

# Season's Greetings 2010



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## *Continuing The Vision ~Announcing New Leadership at Networks~*

We here at Networks would like to thank all of our many colleagues, friends, and associates for their support and encouragement during this emotional year. As we restructure and reshape our organization, we would like to keep you up to date with old friends and introduce our new leadership.



Rosa McAllister

Many may be aware that Rosa McAllister, Assistant Executive Director and Co-founder of Networks, has moved to Hawaii, and recently graduated from the

Maui Academy of Healing Arts. Despite the physical distance, Rosa remains an integral part of Networks' leadership. This move has also allowed her to pursue and develop new areas of service in Wholistic Practice in Maui and Pennsylvania.

This summer we introduced our new Executive Director, Shauna Roman. Shauna has been with Networks for five years, serving as our Director of Curriculum and Instruction. Her interests and passions have included organizational and leadership development.

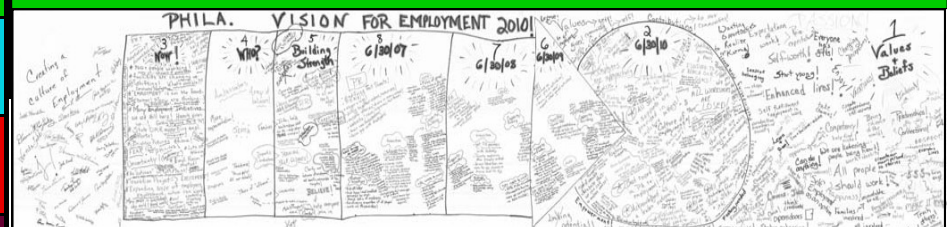


Shauna Roman

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## ***"Philadelphia Vision for Employment ~ Beyond 2010" Stakeholder Meeting***

### ***Philadelphia's Vision for Employment, ~ Beyond 2010! ~***



A bird's eye view of the extensive Philadelphia Vision for Employment 2010 PATH

On November 8th, 2006 a group of stakeholders including self-advocates, Supports Coordinators, family members, employment providers, Philadelphia Mental Retardation Services (MRS) staff, and others gathered together to discuss the status of employment in the city of Philadelphia. The outcome of this discussion and the strategic plan that came from it became known as "Philadelphia's Vision for

Employment, 2010!" At this year's 11th Employment Support Symposium we took some time to celebrate the accomplishments of the past four years, recognizing that there was still much to be done!  
On October 7, 2010 Networks, in collaboration with Philadelphia MRS, will host a stakeholder meeting at the Independence Visitors Center, 6th and Market Streets, Philadelphia PA, 19106. We

invite all those who are interested in moving employment forward for people with disabilities to join us. Take this opportunity to be a part of an exciting new strategic plan for employment!  
The event is open, but we ask those who are interested to please RSVP to Doris Kalina, 610.935.6624 or email at [dorisk@networksfortraining.org](mailto:dorisk@networksfortraining.org).



~ Honoring Our Legacy ~

A lover of life, athlete, passionate debater, community organizer, lifelong learner, teacher, zealot, collector, friend, supporter, tinkerer, musician, mover and shaker, planner, goofy-foot surfer, vegetarian, creative thinker, artist, poet, voracious reader, in constant motion, arguer, writer, motorcyclist, massager, mentor, lover, traveler, husband, father, Papa, and more..... We loved how he pushed us to be more, how he celebrated all our



Michael McAllister, Co-Founder, 1952-2009

accomplishments and joys, how he strove to do better / be better / correct the wrongs, all while living life beyond its limits. We loved us all and we him... forever. We continue on.....

~ From School to Life ~  
Project Updates

As another school year begins we are taking time to reflect on our more student-focused services. Networks offers a variety of services for students of all ages to help them make the most out of their education.



A student involved in transition planning

As an example of the work that we've been doing we have been excited to be providing educational enrichment opportunities to a young man in 6th grade. After meeting with his teachers, family, and other IEP team members we developed a plan to help provide him with some fun and interesting educational

opportunities that build upon the work he is doing at school. Working with this young man on a weekly basis, we have gotten to know him, his learning style, preferences, and interests. Our staff continues

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~ Web-Based CIE Data System ~

For the past two years we have been working with Philadelphia MRS, developing a data system to track Community Integrated Employment outcomes. This year the data system has been developed further, allowing providers to submit their data through a web-based system. This system has allowed for greater accuracy in reporting outcomes, and has also made it possible for Philadelphia MRS to track progress on their Vision for Employment goals.

More recently, PA ODP has expressed an interest in expanding the use of this system statewide, across disabilities. Watch for new developments.

