



Helping Individuals Reach Life's Aspirations

★ CELEBRATING ★

Employees'

ANNIVERSARY

YEARS OF SERVICE 2018 EMPLOYEE HONOREES



A message from our CEO

Thomas Lydon

“Exemplary persons are steadfast in the face of adversity, while petty persons are engulfed by it.”

-Confucius

When I first read this quote, I immediately thought of those exemplary persons working at Lifespire. We have such a consistent and stable workforce, which is evident by the large number of employees being recognized for their many years of service. We are honoring:

*1 employee for 40 years of service,
2 employees for 35 years of service,
5 employees for 30 years of service,
9 employees for 25 years of service,
7 employees for 20 years of service,
20 employees for 15 years of service and
27 employees with 10 years of service.*

The character of those folks is steadfastness. One definition for steadfast is resolutely or dutifully firm and unwavering. In other words, our exemplary staff are loyal, faithful, committed, devoted, dedicated, dependable, reliable, steady, true, constant, staunch, solid and trustworthy.

Lifespire’s founders, Ida Rappaport and Harry Kamish, were steadfast in their belief that their children were capable and deserving a full life despite their being differently abled. They would be so proud of all of us for being united in mission, being united in purpose, being united in vision. Ida and Harry made a difference in world. As the CEO of Lifespire I have the privilege and honor of leading such a great team of folks. Thank you for continuing with Ida and Harry’s legacy. Thank you for being exemplary steadfast people! Together we will change the world!

HONOREE WEEK

SEPTEMBER 30TH -OCTOBER 5TH, 2019



10 YEARS OF SERVICE

Doris Acuna
John A. Cook CSC

Geneveh Navarro
Finance Department

Robert Santos
ISU Department

Amy Goldberg
Day Services Department

Nadira Chand
Payroll/Accounting Dept.

Narda Archer
Margolis Residence

Rachell Moody
Staten Island CSC

Lizette Rodriguez-Ayala
Sunset Park 2 CSC

Leroyce Polite
Sunset Park 2 CSC

Diana Persaud
Finance Department

Chinyere Nnorom
Sterling Residence

Ahkeim Brown
South Ave Residence

Iris Candelario
Queens South CSC

Roberto Ramos
Michael Rappaport CSC

Renato Clarin
Data Processing Dept.

Victoria Brown
Gercek Residence

Thomas Medurga
Sunset Park 2 CSC

Keron Caesar
Chelsea Supportive Apts.

Rossibel Matias
Finance Department

Patricia Motz
Queens North CSC

Ruth Valmr-Alam
Friedman Residence

Rebecca Logan
Britton Residence

Ednardo Rios
Manhattan North CSC

Kareem Rodgers
ISU Department

Olive O'Connor
Queens North CSC

Jamaal John
Michael Rappaport CSC

Robert Romero
Carver Loop Residence

HONOREE WEEK

SEPTEMBER 30TH -OCTOBER 5TH, 2019



15 YEARS OF SERVICE

Linda Rajewski
Jumel Residence

Kisha Morris
Manhattan North CSC

Ellen Chism
Manhattan North CSC

Katherine Mingot
Manhattan North CSC

Kenyetta Taylor
Fleet Department

Latesha Bouie
Brooklyn CSC

Denise Bryant
Manhattan North CSC

Shanice Singleton
Sunset Park 2 CSC

Francia Reyes
Manhattan North CSC

Roxann Hill
Racal Court Residence

Liza Matos-Spence
Chelsea Supportive Apts.

