



DAWN AWAKENINGS

Awaken to Independence

DAWN AWAKENINGS

WINTER 2017-'18



DAWNcil NOW HAS EVENING OFFICE HOURS...

AS OF JANUARY 2018, DAWNcil's INDEPENDENT LIVING DEPARTMENT WILL REMAIN OPEN UNTIL 8 PM ON ALTERNATING THURSDAYS. FOR A LIST OF EVENING HOURS, VISIT US ON FACEBOOK, OR ON OUR WEBSITE AT dawncil.org/events/

EMPLOYING PEOPLE WITH DISABILITIES

Even though we celebrate National Disability Employment Awareness Month during October, it should be recognized throughout the year. Finding employment nowadays is quite difficult. People with disabilities strive hard to be a part of society's workforce. I recall when working in the public school system, there were two teachers in the principal's office almost every morning before the school day officially started. I later found out that they were trying to convince the principal that I didn't fit in, because I was "different" and did things differently. Later that year, the principal transferred those two teachers to other schools, while keeping me there. I was touched, but discouraged, by the negativity and resentment of those two teachers. I then decided to move on, and after many years of working for DAWNcil, I now realize that perhaps those two teachers were fearful, since they were both unfamiliar with disabilities and opposed to learning new ways.

I share my experience, because I believe that some employers are still afraid of the unknown. Will a person with a disability be able to perform the required duties of the job? How an employer can accommodate or assist a person with a disability in the workplace? Will these accommodations be costly? Will the person with a disability fit in? The answer to these questions aren't always known right away, however studies have shown that most employees with disabilities are equally as capable as employees without disabilities.

A study by the Kessler Foundation, showed that a third of employers surveyed revealed that people with disabilities display more dedication and create less turnover than other employees. Most employers also revealed that employees with disabilities have the same abilities and workplace behavior as employees without disabilities.



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Enhanced Life Skills courses at 

- 2/27-Emergency Preparedness
- 3/27-Nutrition: Healthy Living
- 4/24-Adaptive Fitness
- 5/22-Understanding Emotions
- 6/26-Circle of Support

Classes are held from 6-8 pm

RSVP to Laura Dicker at 973-625-1940 ext. 223

It is hard to believe another year has come and gone. 2017 was a year of growth and opportunity for DAWN and the services we provide to the individuals we serve. Our board and administrative team spent a great deal of time strategically planning for our future in light of opportunities and threats within the disability service system. As a Center for Independent Living, one of our primary roles is to ensure individuals with disabilities have equal access and equal opportunities within the communities we serve. As such we periodically assess the needs of the communities we serve and identify potential gaps in services. The information gleaned from these assessments is then utilized to inform our organizational strategic plan. During our most recent assessment, we identified several key factors in regard to our work in the DDD Supports program.

DAWN has been very fortunate to have become a provider of choice for Support Coordination services to individuals/families involved in the DDD Supports Program. One of our strategic decisions has been to expand our footprint into Somerset County so we can bring our quality Support Coordination services to individuals and families in that community.

Another issue we have identified is that the County of Warren is extremely lacking in the area of approved direct service providers through the NJ DDD Supports Program. As such, the Board of Directors made a determination that DAWN would apply to become an approved Direct Service Provider in the Warren/Hunterdon area. Unfortunately, in order to do so, DAWN will need to discontinue providing Support Coordination to Warren County residents in order to facilitate this transition and to comply with NJ DDD's Conflict Free policy. Support Coordination services in Warren County will terminate effective March 31st, 2018.

We are very excited to be bringing new and enhanced services to our consumers and look forward to continued opportunities in the future. Stay tuned!

Best Regards

Carmela

Employing People with Disabilities cont.

As for the cost, there are tax benefits available for businesses who hire employees with disabilities.

- ◆ The Disabled Access Credit provides a non-refundable credit for eligible small businesses that incur expenditures related to providing access to people with disabilities.
- ◆ The Barrier Removal Tax Deduction encourages businesses of any size to claim a deduction of up to \$15,000 a year for qualified expenses related to removing architectural and transportation mobility barriers.
- ◆ The Work Opportunity Credit provides eligible employers with a tax credit up to 40 percent of the first \$6,000 of first-year wages of a new employee if the employee is part of a "targeted group" — employees with disabilities are a targeted group. For veterans with a service-related disability, this tax credit is increased to up to the first \$12,000 of first-year wages.

