



2014 – a New Year when we all get a clean slate

2014 is a new year when we all get a clean slate – 365 days to get our goals accomplished. Are you ready to make this year your best year yet?

In order to achieve our goals we must be clear about what it is that we want to accomplish.

What experiences do we want to have?

What places do we want to visit?

And most importantly, **who** do you want to be?

Year's goals.

The new year stands before us, like a chapter in a book, waiting to be written. We can help write that story by setting goals.

It is also important not to think just about financial goals, but also to pay

attention to our career, family, relationships, appearance, and maybe for the first time this year... make a difference in the world when it comes to giving back!

After writing our overall goals down, we must then break them down into measurable segments that we can monitor, adjust and control. When do you want to achieve the goal by? Read over your goals daily, visualize them and bring your intention into creating what you want.

The last and most important step is to work on our goals a little bit every day. It's great to think BIG but consistency and doing something every day that moves you closer to your goal is the most important thing.

(Continued on page 4)

Inside this issue:

A New Year—2014	1
Tips for Professionals	1
Around Town	2
Protect Against the Flu at Work	4
New Hires	5
Open Shifts	5
Healthy Lifestyle	6

Something to Think About

Tips for Professionals

- ◆ It is better to under-promise and over-perform than it is to over-promise and under-perform.
- ◆ Implement now-perfect later.
- ◆ Stop focusing on what you don't want to happen-what a waste of time and energy! Instead, focus on the results you would like in every area of your life. Work to make those things happen.
- ◆ You don't have to be good to start. But you do have to start to be good.
- ◆ Never say anything stupid like "it can't get any worse than

this." That is a challenge you do not want to issue. It can always get worse!

- ◆ Healthy arguments are good things.
- ◆ When two people always agree, one of them is no longer necessary.
- ◆ It doesn't matter where you start out in life; it only matters where you end up.
- ◆ If you have to ask whether it's right or wrong, it's wrong. Trust your gut.
- ◆ It's rarely personal.

No Time for Tact

Quote of the Month:

With the new day comes new strength and new thoughts.

-Eleanor Roosevelt

What's Happening Around Town

Dunbar: We hope everyone is keeping warm in this cold weather. The ladies here do not like the snow much. Congratulations to all the staff and residents for an awesome Medicaid Survey! Way to go Dunbar. We were very busy with van rides to see all the Christmas lights that lit up the area. The ladies all drew names to exchange gifts with each other and they couldn't wait to see who their Secret Santa was. We had our annual Christmas party again this year and it was a huge success. We had around 40 people here, that included families of staff and residents, boyfriends, a former nurse and many others. Everyone ate good and had a fabulous time. The ladies even had red sweatshirts made with their names on them. They looked super cute! We would like to thank Beth's mom and dad, Marie's sisters, and Nora's sisters for the great gifts that they brought for both the ladies and the staff. You are all appreciated more than you could ever know. The UDS Christmas dance was also enjoyed by all. We would like to welcome Clara, (staff) to Dunbar. From all of us to you, Happy New Year!

Edgewood: During the holiday season the Edgewood ladies were busy icing cookies and getting all dolled up for their pictures. These pictures were to be gifts for their parents. The party was a great success thanks to all the staff at Edgewood and manager, Patty. January brought with it missed days at workshop for the ladies due to the bad weather and blistering cold. The ladies continue to have fun at home laughing and dancing. With the break in the weather **Lisa** is enjoying going to the pet store to see the cats. **Nicole** looks forward to going to church with her parents on Sundays. **Jody** looks forward to going home to mom and dads for mom's home cooking. **Misa** loves to watch her Inu Yasha movies. All is good at Edgewood.

Green: The Green home would like to wish everyone a HAPPY NEW YEAR! Everyone has been staying healthy. We recently celebrated two birthdays. **Bill** turned 54 and **Brett** turned 45. They each celebrated with a delicious birthday cake. **Ray** slowed down a bit with his sports participation but soccer is coming up.

We are sure he is going to want to give his best as goalie. **Tom** is doing so much better now that he is using a walker. He's so much faster too! We all had a very nice Christmas. We hope everyone's year will be a lucky one. Take care and be well.

Mowbray: Happy New Year to all the homes from the Mowbray home. We were quite busy over the holiday season. Some of the guys went out of town and some visited with families. **Josh** had a fun time in New York. He never knew how fast paced the city was. **Doug** took a trip with his family to Colorado. He brought back all kinds of airplanes and magazines. **Jeff** visited with his parents for Thanksgiving. He was so happy to see them. That's all he talked about. **David** kept the house rocking and jamming with his fantastic tuner. We call him our DJ. We did happen to have one bad day. We had lost power, so we left and stayed with the Brookshire home. We would like to thank them for their hospitality on such short notice. The guys from Brookshire and staff ROCK. Thank you again. We all had a great Christmas and want to wish everyone a Happy New Year.

