

## Progress... At What Cost?

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### Many Community Employment Programs Struggle Under the NOW / COMP Waivers

After three years of planning, conducting fifty-four community forums, and speaking with 9,000 families, the NOW and COMP waivers burst onto the scene this past November with a basket full of promises and a whole lot of confusion.

In the months since the NOW and COMP waivers began, providers have decidedly felt the pinch in services across the state, with many altering their plans of services altogether. Across the state, it seems that Community Employment programs have been impacted the most.

"What you can bill for is very limiting, especially in individual placements," explained Cindy Burns, supervisor for the community employment program at CCDS. "You should be at ISP meetings and other planning, but you can't bill for those hours even though it is part of the support a good provider provides.."

The new restrictions have unfortunately made it impossible for a number of community employment programs to stay afloat across the state. Tragically, many closed their doors in the first few months that NOW and COMP have been around.

"While it sounds like it is all about the money," Burns stressed, "it is really about people losing life-long dreams. How many have ended?"

Throughout the years of careful planning, DHR representatives touted the ability of the individuals to choose and the power of choice. However, when even good providers can't financially maintain quality programs, it's really the individuals who suffer most."



*Job Coach Willie Hall trained Nathan Hoyt on his box-making job at Brasseler USA years ago and continues to monitor his progress.*

CCDS supports over 100 individuals in the Savannah area who want and chose to work in competitive community jobs. Several individuals have been supported on their jobs for 20 years or more. Though times are tough economically, individuals are still being placed.

"I am so happy that CCDS supports our Community Employment Services so much and has been able to sustain it so far," Burns shared.

When the mindset at the state level seemingly places less importance on people choosing to be independent and employed in real jobs in the community, and instead places more money on providers taking work-capable individuals out to see movies and to shop, one has to wonder if wanting the best for an individual even matters at the top anymore.

At CCDS, the individuals and their choices still matter.

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## Remembering Jim White

Longtime CCDS board member, Jim White, passed away on December 18, 2008.

Jim was retired from CSX Railroad after 40 years of service, but stayed very busy with his own repair business and serving actively in his church.

Joining the CCDS board in early 1993, Jim was a part of a series of positive changes for Coastal Center. The name change, Quantum's complete renovation, the move of work programs into one building, the move of



administrative offices and Day Habilitation into the current Eisenhower location, and move to establish Quantum Inc. as a CCDS subsidiary all happened during Jim's tenure. A strong advocate for the

individuals we serve, Jim always made sure their best interest was at the forefront of all decisions.

Jim is survived by his wife of 59 years, Myra; their daughter Carol Loller, their

sons Wade and Jeff; two grandchildren and three great-grandchildren.

Jim's legacy will live on at CCDS and his presence will be greatly missed.

## Traveling to Atlanta for Disability Day 2009

Eight representatives (four program participants and four staff members) from various programs and services at CCDS recently participated in the 11th Annual Disability Day at the Georgia State Capitol. In late February, the group traveled to Atlanta for the overnight stay and were able to take in a few activities. The Georgia Aquarium was the main attraction on the day's agenda, and the travelers spent hours learning about underwater

creatures, touring the exhibits and being amazed at everything from the playful otters to the baluga whale. An Italian dinner at Azio's downtown capped off the night in Atlanta.

The next day, the early risers took a tour of the capitol building, sat in on discussions in the Senate Gallery, and participated in a motivational rally on



(Left) Keynote speaker Jeff Cohen pumped up the crowd. (Middle) Thousands of Georgians with disabilities and advocates rallied on the capitol steps. (Right) Kenneth Johnson, Michelle Richardson, David Wilson, and Linda Cope learned about aquatic creatures at the Georgia Aquarium.

disabilities on the capitol steps. The keynote speaker was Atlanta-based, award-winning author Brad Cohen, whose experiences with Tourette's Syndrome as a child and adult were chronicled in a best selling

book and recent Hallmark movie.

"I wanted to be the teacher I never had," Cohen shared. "I wanted to be the teacher who focused on strengths and not on weaknesses!"



**ALUMINUM CANS AND PLASTIC BOTTLES** are collected throughout our agency, then Day Hab folks get busy. Cans are washed, crushed, and bagged and plastic items are gathered for the trip to our recycling source. Did you know that we've been recycling drink cans since the *summer of 1992*? Add to that the fact that we've been recycling cardboard even longer and you'll find that CCDS was a part of the "Green" movement long before it became trendy!

# Employees of the Month

The Employee of the Month awards continue to celebrate the great staff that CCDS and Quantum have built over the years. Here are some people whose efforts have made a big difference:



November's Employee of the Month was Finance Office Accounting Manger, **Lisa Solis**. Lisa has been with us for about two years and has aided in the smooth integration of new software practices such as QuickBooks and VocShop which makes each department's life much easier!



