

Enable Express

April 2023



*Enabling Adults with Intellectual and
Developmental Disabilities in New Jersey since 1989.*



Spring Ahead!

As the weather warms up, let's see what we've been up to!

Tie-Dye Day

One day our consumers got crafty and sitting down at the kitchen table, consumers mixed their favorite colors and made unique, one-of-a-kind tie-dye t-shirts.



SeaQuest Adventure



Our consumers were excited to visit SeaQuest, an interactive aquarium located in Woodbridge, New Jersey where they enjoyed seeing and interacting with a variety of species of animals.

And, of course, no trip to the aquarium is complete without a visit to the gift shop!



Jersey Day at HQ!

To celebrate the Super Bowl, Enable HQ staff showed their team spirit by wearing their favorite sports jerseys!



Superbowl Sunday

On Superbowl Sunday, consumers in our residential programs had parties and fun while watching the game!



Valentine's Day

Consumers in our day program celebrated Valentine's Day by decorating cookies and enjoying sweet treats!



Trip to Applebee's

Consumers got out into the community and enjoyed dinner at a local Applebee's.



St. Patrick's Day Parade

To celebrate Saint Patrick's Day, our consumers had a blast attending a local parade held by the community with music, dancing, and festive floats.



Healthy Recipes

Lemon-Pepper Linguine with Squash

Ingredients

- 1 pound whole-wheat spaghetti
- 3 tablespoons extra-virgin olive oil
- 2 tablespoons unsalted butter
- 1 ½ tablespoons black peppercorns, coarsely ground
- 1 pound thin zucchini, trimmed and very thinly sliced lengthwise
- 8 ounces thin yellow squash, trimmed and very thinly sliced lengthwise
- 1 teaspoon kosher salt
- 1 cup packed soft fresh herbs, such as dill, parsley, chives and/or basil, coarsely chopped
- ½ cup finely grated Cacio de Roma or Manchego cheese, plus more for serving
- 2 tablespoons lemon zest
- 3 tablespoons lemon juice



Directions

Bring a large pot of water to a boil over high heat. **ADD** spaghetti and cook for 2 *minutes less* than the package directions. **RESERVE** ¾ cup of the cooking water, then **DRAIN**. **RETURN** the pasta to the pot. Meanwhile, **HEAT** oil and butter in a large skillet over medium-high heat. **ADD** pepper and **COOK**, stirring, until fragrant, about 30 seconds. **ADD** zucchini, squash, and salt. **COOK**, gently stirring occasionally, until just softened, 3 to 4 minutes. **TRANSFER** the zucchini and squash to the pot with the pasta. **ADD** the reserved pasta water, herbs, cheese, lemon zest, and juice. **STIR** gently to combine. Serve with more cheese, if desired.

Spinach Salad with Warm Maple Dressing

Ingredients

- 12 cups torn mature spinach leaves or baby spinach
- 3 mini cucumbers, sliced on the bias
- 2 tablespoons extra-virgin olive oil
- 1 medium shallot, finely chopped
- ¼ cup cider vinegar
- 2 tablespoons pure maple syrup
- ¼ teaspoon salt
- ¼ teaspoon ground pepper
- ¼ cup shredded smoked cheese, such as Gouda or Cheddar
- ¼ cup chopped pecans, toasted

Directions

TOSS spinach and cucumbers in a large serving bowl. **HEAT** oil in a small skillet over medium-low heat. **ADD** shallot and cook, stirring often, until softened, 4 to 5 minutes. **ADD** vinegar and maple syrup; bring to a boil. **STIR** in salt and pepper. Immediately **POUR** the dressing over the spinach and cucumbers. **TOSS** and **SPRINKLE** with cheese and pecans. *Serve immediately.*



In Memoriam



Mark Heller

02/01/1960 — 01/17/2023

Mark was with Life Skills from April 1998 and after Life Skills merged with Enable was with us from February 2018 to January 2023.

He had a great personality and was filled with a love of life and love for those around him.

He had a love of all foods, and his favorite thing to do was eat!

He loved being with family, and loved all of the Enable Direct Support Professionals and Managers who cared for him.

Mark is forever in our hearts.



He will be missed by all, but his memory will continue with all those he touched along the way.

The Hun School



The Hun School of Princeton's theater group, the Janus Players put on a fantastic performance for our consumers!

The students performed *The Spongebob Musical* and hosted an ice cream social after the show for our consumers who had a blast!

Thank you, Hun School of Princeton, for continuing to host events for our consumers!

In Other News

Harvard Acceptance Goes Viral!



Twins **Matthew** and **Magdalena Myslenski** are seen in a [viral video](#) with millions of views celebrating Matthew's acceptance to Harvard University.

