

Karen Buyansky Award

Karen Buyansky has been awarded the Bev Messner Award for April 2014. Karen makes herself available to the individuals at Evant by taking them out in the community when they have earned outings. This is in addition to all of the other job responsibilities that she has. It doesn't matter what time or when she gets a call; she finds the time. Karen also makes sure that she attends various parties and outings that may be at any given home. She is very polite and cares very deeply for all of the individuals that reside

at Evant. Karen has been known to assist managers with doctor appointments to try to help an individual when needed. Congratulations Karen, for receiving the Bev Messner Award for April 2014.



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Give More Than Expected

Tips for Professionals

Take whatever you're doing and do more. Don't think, "They're getting twice the work out of me, but paying me the same as others." Understand that you are learning twice as much and getting twice as good. If you work for someone else, you're doubling your chances of a raise or a promotion. If you work for clients, whom will they

most likely call next time? Someone else, or you who gave them twice what they expected? Over deliver! Don't think I'm asking you to be totally self-sacrificing. Just the opposite. By always giving more than expected, you're setting yourself up for always getting more.

www.think-naked.com

Quote of the Month:

We must give more in order to get more. It is the generous giving of ourselves that produces the generous harvest.

Orison Swett Marden

What's Happening Around Town

Green: We are doing the HAPPY dance because spring is here and goodbye to winter. **Ray** has a busy schedule starting with going to see the Cleveland Cavaliers, and they won.



He also is participating in track & field and softball this year. **Bill** loves watching movies, outdoor activities and being a chef for Monday night dinners. **Tom** is having a fabulous time going grocery shopping and riding in the van. We want to welcome back **Bret** after a long recovery. He is eager to go back to work, church, to the movies and spending time with Tom. The Green house staff and the individuals would like to thank House Manager, Nicole for spending time with them one-on-one. We also definitely appreciate the house decorations that make our home so nice.

Iona: **Tonya** can't wait until her big April 23rd birthday party this month to open all her gifts from her friends and family. She can hardly wait to have a big crowd to socialize with and play games. **Jackie** can't wait to spend time with her cousin and the rest of her family and friends for Easter. She is also looking forward to her birthday to open her gifts and eat hot dogs, hamburgers, cake and ice cream on her birthday on April 25th. Hope to see you all at Cedar Point next month. Happy Easter to you all!

Submitted by Tonya, Individual at Iona

Lakeview: Everyone is anxiously waiting for spring. **Lori** is already talking about going to the amusement parks and garage sales. **Kate** just wants to feel the sun warming her up. **Christine** is looking for the spring bulbs to come up; daffodils,

tulips and the snow drops. **Rosemene'** is just asking it to stop snowing, she's had enough! **Hattie** is going strong and just taking it day by day. We would like to thank Edgewood for helping us out when our dryer was broke. You saved the day. Welcome to new manager/Q, Stefanie and Nurse, Cindy. We are looking forward to working with you and to a warm summer. Goodbye to the cold months.

N. Thomas: Goodbye winter and hello spring! Everyone here at N. Thomas is so happy that winter is almost over. First we would like to say congrats to Michelle K. who opened a new chapter in her life and is now the new manager at the Frederick home. The staff and individuals there got a wonderful and beautiful person. The guys here are doing great. **Jason** is enjoying visits and going out with his uncle. He is looking forward to doing some fishing this spring and summer. **Brian** is enjoying the



NASCAR races on Sundays, as well as Sean. **Sean** also has enjoyed going out with his mom and dad. **Ernie** is enjoying his music and really wanting the cold weather to go away so he can get outdoors more. **Paul** is really wanting the warm weather to arrive because he is planting his indoor plants. And **Tim** has enjoyed watching the snow fall while he relaxes in his room. Have a wonderful spring everyone!

Winchester: Wow! Here at Winchester we are celebrating birthdays and more birthdays. **Vanessa's** birthday is on Easter Sunday and **Iris'** birthday is the next day. With the weather breaking we have plans to visit the Akron zoo, walk our neighborhood and visit some friends. We are so excited to

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What's Happening Around Town

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prep our small garden and have cookouts on the deck. Goodbye long winter and hello spring! Hope you get out and enjoy the weather too!

Wyoga Lake: Here at the Wyoga Lake apartment **Cathy** has been out and about.



This month will be no different and Cathy is super excited about going to the aquarium in Cleveland. Also, she will visit the Fashion

Museum at Kent State and looking forward to outings with friends. Last month Cathy went to visit the guys at the Green home and she had a great time. Thank you guys for being so warm and welcoming.

FOR SALE

General Electric stove/oven, white w/black glass front, good condition. \$60.00.

If interested, please call Michael Gurley at 330-920-1517, ext.140.

Something to think about:

- ◆ Don't tell me what you plan to do, think you should do, or are going to do. Just show me what you **are** doing. Actions change things. Words don't.
- ◆ Take your **job** seriously, not yourself.
- ◆ Stop periodically throughout the day and ask yourself: Does this really matter? Am I getting something done, or am I just killing time? Is this the most important use of my time right now?
- ◆ You aren't paid to **like** your job. You are paid to **do** your job.
- ◆ Excellence comes from experience-and it comes from good old-fashioned hard work.

No Time for Tact

Checking Your Vehicle

By; Pete Spadafino, Operations Director

While most vehicle collisions are preventable, they continue for a number of reasons. Driver error due to distraction, impairment, frustration or aggression continues to top the list of causes for most crashes; however, roughly one in ten crashes is caused by equipment that was not operating properly.

