



OUTLOOK

ISSUE 22 • DSP APPRECIATION EDITION 2023



Letter from the CEO

KATHRYN SUSANO-MORRIS

Reflecting on our organization’s DSP Week Appreciation celebrations, I am filled with gratitude for the incredible people who make up Fayette Resources.

This newsletter highlights the contributions of our Direct Support Professionals (DSPs), the backbone of our services. Their dedication makes everything we do possible.

During DSP Appreciation Week, we celebrated our DSP of the Year award winners: Monique Brown (Fayette Region), Brooke Angeletti (DuBois Region), Paul Synuria (Allegheny Region), and Henchard Ejoh (Indiana Region). These exceptional team members go above and beyond to support our program participants.

We also honored our Rising Stars—Cindy Jobe, David Shorts, Melissa Ashton, and Glenda Blanco—who are newer team members who have made a significant impact. Their fresh ideas, dedication, and passion remind us that our future is bright.

Finally, our Teamwork Award winners demonstrated the power of collaboration. Their efforts are a shining example of what we can accomplish together.

The people we serve are the heart of everything we do. Their joy, growth, and achievements remind us why our work matters. The stories in this newsletter highlight the impact of our shared mission.

Moving forward, I’d like to let everyone know about my upcoming retirement. I will be stepping down as CEO effective January 1, 2025. It has been a long but great career and I’ve spent 40 years doing what I love. Tim Pearl will be taking over as CEO on that date. I’ll be in a part-time capacity for awhile.

I have made some great friends and extended family members that I will cherish forever. I thank you for that opportunity. This world is a better place because of people like you.



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DSP APPRECIATION WEEK: THE AWARD WINNERS

The DSP of the Year award is given to a Fayette Resources DSP who advocates for the general welfare, happiness, and aspirations of the individuals they support. The awardee prioritizes quality of life, sets goals, acquires resources, and creates opportunities. They communicate positively, emphasizing success and maintaining a friendly and optimistic attitude. The awardee is highly valued by their team, family members, co-workers, and community.



Fayette Resources proudly honors **Monique Brown** as the DSP of the Year for the Fayette Region. This award is both humbling and validating for Monique, who shared, "This award is rewarding and makes me feel like my hard work hasn't gone unnoticed." One of her most meaningful experiences came early in her career when she helped a hesitant client settle into Fayette Resources—a client who, through her and her team's dedication, has now been with the organization for 20 years. This lasting bond illustrates the deep impact Monique has on those she supports.

Monique's supervisor, Mia Thomas, praised her compassion and dedication, especially in helping individuals achieve small and big goals. Monique often stays after hours to guide new hires, sharing her insights and helping them adjust to the unique challenges of their roles. Her positivity and willingness to go above and beyond contribute to a supportive environment for coworkers and clients. Fayette Resources celebrates Monique's invaluable contributions and the profound, positive influence she brings to the Fayette Region daily.

FAYETTE

DUBOIS

Fayette Resources proudly recognizes **Brooke Angeletti** as the DSP of the Year for the DuBois Region. For Brooke, this award is deeply meaningful, reflecting her dedication to a job she now loves. She finds fulfillment in the positive changes and relationships she fosters, sharing, "I will strive to keep improving to help the individuals live their best lives." Memorable experiences, like seeing the joy on individuals' faces during Challenger Baseball, underscore her commitment to providing meaningful opportunities for growth and happiness.

Brooke's impact extends to both her clients and coworkers. She has helped a young man overcome his fear of police by arranging a coffee meeting with an officer and enriching his life with train rides and zoo visits. Her collaborative spirit shines through with her team, always willing to tackle challenges together. Program Specialist Sonya Cole praises Brooke's commitment to improving lives, noting her passion and dedication.



Fayette Resources proudly honors **Paul Synuria** as the DSP of the Year for the Allegheny Region. CEO Kathy Susano-Morris shared her deep appreciation for Paul's contributions, both as a professional and friend, saying, "I've known this person for over 30 years. He's my friend as well as a DSP here." Receiving this award was a powerful moment for Paul, who shared, "It definitely made me feel appreciated and that I do my job well."

Over his career, Paul has been instrumental in helping individuals find stability and achieve greater independence, often going above and beyond to enrich their lives through community involvement. Program Specialist Stewart Davis praised Paul's unwavering support, noting his dependability and leadership, which have been invaluable to both his team and the

individuals he serves. Fayette Resources celebrates Paul's inspiring service and his commitment to making a meaningful difference every day.