Brave New World  
~ Using Today's Technologies ~

Networks offers its training in a variety of ways to best meet the needs of our customers. In this technology age an increasing number of people are turning to online training in an effort to reduce costs and increase availability of training to all staff.

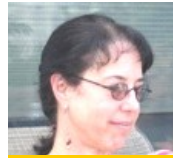
Mentors' Course and CIE 101, in online, hybrid and traditional classroom options. In addition, more of our trainings include some online component via discussion board, opportunities for online research, and web conferencing.

Feel free to contact us to determine how we can best meet your training needs!

In light of this, Networks now offers two comprehensive courses, the Communication

~ The Networks' Team ~

Julia Barol, Director of Special Projects. Julia is a Certified Benefits Specialist, a graduate of the Communication Mentors' Course, is certified through the Mid-Atlantic DBTAC to provide accessibility support to businesses under Title 3 of the ADA, and is currently pursuing certification as a transition specialist through George Washington University.



Julia Barol

George Callaway provides clerical support to many Networks activities. He assists in a variety of trainings sharing his journey to create the job of his dreams, as well as his passion for being an integral part of his community. George also maintains a database tracking participation in Networks' training events, and is serving his 3rd year as Co-Chair of the Philadelphia MRS Public Awareness Committee.



George Callaway



Doris Kalina

Doris Kalina's areas of expertise within Networks are office management and organization with oversight of all of Networks' organizational offices, billing, and Human Resources. Doris is also an accomplished musician and music teacher.

After working with several non-profits, Stacey Figueroa joined the Networks team as an employment specialist and provides daily support to individuals on the job. Stacey has a passion for organization, and assists Networks in organizing its varied materials / devices into a library of resources. Stacey recently completed the Communication Mentors' Course, and has recently returned to school.



Stacey Figueroa

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~ Continuing the Vision ~ (cont'd)

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Another new face around Networks' is Jill Gromen. Jill returned to Networks staff after serving on Networks' Board of Directors. Jill is now our Assistant Executive Director, along with Rosa. Jill's interests have included Personal Planning and Inclusive Educational and Transition Practices. Over the past year, the Networks' team has proven that we are a true team,

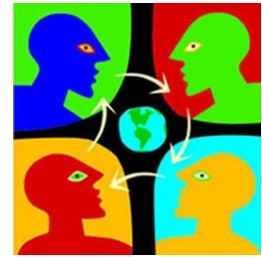


Jill Gromen

dedicated to providing innovative and high quality services in an effort to create more inclusive communities. We look forward to our continued collaborations with you, as well as the development of new partnerships.

~ What's Up, "Up North"? ~

What's been up... up in Northumberland County and beyond?? So much! Our office, located in Sunbury, PA has been quite a busy place...



Many people have been visiting, really using and enjoying the office space, taking advantage of the relaxation room, viewing the countless videos and DVD's, and exploring our AT/AAC library.

10 hours of specifically designed assistance will be given to provider agencies in Northumberland County again this year. So many  
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**11th Employment Symposium Highlights  
~ Moving Employment Forward ~**

The 11<sup>th</sup> annual Employment Supports Symposium took place June 1<sup>st</sup> through June 4<sup>th</sup>, 2010 at the Hyatt Regency Philadelphia at Penn's Landing in Philadelphia, PA. The conference was a huge success with nearly 500 attendees, and hosted dozens of presentations that highlighted local and national employment best practices and stories of success. The focus of the 2010 Symposium, which



Andrew Presenting

was both statewide and cross-disability, was building relationships, collaborations, and partnerships with employers and the business community as natural next steps to meaningful

employment for all days included inspiring Pennsylvanians. keynote speakers from Massachusetts, Indiana, and Washington state, to celebrating the and Philadelphia Vision for the culmination of the presentations providing perspectives of self-employment 2010 advocates, employers, initiative. Several leaders with experience in presentations highlighted Employment First states, and a Job Coach pep rally! The 12<sup>th</sup> Employment Supports Symposium is planned for May 5th and 6th of 2011. Highlights of the other 3

~ The Networks' Team ~ (cont'd)

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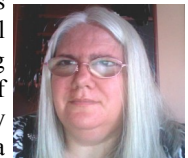
Nancy Jo Geise, one of our most recent team members, works as our AAC Communication Liaison at the Northcentral PA office. She has been a guest speaker on WKOK, a local radio station, and loves to share the positive effects communication can have for people with disabilities. Nancy is a member of the Community Unity Ampes programs of Northumberland County and is an active member of her church.