The simple truth is that motor vehicles (cars through tractor trailers) have fluids that need to be replaced and parts that wear out. If you own a motor vehicle, you have a duty to make sure that your car, truck or bus is in safe working order every time you take it on the road.

Many crashes could be prevented with a regular inspection program that leads to proper maintenance of the equipment.

Overview

Aircraft pilots, railroad engineers, racecar drivers, professional truck drivers all inspect their vehicle before moving it one inch. It's not a lack of trust in the crew who actually maintain the vehicle, but a matter of being responsible for the vehicle once it is in operation.

If there's something broken, missing or working improperly it is the driver's responsibility to report it to management (or take it to the service shop if it's your own vehicle) in a calm, professional manner so that it can be repaired. At that point, you rely on individuals with extensive training and/or a proven background in vehicle repair and maintenance to provide the expertise and labor necessary to keep your vehicle safe and dependable. However, driving is hard on any vehicle; therefore, the vehicle must be monitored closely.

You don't have to be a qualified mechanic to take a few moments and check out some of the basics before heading out.

Why Do Inspections?

If you leave on a trip without checking that the vehicle is safe to operate, you may suffer wasted time due to a mechanical breakdown, or worse, an injury from a collision due to mechanical failure while driving.

Inspections often reveal issues that affect fuel consumption, brake wear and tire condition. Tires that are properly inflated (consistently), rotated and aligned extend their service life and reduce fuel consumption. Braking systems that are adjusted, cleaned and repaired before critical failures save time and money for the maintenance team.

Many state drivers' manuals mention the driver's general responsibility to ensure that the vehicle is fit for driving. Also, drivers of "commercial motor vehicles" that are regulated by state and/or Federal safety standards must perform documented inspections (FMCSR 396.11 Driver vehicle inspection report(s) and 396.13 Driver inspections) before leaving on trips.

What Do Many Drivers Look For?

Most inspection checklists include the following items:

- Gauges function as designed
- Fuel and fluids are sufficient
- Wheels and tires (appearance, pressure)
- Mirrors and mirror adjustment
- Windscreen for cracks and chips that obscure visibility
- Windscreen wipers for condition and effectiveness
- Lights, including headlights, turn signals, and brake lights
- Emergency equipment is in place and ready for use

Part of your inspection might be to adjust your seat and mirrors to fit your body position while driving, and to secure any personal or work items that you'll be taking along in the cabin/driver's compartment. Unsecured items could launch through the air in the event of a collision and cause injuries. Another aspect of vehicle inspection is notifying managers when you've discovered something that doesn't seem correct. This applies during "pre-trip" inspections, and when you're driving. If you notice that the vehicle is running hot, or "pulls" to one side of the road consistently, you can help your company by letting them know that your vehicle may need expert attention.

Follow Up Repairs

When defects are reported, the vehicle ought to be repaired by a qualified service technician as soon as practical. Safety related defects should be repaired before the vehicle is placed back in service, and your team may want to carefully update the maintenance records on the vehicle to see if there is any re-occurrence of similar issues in the future.

Summary

Vehicle inspections help to prevent time wasting breakdowns, out-of-service delays, and crashes. Inspections that help assure proper maintenance may also reduce fuel waste and extend vehicle life. Every company may have its own method or style in conducting inspections, but as long as they help assure that each vehicle is working properly, it can save lives.

LESSONS LEARNED:

*****CHECK YOUR VEHICLE!*****

1. Catching a problem before heading out on a trip ultimately saves time.
2. Keeping your vehicle working properly can save fuel, and extend the service life of tires and brakes.
3. Signals, lights, and wipers should be working correctly to see others and be seen by them, too.

"Low tire pressure-related crashes are to blame for 660 fatalities and 33,000 injuries every year."

-National Highway Safety Administration

<http://www.snwreadymix.com/MonthlySafetyTrainingTopics.htm>

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

Daunese Hampton, DSP

Dionne Moore, DSP

Cynthia Portis, DSP

Cierra Smith, 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!”

In-House Fundraising Programs

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. A recycle box is located in the Evant reception area.

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

Preventing Falls

Falls can be a danger to all of us. Falls are the leading cause of death among all age groups except youths 15-24 according to the Center for Disease Control. Falls are also the leading cause of injury related hospitalizations and emergency room visits for all age groups in the state of Ohio.

Falls are a special concern for the elderly and those with developmental disabilities. Falls are not a normal part of aging. Falls and injuries from falls impact the quality of life, the ability to work, and the level of independence for us.

Persons at high risk for falls include those with:

- Seizures
- Balance disorders
- Weakness in arms or legs
- Problems with walking
- Visual defects
- Use of sedatives
- Other medications: blood thinners and blood pressure medications can cause drops in blood pressure causing dizziness
- Cognitive impairment: memory problems and/or lack of safety concerns
- Age
- Chronic or acute pain

What can you do to prevent falls?

1. Have your vision checked; wear your glasses
2. Inform your physician if you get light headed or dizzy
3. If you notice that you are not walking as steadily as you used to or if you have pain when you walk, inform your physician
4. Wear good, sturdy footwear
5. Remove throw rugs and any trip hazards
6. Keep an eye on your cats and dogs. Most animals will follow you around and then lie down behind you or in the middle of the floor
7. Keep common pathways clear
8. Have adequate lighting (use a night light)
9. Repair loose carpeting
10. Pick up spills
11. Add grab bars in bathrooms and /or railings on stairs and hallways
12. Do not rush!!

It sounds simple but: look where you are going!

As we venture outside for a walk this spring, be sure to check the sidewalk to be sure it is level. Walking is a healthy way to stay active and keep our body moving to prevent falls.

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Kathleen Wilbraham, Executive Director

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