Consumer Corner

THE IMPORTANCE OF PARENT NETWORKING

By Sue Donald

One of the most challenging things about parenting a child with special needs is a lack of usable information. From early intervention through adulthood it can feel impossible to locate and navigate the systems of supports, education, medicine, and recreation. Talking to other parents is one of the best ways to gather information. They can help you get information about available programs, and changes to them. If you have a case manager you might be able to get the information you need from them, or you could try searching the internet. Information fairs can be helpful, too. Most of what I know about programs and processes I learned through talking to other parents.

There are times where the information you get from fellow parents is vital. Your insurance might change causing you to find new providers. It can be tough finding the right fit for you and your child's comfort and confidence. It can be tough to replace the trust you've built up with a doctor. We recently aged out of a specialist's practice and began the search for a replacement. The first one I called seemed like the most qualified for my daughter's needs but when it came to the question of insurance, ours was not one they participate with. Talking with other parents helped me to hone my search, and with the help of our insurance's customer service line, I found one, and hope it will be the right fit because our options are somewhat limited.

Talking to other parents with similar concerns helps me feel less isolated. The hardest part is finding other parents with similar needs. Sometimes joining parent groups can help you find the company you want on your journey. Try to make as many connections as you can, and you have a good chance of finding recreation and socialization opportunities for your child, and possibly your whole family. It can help to meet other families who understand some of the challenges you face, and trade information. The more people you know, the more information you will have, and the less alone you will feel.



ATTENTION ALL READERS:

**IF YOU WOULD LIKE TO HAVE YOUR WORK FEATURED IN OUR
“CONSUMER CORNER” SECTION OF OUR NEWSLETTER, PLEASE EMAIL
ALL ARTICLES OR PHOTOGRAPHS TO info@dawncil.org.**

Program Spotlight: Early Intervention Service Coordination

Do you feel your child should be crawling, walking or talking, but isn't? Call the NJ Early Intervention System Statewide Referral Number at 888-653-4463. An intake coordinator will determine if an evaluation should be conducted. Evaluation and assessment services are provided at no cost to the family. If the child is found eligible for services after an evaluation of the child's developmental levels and needs, they are then assigned to their corresponding county for service coordination. DAWNcil is the official service coordination provider for both the Morris and Sussex county part of the Early Intervention system.

Meet the Unit Coordinator for both Morris and Sussex counties.



Kristen Carew

MEET THE EARLY INTERVENTION STAFF: MORRIS COUNTY UNIT



Pictured from L to R: Beth-Ann Vernacchio, Rosa Cucu, Deborah Ehrenbeck, Jennifer Schafer, Alison Polej, Linda DiPaola, Ignacio Parra, Karen Avitabile-Casas, Maria Toribio, Jennifer Escala, Felicia Wanamaker, Antonia Burgos-Pena

MEET THE EARLY INTERVENTION STAFF: SUSSEX COUNTY UNIT



Pictured from L to R: Brooke Wilson, Jeanine Paszkiel, Sheila DePalma, Gretchen Van Nuys



Recreation Schedule for 2018

If interested in attending any event, or have questions about transportation, contact Marc Moldé at 973-625-1940 ext. 211.

January

9—Game Night & Pizza at DAWNcil
6-9 pm FREE



February

13—Game Night & Pizza at DAWNcil
6-9 pm FREE



March

13—Game Night & Pizza at DAWNcil
6-9 pm FREE

22—Dinner at Cheesecake Factory at the
Rockaway Mall 6:30-8:30 pm



April

10—Game Night & Pizza at DAWNcil
6-9 pm FREE



21—Lunch -n- Movie in Madison
11:30-5 pm Approx. \$30

26—Dinner at Noches de Colombia in
Randolph 6:30-8:30 pm

29—"Family Fun Day" at Central Park
of Morris County 12-4 pm FREE

May

8—Game Night & Pizza at DAWNcil
6-9 pm FREE

11—Spring Fling -To Be Determined

20—"The Illusionists" at NJ PAC in
Newark 3 pm \$6



24—Dinner at Bea McNally's in
Hackettstown 6:30-8:30 pm

June

12—Game Night & Pizza at DAWNcil
6-9 pm FREE

23—Annual Picnic at Hedden Park in
Randolph 12-4 pm
\$15 – dues paid members
\$25 – non-dues paid



