



OUTLOOK

ISSUE 22 • DSP APPRECIATION EDITION 2023

Letter from the CEO

KATHRYN SUSANO-MORRIS

On July 26, 2023, Governor Josh Shapiro signed a proclamation declaring that DSP Recognition Week would be honored from September 10th through the 16th in Pennsylvania. Every year, providers across the nation honor the workforce that is the backbone of services for people who live with intellectual and developmental disabilities and autism. Direct Support Professionals (DSPs) provide 24/7/365 support to program participants in our residential homes and support participants of our Community Participation Support (CPS) programs. Fayette Resources currently employs over 700 DSPs.

Our DSPs were celebrated the week of September 11th. There were parties in each region to award the DSP of the Year, Rising Star, and Teamwork. Fortunately, we had beautiful weather and time to visit with all.

While we all enjoyed DSP week, I just want to mention that we celebrate our DSPs each day for their dedication and hard work, and I know we don't say it enough, but thank you to everyone who works to support our program participants. The individuals appreciate your care and support.

Thank you! Thank you! Thank you!



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DIRECT SUPPORT PROFESSIONAL APPRECIATION WEEK: THE AWARD WINNERS

DIRECT SUPPORT PROFESSIONAL OF THE YEAR

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 REGION



Haley Gugar is a dedicated site coordinator and has worked for FRI for several years. Haley has formed strong bonds with her colleagues and the people she supports. She has had tremendous success with one person she supports, encouraging this person to adopt a healthy lifestyle and become more independent, resulting in significant weight loss for this program participant. Haley has also worked with this person to promote community engagement and encourage increased mobility, resulting in improved self-confidence and self-care. As a result of Haley's compassion and leadership, this person no longer needs a wheelchair, and their life has improved significantly. Haley is a positive role model for her team and a great advocate for the people she supports. She is a positive mentor and advocate for the people she works with; their personal successes demonstrate this.

DUBOIS REGION

Theresa Smith is a dedicated Direct Support Professional (DSP) at the Punxsutawney Community Participation Supports (CPS) program. She values the input and ideas of program participants and prioritizes their needs. Theresa has organized visits to a personal care home, a volunteer opportunity with the Food Pantry and encouraged the beautification of the Punxsy CPS building. She advocates for individuals and works to create opportunities for them to get involved in their communities, fostering friendships and special projects. Theresa's passion for her work is evident in her advocacy and dedication to the individuals she supports. Not only does she love her work, but she also shares that passion with her loved ones. Her husband made wooden flower for participants to paint and then decorate their program.



ALLEGHENY REGION



Brittney Metzger is known for her selflessness, kindness, and dedication to helping others. Metzger goes out of her way to make others feel important and appreciated and has great relationships with those she supports. As a devoted supporter of program participants and colleagues, she actively seeks out innovative solutions to any challenges that arise. Brittney is committed to her role as a DSP and takes extra initiative in seeking training and certifications. She prioritizes compliance and paperwork to ensure quality performance. Metzger's dedication to helping people grow and thrive is contagious, making her an invaluable member of the team.

INDIANA REGION

Julissa Gonzalez is a dedicated employee. Julissa is always available to assist clients with their needs, whether it's doing laundry or embarking on outdoor adventures. Known for her positive attitude, Julissa genuinely enjoys her work and is always willing to lend a hand to her colleagues. She's flexible and doesn't mind working at other locations, where she takes the time to get to know the clients and their interests. At her current site, Julissa has helped a resident establish a nightly routine while also adding some fun by singing and dancing together. Julissa's dedication and kindness make her a vital part of her region's team. She also invites clients to her home for cookouts and enjoys cooking with them. All in all, Julissa is a remarkable person who makes a positive impact on program participants' lives.



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.



Roman Baranishyn has already made a significant impact in our **Dubois Region** in a short amount of time. He has demonstrated his professionalism and composure in supporting the consumers at Arminta, even during intense behavioral situations. Roman takes a proactive approach to reducing the severity of these incidents and is always willing to try new recommendations. He is a valuable team player, and his contributions are greatly appreciated.



Our organization was fortunate to have **Janet Friend** recently join us as a certified nursing assistant (CNA)/DSP in our **Fayette Region**, and she has quickly become a reliable and valuable member of our team. Janet's expertise and dedication have had a positive impact on the individuals she supports, and her "get up and go" spirit has been an inspiration. She embodies a kind, genuine care that is evident in her honest communication and sound decision-making. We are grateful to have Janet as part of our team.



Deon Bray was initially hesitant about becoming a DSP in our **Allegheny Region** due to his lack of experience. However, during his orientation, he took detailed notes on the client he would be supporting. When he finally met the client, he impressed his supervisor by accurately reflecting the client's personality and preferences. Deon's respectful and attentive attitude towards the client showed that he would make an excellent DSP.

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: Grimm

Simone Fitzgerald, Edna Harris, Cigi Wright, Cody Myers, Tyler Drafton, Audra Chisler, Candice Cintron

Allegheny Region: Andover

Duane Tymous, Khalil Mitchell, Palar Hill, Jerzee Sutton, Jerome Corbett, Janell Chapman, and Mike Jerome

Indiana Region: Martin Rd II

Sierra West, Courtney Henry, Bradley McCutcheon, and David Gibson

DuBois Region: Third

Evan Say, Sally Slater, and Jeff Striegle





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