Matthew dreamed of attending Harvard since elementary school, inspired by his doctors at Boston Children's Hospital. Matthew has cerebral palsy, but he never let it hold him back. Matthew is in the top 10 of his class at The Woodstock Academy, is involved in medical club, and is a member of six honor societies.

"I think Harvard is really lucky to get someone who is not only going to be academically driven, who is going to give back to the community, but is going to add an element to that campus that being caring and compassionate is really important," Sara Dziedzic, one of Matthew's teachers, said.

"No matter what your ability is, you can achieve what you want to in life. You can overcome anything that you want to."

Matthew Myslenski

[Read more about Matthew's story here!](#)

NJACP STARS Award



Carolina Lopez is Enable's NJACP STAR, and it is a well-deserved honor.

Carolina is a talented artist and has traditional style of 2D animation that is fun and appealing. She creates unique designs and can copy well known characters. One of her favorite styles is typography animation, in which she incorporates phrases and words into her art.

Her artistic talents are given generously as she loves to donate her talents for events and to friends. Many of Enable's staff have original Lopez's in their offices. This is an example of her generous spirit. She loves to give to others and she takes great pleasure in the appreciation she gets for her artwork.

It is interesting to note that Carolina accomplishes all this while being legally blind. While she has this disability, it does not hinder her at all. Despite her reduced eyesight, Carolina shares her vision of making her world a nicer place through sharing her art.

Welcome to Enable!

Bernadette Feterik

Bernadette Feterik is Enable's new Director of Nursing!

As the **Director of Nursing** and a registered nurse, she has many years of nursing experience and has worked with the DD/IDD population for over 30 years.

She has a Bachelors of Science in Nursing (BSN), is pursuing a Masters of Science in Nursing Administration and Leadership (MSN), and has a pending Certification for Developmental Disability Nursing (CDDN).

Bernadette is also a member of the Developmental Disability Nursing Association.



Welcome to the team!

Industry Updates

Keep the Lights on!

On March 20, 2023 Enable employees and consumers went to the capital to advocate for change in order to keep the lights on and services running in the intellectual and developmental disabilities (IDD) community.

Lisa Coscia, Enable's CEO, wrote a letter on behalf of Enable's staff and consumers to the New Jersey legislature thanking them for their ongoing support of individuals with IDD.

Additionally, on behalf of Enable and the IDD community, Lisa requested the following:

Maintain the following provisions in the Governor's FY24 Budget proposal:

- \$41.7 million in state funding with a 50% federal match to raise DSP wages,
- 10% increase in funding for housing vouchers, and
- 3% across the board increase for fee-for-service rates for IDD services.

Add the following funding to the FY24 budget bill:

- Raise the across-the-board rate increase by 2.5%, totaling 5.5%.

Why do we need to maintain the listed provisions and raise the across-the-board rate increase?

- DHS estimated the system was providing 22% fewer services than they were pre-pandemic.
- Agencies are competing for staff with other industries with competitive wages.
- Other states have raised their IDD rates in response to inflation and the workforce crisis, increasing competition.

Failure to act on these budget requests means a dire outlook for individuals and families.

Without adequate funding and DSP rate increases, those with IDD will suffer the consequences.



Join Our Team!

- *Competitive pay*
- *401K with employer match*
- *Generous PTO policy*
- *Credit union membership*
- *Health plan & HRA*
- *Dental*
- *Vision*
- *Employer paid life insurance*
- *Life Assistance Program (LAP)*
- *Supplemental benefits*
- *Training*
- *Promotions from within*

Direct Support Professional (DSP) — Full-Time, Part-Time, Sub Per-Diem

The Direct Support Professional develops a relationship with our consumers so they feel safe and supported. Responsibilities will include, but are not limited to: supervision and guidance during skill building activities, assisting with daily living activities, such as preparing meals and personal hygiene, providing transportation to medical appointments and other scheduled outings in the community, ensuring the safety of consumers at all times, and logging and updating resident case notes on a daily basis.

Team Lead — Full-Time

The Team Lead works with a person-centered team to develop, implement, and coordinate supports that address the needs and interests of consumers and assists them in safely reaching their personal goals for skill development and community integration. This position is a direct care role in addition to leadership responsibilities and providing assistance to the manager, particularly when the manager cannot be present. Responsibilities include but are not limited to: ensuring high quality care is provided to residential and day service participants and facilitating community activities, sensory integration, recreation, and daily living skills training. The Team Lead models behavior for the other staff so they can work effectively with consumers.