Yvonne Stephens
Michael Rappaport CSC

Alberta Garcia
Sunset Park 2 CSC

Frances Lytras
Queens South CSC

Sonya Gurdon
Rosedale Residence

Waleska Ocasio
Friedman Residence

Brenda McVay
John A. Cook CSC

Rita Seychell
Day Services Department

Ramnarine Seelal
Sam Tocker/Brooklyn CSC

Sharmaine Shiell
Perlman Residence

HONOREE WEEK

OCTOBER 6TH – 12TH, 2018



20 YEARS OF SERVICE

Roody Saintil
Cohen Residence

Mark Najamy
Manhattan North CSC

Roanne Feinberg
Clinical Department

Nona Ware
Park Slope CSC

Debra Gold-Acevedo
Brooklyn CSC

Stella Richardson
Community Based Employment

Luz Del Alba Nunez
Payroll/Accounting Department

HONOREE WEEK

OCTOBER 6TH – 12TH, 2018



25 YEARS OF SERVICE



Brian Boehm

Congratulations to Brian for his 25 years of service. Brian started his journey in 1993 when Lifespire was known as ACRMD as a Treatment Specialist at the Gercek Residence. Brian's hard work and dedication led to his promotion in 1994 to the Manager of the Gercek Residence. In 2002 Brian was promoted to Senior Manager, which is now known as a Residential Program Coordinator. Throughout the years, Brian has been an asset to the residential department. His intelligent, non-assuming manner exudes kindness and compassion. When Brian is not hard at work, he enjoys displaying his musical talents and spending time with his family. Brian lives in Maplewood New Jersey with his wife, Mary Beth, his daughter, Phoebe, and his son, Henry. Congratulations on your years of service!

HONOREE WEEK

OCTOBER 6TH – 12TH, 2018



25 YEARS OF SERVICE



Cheryl Jones

Cheryl Jones started at Lifespire in 1983 as a Rehabilitation Counselor/Vocational Evaluator at Lifespire's Manhattan South CSC. The following year, she was promoted to Assistant Facility Director. In 1998, she became the Systems Manager of Day Treatment Services. In 2005, she transferred to the newly organized Facilities Management Department as the Systems Manager. Since then, Cheryl has been diligent in managing the day-to-day operation of various sites' physical plant needs and administrative functions. Her ability to coordinate and prioritize the many different on-going projects at Lifespire is remarkable.

Cheers to a well-deserved acknowledgement of Cheryl's career accomplishments!

HONOREE WEEK

OCTOBER 6TH – 12TH, 2018



25 YEARS OF SERVICE



Lillian Smith

Lillian Smith is celebrating her 25th Anniversary at Lifespire. She received her Associate's Degree in Marketing Management Sales and Social Science with a focus on Education. She is also an active member of her community. Lillian joined Lifespire in 1993 as a secretary for the Bronx CSC. In June 1993, she also joined what was called the In-Home Trainer Department where she had the opportunity to work directly as a Direct Support Professional. In July 1995, Ms. Smith transferred to Queens South CSC as a Developmental Aide and then as a Direct Support Professional for the past 24 years. What distinguishes Lillian among her peers is her amazing creativity. She has the skills to transform a regular space into a magical scene. One of her most successful projects was when she and some of her co-workers recreated the Rockefeller Center and other NYC landmarks in the hallways of Queens South. On behalf of the team at Queens South CSC, thanks to Lillian Smith for dedicating so many years of your life to helping others.

HONOREE WEEK

OCTOBER 6TH – 12TH, 2018



25 YEARS OF SERVICE



Maria Gradys

Maria Gradys began her career in 1993 with Lifespire as a Direct Support Professional at John Cook CSC. Maria had emigrated from Honduras in 1981. She held many jobs, including working in nursing homes and being a nanny until she met a friend who introduced her to ACRMD, now known as Lifespire.

It is a rarity to find the high level of care that Maria provides to the people we support who are in her care. She has an exceptional relationship with the people we support and maintains an activity room that is a joy to enter! Although many of the people she supports can present with challenging behaviors, Maria manages – in her own quiet way - to bring order and tranquility to them. She is an ardent pet lover and has had many pets over the years, including her current white turtledoves named Abu and Juanita.

We congratulate Maria for all of her hard work and this special milestone!

HONOREE WEEK

OCTOBER 6TH – 12TH, 2018



25 YEARS OF SERVICE



Peter Robinson

Peter Robinson has worked at Lifespire as a truck driver for over twenty-five years. Peter is a team player, and interacts well with the people we support. He can always be counted on to do his best to complete his assignments. You will always find him with a smile on his face and a positive disposition. Lifespire runs in Peter's family – he has a sister who works as a DSP at Lifespire's John A. Cook CSC and Peter's brother was the Production Manager at SPAN for many years! Thank you, Peter, for your dedication to Lifespire and your hard work over so many years. It is staff like you who are the true bedrock upon which Lifespire is built!

HONOREE WEEK

OCTOBER 6TH – 12TH, 2018



25 YEARS OF SERVICE



Radica Shivtahall

Thanks to you, we are leaders. At your career milestone, we honor you for the part you play in maintaining our performance standards and commitment to excellence in ISU.