Nantucket: This is the Nantucket ladies checking in. Even though it is cold, cold outside, it does not stop us from having a good time. Thanks to the ladies and staff at Ritchie for always inviting us over to their wonderful parties. We always have a great time. **Katie** gets excited about her weekly treats and also going to parties. **Roxanna** enjoyed the holidays with her brother and also at her house. **Jennifer** was super excited about baking all kinds of goodies. She will make some for Valentines day too. **Alicia** loves hanging out with her family and also dancing at parties. Hope everyone is having a good time like we are.

Nineteenth Street: The guys had a wonderful Christmas! We were very busy planning a Christmas party with lots of food and Christmas music. **Terry** loves to work at UDS and **Tim** has been going to his dad's on the

(Continued on page 3)

What's Happening Around Town



(Continued from page 2)

weekends and to see his mom who just got a Blu-ray player. **Monroe** likes to watch t.v. and listen to music. He loves talking about the snow. **Mike** is waiting for a code blue for a day off work from the next winter storm. Stop on by.

Submitted by: Tim, individual at 19th Street

N. Thomas: "Sleigh bells ring are you listening"? We hope everyone had a very merry Christmas. We all get excited to see the snow falling and enjoyed all of the Christmas lights that lit up all of the houses in the neighborhood. All of the guys had a ball decorating the living and dining areas with bulbs, lights, garland and the most beautiful tree ever. **Jason, Ernie and Sean** spent more and more time with families on shopping trips, picking out gifts for themselves and others. **Tim's** sister came to visit him which was an extremely happy and exciting event for everyone. **Brian and Paul** really enjoyed all of the yummy Christmas treats over the holidays. All of us at N. Thomas hope that everyone had a wonderful Christmas and an exciting beginning to the new year!

Priscilla: Happy New Year from all of us at the Priscilla home! We trust you are staying warm. The guys definitely enjoyed their time off work over the holidays. **Ron** had a very nice Christmas party with his friends at workshop. His brother called to wish him a Happy New Year and planned to pick him up at workshop

to take him out to lunch. **John** enjoyed the Christmas party that was held with the Green home. He loves the Soda Stream that Ronnie received for Christmas. **Matt** also enjoyed the Christmas Eve party and the Christmas dinner with his mom, brother and Dick, (staff). **Matt's** mom made yet another delicious dessert! Thank you. We are laying low and staying warm.

Winchester: Wishing you a Happy New Year from the Winchester home! All of the ladies are doing well and are in good spirits despite the cold weather. **Barb** turned 70 on January 14th and the ladies celebrated with cake and ice cream! **Susan** has been going to visit her family and **Candace** too. **Iris and Vanessa** have been busy helping around the house or having a blast coloring together. **Amanda** loves all of her new clothes from Christmas and she looks great! On January 26th the ladies will be going to the Akron U Steel Drum Band's Beach Party at the Akron Civic Theatre. All of the ladies are really excited and sounds like loads of fun! Stay warm and keep cool!

Wyoga Lake: **Cathy** was full of the Christmas spirit this season. Listening to holiday music and decorating her apartment are a few things she enjoyed doing. With the weather breaking record temperatures, Cathy relaxed on the extra days off after the New Year. Cathy is looking forward to meeting up with her friends and showing everyone how creative she has been with her crafts in the coming months.

In-House Fundraising Programs

UPDATE: Thank you to everyone that has helped with the empty toner cartridge recycling. Unfortunately I will no longer be collecting cartridges until I find a suitable recycler again. STAY TUNED.

Do you shop at Gordon Food Service (GFS)? If so, let the cashier know that Evant has an account. The amount you spend at GFS will go towards a rebate at the end of the year. A check will automatically be sent to Evant at year end.

Do you have old cell phones lying around your house collecting dust? If that is the case, think about donating them to Evant.