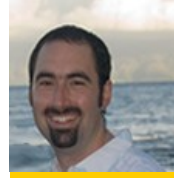
Nancy Jo Geise

Diane Kehoe provides technology training and support to

our staff and customers alike. Diane is passionate about bridging the "digital divide" and assists people in identifying and overcoming barriers to their use of current technologies. She is currently pursuing her masters degree at Nova Southeastern University in Information Technology in Education.



Diane Kehoe



Michael Landes

Michael Landes, M.Ed. is Networks' webmaster and provides coordination and support to Networks' websites and

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~ What Up, "Up North"? ~ (cont'd)

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terrific events and sessions are in the works!

people's communication to be heard and supported across agencies and settings!

The Communication Sub-Committee has been hard at work creating a brochure as well as brainstorming and working together to assist

Additionally, Nancy Jo Geise celebrated her 1st anniversary with Networks – Congratulations Nancy Jo!

~ From School to Life ~ (cont'd)

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to assist the student in an ongoing research project focusing on one of his interests, car engines. He is learning to use the internet to gather his research information and will be compiling the information into a written summary report. With this student we felt that enrichment would be more effective than traditional tutoring due to his age and learning preferences. We are looking forward to building on the work with this young man as well as looking forward to more opportunities with others.

forward to starting our fifth year of transition planning workshops with students in the Philadelphia School District. The student and their team (usually comprised of a parent / guardian, supports coordinator, friends, teacher and a transition mentor) attend a 2 day intensive training that provides a person centered approach to transition where the student explores his / her hopes, dreams and wishes for the future. The student, their mentor, and their team then work on follow-through with the plans. The entire group will then get together several months later to talk about what they've accomplished and celebrate their progress.

This fall we are looking

**Networks' "Wholistic Practices"  
~ Helping Everyone Realize Healthy Lifestyles! ~**

It wasn't until I started taking various energy and bodywork classes for my own personal interest (and to assist my Mom who was dealing with a lot of age-related health issues) that I stumbled into yet another segregated area. While massage therapists and other bodywork professionals know the human body very well and all its

possible complications, few feel they know enough to treat those with physical or other disabilities or chronic diseases. As I embarked on more learning, I was surprised at the emphasis on "contraindications" in the typical education of such therapists, warning them of

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~ The Networks' Team ~ (cont'd)

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online learning system. Michael is passionate about communication for EVERYONE. Michael lives in Maui, where he co-teaches in inclusive 9th grade classrooms.

Joe Murphy assists various people and groups around employment and Assistive Technology. Joe coaches high school football and recently received an Organizational Coaching certificate through the American Society of Training and Development.



Joe Murphy



Marianne Roche

Marianne Roche describes herself as an "old shoe". For almost 40 years she has worked with and for people with disabilities. Marianne is currently "outsourced" to Philadelphia MRS where she works in a variety of areas including Supports Coordination, public awareness and service development. Marianne also pursues her passions in the healing arts through her work in our Wholistic Practices services. Additionally, with the help of Networks, Marianne helped establish the Nancy Cordon Trust, in honor of her late sister.



Ann Salomon

Ann Salomon, an R.N. and graduate of Thomas Jefferson University, joined

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~ PA Vision for Employment ~

On May 20, 2009 a group of stakeholders from across the state of Pennsylvania gathered together at the Pennsylvania Employment Conference for People with Disabilities, and initiated the beginnings of a *Pennsylvania Vision for Employment* through strategic planning using the "Planning Alternative Tomorrows with Hope" (PATH) process to frame the discussion. Rosa and Michael McAllister from Networks for Training and Development, Inc. (Networks) facilitated this half-day planning event. The May 20, 2009 gathering created an enthusiasm among participants for the possibility of employment for all Pennsylvanians with disabilities.

Effective July 1, 2009 Networks was awarded a grant through the Pennsylvania Medicaid Infrastructure Grant (MIG) to continue the work started on May 20, 2009 and to gather information that could be used to develop a Comprehensive Strategic Plan for Employment with Disabilities. A Steering Committee was formed from various stakeholders across the state to help direct and advise the process.

Eight regions across the state of Pennsylvania were identified by the Project Steering Committee as locations to hold Focus Group meetings. The purpose of these Focus Groups was to be as

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**~ Helping Everyone Realize Healthy Lifestyles! (cont'd) ~**

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touching others when “conditions” were present. And these were people who needed a warm, loving touch more than anyone.

I couldn’t believe this and so started asking many friends with disabilities or chronic illness about their experiences and, unfortunately, my findings were validated over and over again. Thus gave birth to Networks newest area of service and expertise!