We know that achievement and success are not by accident. Breakthroughs come after spending hours of hard work and trying out new ideas for the ISU Dept. We applaud your performance in supporting Lifespire's values and principles, and for your ability to imprint excellence in our service through innovation. This years of service award symbolizes the time you have given to help us as we pursue those values and principles. It is also a token of appreciation for the part you have played in making ISU what it is today. Your talents and efforts already have helped us achieve excellence in many areas.

We celebrate your service anniversary and hope that this award is one you will be proud to display, as it will remind you of our appreciation. Congratulations on your years of service!

HONOREE WEEK

OCTOBER 6TH – 12TH, 2018



25 YEARS OF SERVICE



Sanita Mahadeo

Sanita began her career with Lifespire as an administrative assistant in SPAN, working in CDT, the clinic, and in the vocational program. She then joined the ISU department where her hard work has had a direct impact on the successful growth of the department. Her dedication and commitment is vital to the services that Lifespire provides to the people we support. Sanita's pleasant demeanor, extensive computer knowledge, and her diligent and indefatigable desire to help and assist, makes her an ideal asset for any department! Community Hab is grateful to have you in the department.

We recognize your commitment as one of our most valued employees, and we are pleased to celebrate a significant accomplishment in your career. Congratulations on your 25 years with Lifespire!

HONOREE WEEK

OCTOBER 6TH – 12TH, 2018



25 YEARS OF SERVICE



Somatie Persaud

Somatie (also known as Sonia) Persaud started her career at Lifespire's Cohen Residence 25 years ago. She works as a Direct Support Professional and truly embodies the core values of Lifespire. Sonia comes to work with a positive attitude, ready and willing to assist where needed. She strives to keep the people we support positive, happy and growing. She is also a valued member of the team. She is the first to help if other residences are short staffed. Sonia is truly an asset! Her dedication was recognized when she received an award for her dedication in transporting a person we support to their bowling league. Due to Sonia's dedication, the person had 100 percent attendance, participating in Bowling every Sunday - no matter the weather. We honor Somatie Persaud for the years of hard work, smiles and dedication to Lifespire and the people we support.

HONOREE WEEK

OCTOBER 6TH – 12TH, 2018



25 YEARS OF SERVICE

Nancy Perez

Congratulations to Nancy Perez for 25 years of working with Lifespire's Michael Rappaport CSC. Nancy is a valued member of the Michael Rappaport CSC team. Her dedication and commitment has helped to achieve our goals by ensuring that the individuals who we support reach life's aspirations. Through Nancy's hard work and dedication, she has helped to build strong relationships with community members, local community merchants and members of volunteer sites. Nancy's loyalty to Michael Rappaport CSC and all the people we support is greatly appreciated. Thank you Nancy for your many years of service and for making our mission and values come true. We value and appreciate all of your contributions throughout the years!

HONOREE WEEK

OCTOBER 13TH – 19TH, 2018



30 YEARS OF SERVICE



Aurelia Jackson

Congratulations to Aurelia Jackson for 30 years of valuable service working at our Park Slope CSC. Aurelia’s loyal and dedicated service to the people we support is an integral part of our success. Aurelia is a strong advocate for the people who come to the Park Slope CSC, ensuring that all of the people we support are having their needs met each and every day! Through her hard work and dedication, Aurelia has built strong relationships with the people we support, their families, and other agencies – all of whom recognize and appreciate Aurelia for all she does. We would like to take this opportunity to say “Thank you, Aurelia” for your many contributions over the past 30 years of service and your continued dedication to the people we support here at Park Slope CSC!

HONOREE WEEK

OCTOBER 13TH – 19TH, 2018



30 YEARS OF SERVICE



Gloria Cabunoc

Gloria Cabunoc began her journey with Lifespire in 1988 at Sunset Park 2 as a Habilitation Practitioner. She became a Master Team Coordinator and for the past eighteen years has held the title of Assistant Director. Gloria is very passionate about the safety and welfare of the people we support. She exemplifies leadership skills and is extremely dedicated. She has a very detailed eye and exhibits strong organizational and follow up skills. Gloria keeps the management team on track to ensure all tasks are completed in an efficient and timely manner. She has taken the initiative to conduct many of the trainings at Sunset Park 2 to ensure the staff have appropriate knowledge of policies and procedures. Gloria has built strong relationships with the people we support and staff throughout her years at Lifespire. Each day one of the people we support will greet Gloria with a big smile and a hello – acknowledging Gloria and only Gloria - no matter who else is around! Congratulations to Gloria on your 30 years of dedication and service!