Residential Manager — Full-Time

The Residential Manager works with a person-centered team to develop, implement, and coordinate supports that address the needs and interests of consumers and assist them in safely reaching their personal goals for skill development and community integration. The Residential Manager plans and coordinates all activities, manages the daily schedule, and ensures the space used is adequately furnished and supplied with materials and equipment to facilitate independent living. Activities will include community activities, recreation, and daily living skills training. The Residential Manager will ensure staff work to help participants reach their goals and receive training as needed to effectively work with consumers. The Residential Manager is responsible for ensuring that the group home operates within the policies and procedures of the agency and meets licensing and accreditation standards.

Quality Assurance Specialist — Full-Time

(2 positions available)

Under the direction of the Director of Quality Assurance, the Quality Assurance Specialist will assist in implementing all of Enable's quality assurance efforts. The QA Specialist is responsible for activities involving quality assurance and compliance with applicable regulatory requirements. These activities include but are not limited to: data collection, analysis of data, preparation of reports, conducting investigations, providing support to the Safety Committee, assisting with revisions to quality assurance efforts, providing data and reports that portray accomplishment of levels of service and other performance indicators. The QA Specialist will assist programs in preparing for licensing and accreditation standards inspections. Assists with educating staff on applicable quality topics.

Behaviorist — Full-Time

(3 positions available)

Under the direction of the Vice-President of Clinical Services, the Behaviorist works directly with consumers and staff at Enable to assess and evaluate the behavioral management needs of persons we serve. The Behaviorist meets with consumers as assigned to develop and implement Behavior Support Plans (BSP). The Behaviorist regularly reviews and revises the BS and trains staff directly working with the consumer to implement the BSP. The Behaviorist compiles internal and external reports as required, acts as a member of a team addressing significant behavioral and/or medical changes in consumers, and may be available by phone when emergencies occur. The Behaviorist maintains comprehensive notes and tracking records as required and ensures program records are properly maintained and reports are prepared and submitted on time, including but not limited to, time and attendance and electronic case records.

Supervisor of Behavioral Services — Full-Time

Under the direction of the Vice-President of Clinical Services, the Supervisor of Behavioral Services will oversee and supervise the Behaviorists. The Supervisor Behavioral Services will also carry a specialized caseload and work directly with consumers and staff at Enable to assess and evaluate the behavioral management needs of persons we serve; develops behavioral prevention and intervention plans; and trains staff in successful implementation of the plans. This position will assist with crisis intervention, through on-call availability and possibly in person support. The Supervisor Behavioral Services will also be involved with specialized training for new hires and other specialized programs within Enable.

Assistant Director of Day Services — Full-Time

The Assistant Director of Day Services, under the direction of the Director of Day and Employment Services, coordinates the delivery of comprehensive services and supports for persons with disabilities and other populations. These primarily include day services and supports but may include other types of services as assigned. The Assistant Director supervises day services managers, who utilize a person-centered focus to improve the quality of life for each person served in a way that has meaning to that individual, as well as to ensure compliance with various regulations and requirements.

Assistant Director of Residential – Full-Time

(2 positions available)

The Assistant Director of Residential Services works under the Director of Residential Services. In this role the Assistant Director responsible for the daily oversight and implementation of comprehensive services and supports for persons with disabilities and other populations in residential settings. The Assistant Director supervises Residential Managers. Together they ensure staff utilize a person-centered focus to improve the quality of life for each person served in a way that has meaning to that individual, as well as ensuring compliance with various regulations and requirements. Services provided must meet licensing and accreditation standards and conform to the agency's values, performance standards, policies, and procedures.

Licensed Practical Nurse (Regional LPN) – Full-Time

Under the Director of Nursing, the nurse will provide nursing care for consumers and training for staff to address the unique needs of consumers served in Enable's programs. This position requires a high degree of professionalism that conveys to staff the importance of providing quality services in a caring and supportive manner. Modeling this approach, consultations and training will be done in a manner that empowers direct care staff to conduct their work in a like manner. The nurse will act as a liaison with outside healthcare providers who provide services to Enable consumers and oversee contracts of health-related entities. Will be asked to cover for other nurses as needed.

Sr. Director of Day Habilitation and Pre-Employment Services – Full-Time

The Senior Director of Day and Habilitation Services under the direction of an Officer coordinates the delivery of comprehensive services and supports for persons with disabilities and other populations in day service, pre-vocational and employment settings in multiple program settings. The Senior Director supervises day services Assistant Directors, who utilize a person-centered focus to improve the quality of life for each person served in a way that has meaning to that individual, as well as to ensure compliance with various regulations and requirements. The Senior Director develops and oversees habilitation and pre-employment related services. Programs provided must meet external and internal quality assurance standards and conform to the agency's values, policies and procedures.



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