrederick.org or call 301-663-8811.



620B Research Court
Frederick, MD 21703
301-663-8811
www.communitylivinginc.org



Frederick Goes 70s Gala — Oct. 26, 2019					
Exclusive 3-Minute Speaking	✓				
Event Program Inclusion	Ad with logo	Ad with logo	Logo	Thank you list	Thank you list
Vendor Table at Event	✓	✓	✓	✓	
Complimentary Tickets	8 tickets (1 table)	5 tickets	3 tickets	2 tickets	1 ticket
Social Media Promo	Individual thank you post with logo and	Individual thank you post with logo	Individual thank you post	Thank you list	Thank you list
E-blast Promo	Individual thank you post with logo and	Individual thank you post with logo	Individual thank you post	Thank you list	Thank you list
Inclusion on Event Sponsor	✓	✓	✓	✓	✓

Supporters can also purchase ad space in our program for the evening!

1/4 page ad: \$50

1/2 page ad: \$100

Full page ad: \$250

Interested in helping us plan our Gala? Join our Planning Committee! The committee meets once a month. To learn more or to join, email Elaina at elainal@clifrederick.org.

Trainer's Nook

An Update on the Mandt System

At the start of 2019, Community Living began its transition to training in the new behavior curriculum, The Mandt System. The Mandt System's philosophy is based on building healthy relationships between all stakeholders in the organization. We want all people receiving services here at Community Living to be able to say, "In this place, and with these people, I feel safe™."

The Mandt System attempts to meet people's needs by looking at the figurative four walls of their house; their spiritual, psychological, physical, and family health. It encourages caregivers to keep their radar tuned into people, including themselves, noticing when people are different or escalated from baseline. It encourages caregivers to be aware of what actions are most important when people are in various stages of the crisis cycle.

By using those skills in combination with each other, and being aware of the prevalence and impact of trauma on all people, The Mandt System strives to build healthy relationships that allow for service settings that are safer for everyone, and allow for reductions in challenging behavior as secondary byproducts to improvements in quality of life.

Training our staff in the Mandt System is just one of the latest ways through which we ensure we are able to give the best quality care and support to the people we serve.



Welcome, new employees:

**Antonio Johnson — Ludy Garcia — Michelle Pannell — Gabrielle Benton — Ruth Vickers
Michele Webb — Tyler Mattocks — Jonquil Naylor — Thierry Tchabert — Sam Arumajoye —
Olayinka Ademuyiwa — Ashley Carrillo**



It's our anniversary! We're going big for
our 40th anniversary year.

Last year, with your help, we raised \$110,000. This
year, for our 40th anniversary, we want to increase
that by \$40,000!

Help us reach our goal of raising **\$150,000** this
year! Together, we can make a difference!



To make your donation, visit
[www.communitylivinginc.org/
donate](http://www.communitylivinginc.org/donate).

Or, mail in your donation to:

Community Living, Inc.
620B Research Court
Frederick, MD 21703.

We'd love to stay connected!

Please send us your updated contact information (phone number, address and email) so we can keep you up to date on everything going on at CLI!

**Send your info to
elainal@clifrederick.org.**

**And be sure to follow us on social media:
www.facebook.com/CLIFrederick
[@CLIFrederick](https://twitter.com/CLIFrederick)**

“

**Guard well within
yourself that treasure,
kindness. Know how to
give without hesitation,
how to lose without
regret, how to acquire
without meanness.**

--George Sand