Protect against the spread of flu at work

By; Pete Spadafino, Operations Director

Flu season can strike a workplace hard. The Centers for Disease Control and Prevention lists steps employers can take to help minimize the spread of flu:

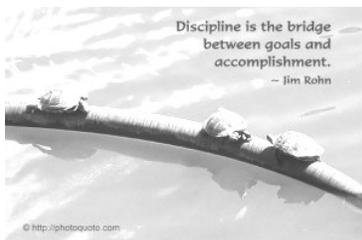
- Take proper care of personal protective equipment, regularly replacing disposable PPE, and properly cleaning and disinfecting reusable equipment.
- Instruct workers on protective behaviors such as proper hand washing; cough etiquette; and avoiding touching the eyes, nose or mouth.
- Discourage workers from using one another's work tools, desks, phones or computers.
- Minimize the number of group meetings; instead, communicate through email or phone calls.
- When meetings are necessary, ensure the meeting space is properly ventilated and that workers are not required to be within 6 feet of one another.
- Limit unnecessary visitors in the workplace.
- Encourage workers to get a seasonal influenza vaccination.

OSHA offers additional recommendations for workers:

- Stay home when sick.
- Avoid shaking hands, and always wash your hands after physical contact with others.
- If wearing gloves, wash your hands after removing them.
- Practice a healthy lifestyle. Get adequate rest, follow a healthy diet and exercise regularly to help maintain physical and emotional health.

-www.safetyandhealthmagazine.com

(Continued from page 1)



Love this quote from Les Brown:

You were born to do great things. Now is the time to leap over the obstacles of fear, procrastination and self-doubt. Determine what you really want out of life. Write it down and read it over several times daily. Ask yourself ~ "What am I willing to give up in order to get it? "

To achieve a great life, you must be willing to make a great sacrifice. Make up your mind to go for it! You must want it and fight for it like a drowning man wants air! Decide to create an extraordinary life. Refuse to play small or to give up. Do not follow the crowd. Choose the road less traveled and march toward your dream. Where there's a will, there is a way. Because, you have something special. You have GREATNESS within you!!



2014 can be just like this past year, but do you really want to look in the mirror for the next 365 days knowing that you're not making any progress in your life?

*Take the chance
Make the change
Set your goal
Check your progress and just do it!*

Let's conquer some incredible things together in 2014!

What are your goals in 2014?

How do you set your goals?

Employee News

Bev Messner Excellence
Award Nominations!

Please take a moment to
recognize an

employee who goes above and beyond
in their work!

Please submit nominations to Kathy
Wilbraham, Executive Director



WELCOME!

New Hires

Yolanda Williams, DSP
Stefanie Vaught, House Manager
Eileen Estremera, DSP

Finder's Fee

“Do you know someone who might like to work for Evant? Refer him or her to the main office to fill out an application. If we hire them, and they successfully complete probation, you will receive a One Hundred Dollar (\$100.00) Finder's Fee for your referral!”

ATTENTION

Remember if you are looking for extra hours or a new position to transfer to, there are opportunities available. Please contact HR if interested in any other positions.

Healthy Lifestyle

What You Must Know About Flu Season 2013-2014

Hopefully you saved some sick days for the cold months ahead because the 2013-2014 flu season is officially here. Early reports indicate that the season is off to a typical start, according to a report from *Gallup*.

But that can quickly change because of the highly contagious nature of the virus.

Whether it's due to personal pride or a strict schedule, lots of Americans are going to work sick. Approximately 60 percent of sick people drag themselves out of bed and risk their co-workers health to fulfill their daily duty, according to a study from Kimberly-Clark Professional.

For many of these sick workers, the question isn't whether they are going to work, but rather whether they *should* go to work.

"Germs can be spread throughout the workplace and elsewhere when people touch hot spots that have been contaminated by people who are ill," said Dr. Charles Gerba, professor of microbiology at the University of Arizona, in a press release. "That's why individual efforts can make such a big difference. If you stay home when you're sick, you won't be passing your germs around the break room and other places."

Earlier this year, researchers from the University of Pittsburgh Schools of the Health Sciences used a flu epidemic

simulation to determine the impact of going to work with the flu. A population sample of 575,866 employees showed that 66,444 additional infections were caused by co-workers going to work with the flu. Many of these employees knew they were sick, but went to work anyway.

The simulation showed that if these employees took one day off, the number of infections would decrease by more than 25 percent. Two days off decreased the total number of cases by 40 percent. Sick days not only helped the employee get some much-needed rest, but also prevented others from getting sick.

"The Centers for Disease Control and Prevention recommends that people with flu stay home for 24 hours after their fever breaks," said lead author Supriya Kumar, Ph.D., M.P.H., a post-doctoral associate in Pitt Public Health's Department of Epidemiology, in a press release.

While not everyone can easily take a sick day, those workers who can should.

<http://www.weather.com/health/cold-flu/what-you-must-know-about-flu-season-2013-2014-20131204>

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