**David Piirtola** works as the Transportation / Building Grounds Supervisor and is responsible for the daily dispatching and necessary maintenance of CCDS' vehicles. He is always willing to help wherever he is needed which is why he was the perfect candidate for December's Employee of the Month.



**Julia Williams** was awarded with January's Employee of the Month title and couldn't have been more excited! She works in Day Hab and is an active member on the Advisory Council on Community Resource Development (ACCORD).



**Antje Garner**, our resident German cook in Quantum Catering has been cooking up delicious party trays and school lunches for many years now. Her hard work and resilience landed her the title of Employee of the Month for February.



**Clealice Timmons** is the Ancillary Services Manager and coordinates all the transportation and maintenance for both the CCDS and Quantum buildings. She was chosen as March's Employee of the Month for her consistent hard work and her ability to juggle many different projects at once.



April's Employee of the Month, **Ginger Davenport**, works as a Job Coach in Community Employment. Ginger truly has a gift of working with adults with developmental disabilities and will do whatever it

# Welcome, New Staff!



**Trumekia Sloan** joined the Day Habilitation staff early this year as its newest Instructor. Her cheerful nature, willing spirit and tireless commitment to the people she works with have quickly made her a valuable asset to the Day Hab staff.



**Kimberly Best** is the newest staff member on the Ancillary Services team. She covers the Day Habilitation section of the building and keeps everything clean, neat and tidy. Kim is hard to track down, though, because she's always busy and on the go!

# New Roles for Staff

With all the growth and improvements being made in Quantum, we felt like it was a suitable time to move a few of our long-standing employees around to new positions.

Loretta Funk, previously Quantum Catering manager, moved to Quantum Assembly as the new Contract Manager. In her new role, Loretta works with prospective



customers and coordinates time studies and generates bids to submit to the customer. She is the primary contact with our current customers as well so she can manage the contracts effectively.



To meet the supervisory need in Quantum Catering, Demetria Muldrow enthusiastically moved from a Job Coach in Quantum Assembly to Quantum Catering Supervisor. Her experience from growing up in the restaurant business with her parents made it a smooth transition and natural fit. Demetria

handles all of the catering orders, organizes the weekly schedule and coordinates deliveries.

Both ladies have quickly adjusted to their new roles and are enjoying the change of scenery. We are so lucky here at CCDS and Quantum to have such flexible, team players who only want the best for our consumers and businesses.



**TONER CARTRIDGES** can be recycled, too! Using a drop off box in the lobby, area businesses — including the US Customs House on Bay Street and the Department of Labor (Voc Rehab) — are taking part in our recycling. To date, three shipments of at least 10 cartridges each have been recycled. Because some acceptance policies change frequently, all the cartridges we receive don't get shipped off to our recycling source, but we DO find a place to recycle the rest!



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# Calendar and Job Announcements

## HOLIDAYS

**MAY 25  
HOLIDAY**  
CCDS & Quantum will be closed in observance of Memorial Day.

**JULY 3  
HOLIDAY**  
CCDS & Quantum will be closed in observance of Memorial Day.

## EVENTS

**JUNE 11  
SAND GNATS BASEBALL GAME  
(June Rec Night)**  
Sponsored by the Employee Association, the event is a favorite for the family! Discount tickets will go on sale prior to the event. Look for the informational flyers!

## REGULAR MEETINGS

**Advisory Council on Community Resource Development (ACCORD)**  
9:30 AM until 10:30 AM  
Meets on the 3rd Thursday of every month in Day Habilitation.

**People First**  
3:00 - 4:00 PM  
Meets on the 3rd Wednesday of every month in the Quantum cafeteria.

## JOB OPPORTUNITIES

**Part-Time Drivers Available Now**

The CCDS Transportation Department is hiring part-time drivers for daily morning and afternoon routes transporting consumers.

See the receptionist for an application and complete job description.

May 2009						
S	M	T	W	T	F	S
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

June 2009						
S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4
5	6	7	8	9	10	11

July 2009						
S	M	T	W	T	F	S
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
2	3	4	5	6	7	8

August 2009						
S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5



**OVER TWO TONS** of shredded office paper, cardboard, magazines and newspapers have been recycled since the Day Habilitation program linked up with SP Recycling and got a recycling bin placed on the perimeter of our property. Surely CCDS and Quantum use the bin, but the public is also taking part by helping to fill it up! SP Recycling comes by frequently to empty the bin, which seems to fill up rather quickly! When you are nearby, please drop off your recyclable items in our bins!