28—Dinner at Stonewood Tavern in
Byram Twp. 6:30-8:30 pm

July

10—Game Night & Pizza at DAWNcil
6-9 pm FREE

14—Bowling Fundraiser at Oakwood
Lanes in Washington
6-8 pm \$20



26—Dinner at Cracker Barrel in
Mt. Arlington 6:30-8:30 pm

August

14—Game Night & Pizza at DAWNcil
6-9 pm FREE

17—Bowling Fundraiser at Rockaway
Lanes 7-10 pm \$20



23—Dinner at Mama's Café Baci in
Hackettstown 6:30-8:30 pm

September

9—Baseball Game at Somerset Patriots
Stadium in Bridgewater
1 pm game \$28



11—Game Night & Pizza at DAWNcil
6-9 pm FREE

15—Mini Golf at Castle Cove in
Lake Hopatcong 1-4 pm \$9

27—Dinner at Thai Nam Phet in
Newton 6:30-8:30 pm

October

9—Game Night & Pizza at DAWNcil
6-9 pm FREE

19—Halloween Dance at St. Mary's
Prep School in Denville
7-10 pm \$10



25—Dinner at Casa Bellissima in
Newton 6:30-8:30 pm

November

13—Game Night & Pizza at DAWNcil
6-9 pm FREE

15—Dinner at Barka in Mountain Lakes
6:30-8:30 pm

19—"Holiday Shopping" at Rockaway Mall
6-9pm Bring spending \$\$



December

2—Holiday Gala - To Be Determined

11—Game Night & Pizza at DAWNcil
6-9 pm FREE

Happy
Holidays!

*** Stay Tuned for information on additional events and/or changes to the current schedule.

DAWNcil in the Community



Warren County Freeholders recognize disabilities in the workplace.

Dawn Duffy, Program Director of DAWN Center for Independent Living, and Cynthia Wildermuth, Executive Director of Abilities of Northwest Jersey, Inc. receive a proclamation declaring October as Disability Employment Awareness Month.

Transition Fair at Calais School

The Calais School is a leading, private, non-profit special education school serving students Kindergarten through age 21. This resource/transition fair was an opportunity to meet with undergraduate students and their parents seeking continuing education and assistance with transitioning out of high school.



Project Homelessness/Community Connect

Held on Wednesday, January 24th in Phillipsburg, the event served individuals and families that are considered homeless, at risk of becoming homeless or in need of being connected to services. Attendees were also provided with food, blankets, winter coats, clothing, a hot meal, flu shots, dental/medical screenings, haircuts, etc.





Annual Meeting 2017

On December 6th, Executive Director Carmela Slivinski reflected on the past, present and future happenings with DAWNcil. That evening the Christine Crawn Schnorr Advocacy Award was presented to Jessica and Helen Gimbel on behalf Peter Gimbel, an employee of DAWNcil, who passed away in January 2017. Also, Lindsay Tuman was elected DAWNcil Employee of the Year.

Holiday Gala 2017

On December 2nd consumers and their families enjoyed a great time at our Holiday Gala. This year DAWNcil partnered with Holiday Express who supplied the food, entertainment and wonderful prizes. Look, even our executive director got in on the fun!



Staff Luncheon at Café Fiore





66 Ford Road
 Suite 121
 Denville NJ 07834



DAWN MISSION STATEMENT

DAWN Center for Independent Living empowers people with disabilities to strive for equality and to take control of their own lives by:

- Providing the tools that encourage independence and self -advocacy.
- Promoting public awareness of the needs, desires and rights of individuals living with disabilities.
- Offering community activities that create new experiences and opportunities.
- Creating informed communities that advance the Independent Living Philosophy.

Phone: 973-625-1940
 Fax: 973-625-1942
 TTY: 973-625-1932
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DAWN PROVIDES THE FOLLOWING SERVICES:

- Information and Referral
- Living Well with a Disability
- Next Chapter Book Club
- Aktion Club (Morris County only)
- Nursing Facility Transition
- Independent Living Skills Training
- School to Adult Life (*STEP-UP* Program)
- Advocacy
- Peer Support
- Recreation
- SAIL
- Care Management

We are on the web!
www.dawncil.org