HONOREE WEEK

OCTOBER 13TH – 19TH, 2018



30 YEARS OF SERVICE



Grace Bravo

Grace Bravo began her career with Lifespire in the Data Processing department at Lifespire's central office. She moved over to Day Treatment a year later and has been in the Day Services family ever since. Grace's wealth of experience and knowledge about Lifespire and Day Services is helpful to everyone at Lifespire. She is committed to Lifespire's mission and exemplifies its values. She is always willing to help the people we support and the staff. You can always count on Grace. She has seen a lot of changes over the years and whenever we need to find something from years past, Grace will have it at her fingertips. She is an asset to the agency and a touchstone for all of us in Day Services. Thank you to Grace, on behalf of Day Services and Lifespire, for over 30 years of dedicated service and commitment to Lifespire.

HONOREE WEEK

OCTOBER 13TH – 19TH, 2018



30 YEARS OF SERVICE



Michael Csorba

Michael Csorba began his career with Lifespire on January 25, 1988. The agency then was operating under the name ACRMD. Michael's first position was a Vocational Trainer, teaching the people we support basic work skills such as packing envelopes and putting price tags on items. Michael played a significant role in helping to advance the people we support in their skill acquisition so they could do work for outside companies. In 1999, a new program was added to Staten Island called Supportive Day Habilitation. This program was designed for people with autism. Mr. Csorba began working in that program as a Day Habilitation Aide. He assisted with everyday needs and held group discussions to encourage communication and socialization. In 2007, Michael was promoted to Day Habilitation Counselor for Full Time Day Hab, a position he has held for the past 12 years. In that role, he has learned the new daily and monthly documentation, and assists in maintaining compliance under OPWDD regulations. Michael said that he is most proud of the way he has played a part in people's lives and has been able to see how each person he has worked with throughout all of his years make such great strides. Michael said, "I had the opportunity to watch many of the people we support go from having low self-esteem due to the Willowbrook days to now where they make their own choices, have a say in their lives, and have become more independent." Congrats to Michael Csorba for all he has done!

HONOREE WEEK

OCTOBER 13TH – 19TH, 2018



30 YEARS OF SERVICE



Romeo Subibi

Romeo Subibi began his career with Lifespire in 1988 as a Habilitation Practitioner at Sunset Park 2. Romeo was a Client Coordinator and then promoted to Habilitation Specialist 2 – a position he has held for the past sixteen years. Romeo is charismatic and has a good sense of humor, which is displayed with both the people we support and his colleagues. He has a strong work ethic and is conscientious about the caseload of the people we support. Over the years, Romeo has built strong relationships with family members by his responsiveness and by providing resources for their needs. He is a seasoned member of the team and shares many ideas to help improve the program. Romeo initiates camaraderie amongst the staff and enjoys involvement with celebratory events. Romeo Subibi, we thank you for your 30 years of dedication and service!

HONOREE WEEK

OCTOBER 13TH – 19TH, 2018



35 YEARS OF SERVICE



John Pisano

John Pisano has been a real asset since he joined Lifespire 35 years ago at the Park Slope CSC. The people we support and staff recognize and appreciate John for all his work throughout the years, and we are thankful for his continued contributions to our Lifespire team. He continues to provide exceptional service, and we thank John for devoting his time and attention in making Park Slope CSC a clean and safe environment. Congratulations to John on his years of service from your Park Slope CSC Family.

HONOREE WEEK

OCTOBER 13TH – 19TH, 2018



35 YEARS OF SERVICE



Judy Pottinger

“Judy Pottinger has been working with Lifespire since I was a kid in elementary school. Over the past 4 years I have had the privilege of being her supervisor. I consider it a privilege because Judy possesses that rare work ethic that makes my job easier. She also possesses my mind state which is ‘my job is to make yours easier’,” says Kareeb Beckham, Judy’s supervisor.