Our “Wholistic Practices” is a variety of services to others to help erase these issues — Community Bodywork Clinics, discounted bodywork treatments, educational classes, presentations to other therapists and professionals, building a network of available therapists and bodywork specialists, assistance to caregivers, and more. Collaborations with others are increasing in two areas of PA (southeastern and northcentral PA) and Maui, HI. Rosa McAllister, M.Ed., ATP, R.M., L.M.T.

**~ Some New Old Faces ~**

Networks welcomes back Beth McKeown, M.S.Ed., A. T. P. Beth has rejoined Networks on a part-time basis to assist with our AT / AAC and employment activities. Beth’s passions include facilitation of strategic planning for small and large groups, along with assisting folks with limited or no identified communication to find their voice.



Beth McKeown



Jennifer McCary

Jennifer McCary, M.Ed. returned last winter to head up our Inclusive Educational and Transition Supports Services. Jen’s experience includes assisting people within schools, in their communities, and in the workplace to be more independent, to better show their skills and intelligence, and to “fit in” and make friends.

Michelle Sparling, M.S. has temporarily relocated to Japan and with this, her involvement with Networks has taken on a new look. Michelle joined our Board of Directors but continues to assist Networks with employment training and services continuing to pursue her passion of promoting employment for all!



Michelle Sparling

**~ The Networks’ Team ~ (cont’d)**

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Networks as a job coach, supporting people to work in inclusive community workplaces. Ann has worked as a workers compensation case manager and is the parent of two children, one of whom has Autism.

After extensive experience working with and supporting people with a variety of disabilities, Julie Sozio, M.H.S., joined Networks to focus on her passion of promoting Community Integrated Employment. She is a graduate of the Communication Mentors’ Course and assists in a variety of trainings along with providing support regarding AT/AAC.



Julie Sozio



Jessica Stover

Jessica Stover, M.S., A.T.P. coordinates the Communication Mentors’ Network, along with many of Networks’ AT/AAC activities. Jessica currently works out of our Northcentral PA. She is passionate that “all people have a voice no matter how quiet or still which needs to be heard, acknowledged, and respected”.

Andrew Vizuete helps design Networks’ many marketing materials, maintains our training database (OCRS), and assists trainers with presentations. Andrew is passionate about demonstrating his use of various Assistive Technologies and pursuing the job of one’s dreams. Andrew enjoys talking with others, challenging people’s assumptions about barriers to employment.



Andrew Vizuete

**Networks Announces ~ Our New Website!**

Coming soon! Networks will soon be launching it’s all-new website. This website is being designed to allow for greater access by all our customers. Keep watching for announcement of launch date!

**~ PA Vision for Employment ~**

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making employment for all inclusive and expansive as Pennsylvanians a reality. Each of possible in providing the regions acknowledged opportunities for people around similar available and potential the state to share their input resources as well as consistent regarding employment issues identification of concerns and ideas. Networks facilitated barriers to moving forward. the focus groups, listened Many reoccurring themes carefully to almost 300 people surfaced and it was clear that across the state, and recorded all there is a sincere interest in of the opinions, perceptions and creating social change that will concerns that participants shared. lead to employment for all Pennsylvanians. Additional information is available on the state people are committed to Networks website.

We learned that throughout the state people are committed to Networks website.





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### **For more information on articles in this newsletter:**

- ◆ For general information regarding **Networks for Training and Development, Inc.**, please contact Jill Gromen at 610.935.6627.
- ◆ For more information on **Employment and Career Development**, please contact Joe Murphy at 610-935-6626.
- ◆ For more information regarding **Personal Planning and Empowerment**, please contact Jill Gromen 610-935-6627.
- ◆ For more information on **Technologies for Independence and Control** and the Communication Mentors' Network, please contact Jessica Stover at 570.286.7694 or 610.935.6627. For information on the Communication Mentors' Course, please contact Rosa McAllister at [rosam@networksfortraining.org](mailto:rosam@networksfortraining.org).
- ◆ For more information regarding **Organizational Leadership and Change**, please contact Shauna Roman at 610-935-6624.
- ◆ For more information regarding our **Wholistic Practices**, please contact Rosa McAllister at [rosam@networksfortraining.org](mailto:rosam@networksfortraining.org).
- ◆ For more information regarding **Networks' website and general technology** please contact Diane Kehoe at 267-514-9744.
- ◆ For more information about **Inclusive Educational and Transition Supports**, please contact Jennifer McCary at [jenmc@networksfortraining.org](mailto:jenmc@networksfortraining.org).