ALLEGHENY

INDIANA

Fayette Resources proudly recognizes **Henchard Ejoh** as the Indiana Region's DSP of the Year. Henchard feels this award has deepened his connection with the individuals he supports, bringing him joy and fulfillment in his role. "This really improves my relationship with the individuals I am working with," he shared, adding, "I'm not ashamed to admit that I love this job." Known for his compassion and commitment, he encourages his fellow DSPs to truly understand each person's unique needs and reactions.

Henchard's Program Specialist, Nikki Germanski, highlights the joy he brings to the team, noting, "He has a way of making those around him happy." Henchard's willingness to help, even at other sites, has strengthened teams across the region. Fayette Resources is grateful for his optimism, dedication, and the positive energy he brings to his work daily.



RISING STAR AWARD

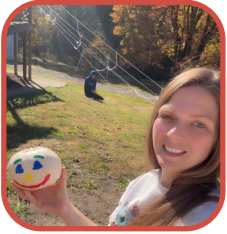
Fayette Resources, Inc. acknowledges the exceptional performance of new Direct Support Professionals by presenting the Rising Star award. This award is given to those who have worked for the organization for a year or less and have shown the potential and qualities of a future DSP of the Year awardee. Rising Stars are respected by team members and the community and are motivated to grow professionally for the benefit of the individuals they support.



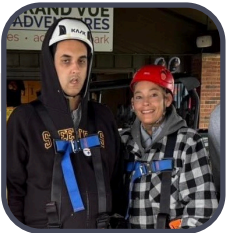
Cindy Jobe is a highly organized and valued member of the **Indiana Region** team. Recently appointed as Site Coordinator, Cindy ensures that program participants receive the best care possible, creating and implementing an inventive and effective routine that improves daily experiences and community involvement. Her intentional dedication and consistency have made a significant difference, and she is recognized for her outstanding leadership and positive impact.



David Shorts is the **DuBois Region** Rising Star Award recipient. Since joining the Greenwood home in May, David has built strong, supportive connections with residents. Working the third block shift, he spends Saturdays fully engaged, planning activities that are both fun and enriching. The group often enjoys brunch outings at the Soul Platter Café in DuBois, where one of the residents volunteers, adding a special touch to their time together. David's enthusiasm and dedication are an inspiration, and we're excited to see all he'll continue to accomplish.



Melissa Ashton has made a tremendous impact in our **Fayette Region**, especially in her work with a client who has unique support needs. She brings professionalism and a genuine commitment to excellence each day, contributing fresh ideas in team meetings and collaborating effectively to overcome obstacles. Her dedication to person-centered care shines as she ensures her client participates in enriching community activities. We're proud to celebrate her contributions and excited to see her ongoing growth and success.



Glenda Blanco is the **Allegheny Region** Rising Star Award recipient, honoring her exceptional dedication and commitment in her first year as a DSP. As a staff member at Aurora, Glenda has shown an eagerness to learn and a strong sense of responsibility, quickly becoming an invaluable team member. Her Program Specialist, Courtney, shared that Glenda consistently goes above and beyond to prioritize the needs of the individuals she supports, whether in her own house or assisting others.

Teamwork Award Winners

Each year, the Teamwork Award is presented to a group of DSPs whose collaboration has resulted in an exceptional achievement. Recipients have demonstrated effective collaboration, communication, trust, cooperation, and respect for diversity. The team puts collective goals before individual ones and guarantees that the people they support are flourishing and achieving their individual goals.

Fayette Region: Woodland

Carlene Minor, Sera Boladau, Lynann Riffle, Necole Hoffman

Allegheny Region: Lucilla

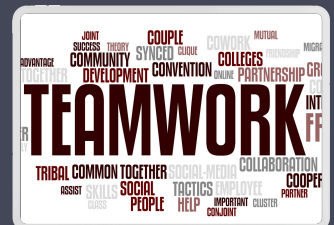
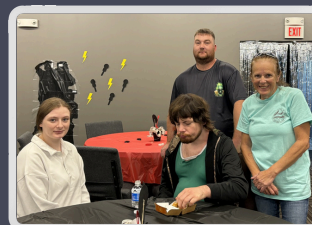
Shebazz Washington, Trinity Pearson, Dorrell Bradley, Isaiah Bailey, Omara White, Duane Tymous

Indiana Region: Ben Franklin 1

Cindy Jobe, Kayla Ackerson, Kyle Miller, Antonio Santiago-Matos

DuBois Region: 85 McHugh

Kaili Wolbert, Ron Montgomery, Krissy Oaks, Michelle Shaffer, Sandy Pennington, Cheryl Fox





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Our team is growing, and we're looking for new people to join us! Check out job opportunities on our website or follow us on social media to learn more. →



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