The compassion that Judy has for her job and the people she supports is the best. It is a constant battle to get Judy to take days off because she loves her work and always goes the extra mile! Judy will always step in to resolve a situation. One night a triage call came in during the early morning for one of the people we support. When the supervisor called the facility to make sure everything was ok, Judy answered the phone. When asked why she was there, Judy matter of factly replied, “They said the ambulance was going to take an hour and they had no one with a license, so I came in to take the person to the hospital.” Judy’s considerate care is not only what makes Judy unique and an asset to the Lifespire organization, but offers great assurance to any family looking to place a loved one within Lifespire. Congrats to Judy for her 35 years, and we look forward to her continued years at Lifespire. She is truly one of a kind.

HONOREE WEEK

OCTOBER 13TH – 19TH, 2018



40 YEARS OF SERVICE



*James (Jim) Normandy
(written by CEO, Thomas
Lydon)*

For more than sixty-seven years, Lifespire's mission is to give persons with Intellectual/Developmental Disabilities a productive life and to be contributing members of society. We herald the values of stewardship, integrity, excellence, innovation and growth. The foundation of Lifespire's success is built upon our employees and their dedication to the service of people who seek our care and support. A special congratulations is due to Dr. James (Jim) Normandy for his 40+ Years of Service! Here at Lifespire, we believe in showing honor to those who have tested and stood the trials of life, fought the battles, and continue to press forward. Thank you, Dr. Normandy, for your years of service! Some of you may not know Jim Normandy, so I will give you a brief introduction and history:

(continued)

- *Dr. Normandy received his BS in '76 and MSW in '78 from Fordham University in the Bronx. While studying at Fordham, Jim assisted with Boy Scouts with special needs known as Troop 666.*
- *In 1977, on the heels of the Willowbrook Consent Decree, Lifespire was operating a “transitional residential model” on the grounds of Willowbrook known as the Plastik Residence. Jim began working at the Plastik Residence in 1977 as a part time weekend relief staff.*
- *In 1978, Lifespire was awarded its first residence, the Herman Kaye Residence, which was originally located in Elmhurst. Jim was promoted to Residence Manager of Herman Kaye Residence.*
- *His clinical background coupled with his operational experience in residential services positioned Jim well as Lifespire expanded into day and vocational services when we took over another agency – M.E.N.D. This merger also brought Mary Lucas, Paul Oddo and Arthur Palevsky into the Lifespire fold.*
- *Jim held all of the OPWDD knowledge. Our founders - Ida Rappaport, Harry Kamish, Sam Tocker and Mickey Marlib created Lifespire’s advocacy and mission. Mary, Paul and Arthur had the vocational aspect of I/DD services well grounded.*
- *Jim had a vision to serve the most marginalized group of I/DD people: those who also had a diagnosis of mental illness. In 1982, he and Mary Lucas wrote a grant and created S.P.A.N. (Special Program for the Assessment of Need) to bridge the gap in services in the OPWDD world. This became our first foray into the mental health arena. In 1986, Jim became the Director of SPAN.*
- *In 1992, Jim Normandy established Lifespire’s Article 16 clinic and became its director.*
- *In 1993, Lifespire expanded its services to include Medicaid Service Coordination.*
- *Because of his continuing contributions to Lifespire’s growth, Jim was promoted to the position of Assistant Executive Director in 1996.*
- *In 1997, Jim received his DSW from Hunter University and was forever known as Dr. James Normandy.*
- *In the early 2000’s he was promoted to Vice President. He currently still holds that title and is responsible for Day Service, SEMP, the Article 16, Community Habilitation and Products Plus.*

Most people would be satisfied with a long distinguished work career but work does not define Jim. He is also an avid history buff! His knowledge is so extensive that he can distinguish different uniforms worn by branches of the American military from the time of the American Revolution to today.

He is a giant of a man standing six feet five inches with a distinct hardy laugh yet he has the heart of a monk. He is one of the kindest and gentlest souls you will meet. He shows kindness and compassion to everyone. Staff, families and persons served by Lifespire hold Jim in humble esteem.

I read this verse years ago -

“Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly; defend the rights of the poor and needy”

Those lines immediately resonated with me because I knew such a person ... Jim. Please join me in congratulating Dr. James Normandy for his 40+ years of dedication and service to Lifespire and its mission!



Congratulations to all of the Lifespire Employees honored for their years of service to people with intellectual and developmental disabilities.

Lifespire, One Whitehall Street, New York, NY 10004

www.lifespire.org

(212) 741 - 0100



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