



Employee News

Governor M. Jodi Rell

Commissioner Peter H. O'Meara

Volume 1, Issue 43

April 13, 2006

EAP

Employee Assistance Program

1-800-526-3485

24 / 7 Assistance

www.solutions-eap.com

DMR

www.ct.gov/dmr

Central Office

(860) 418-6000

North Region

(860) 263-2500

West Region

(203) 805-7400

South Region

(203) 294-5049

STS

(203) 586-2000

"Ask the Commissioner"

If you have a question for Commissioner O'Meara, you are invited to e-mail Joan Barnish at

joan.barnish@po.state.ct.us

Watch for your response in future newsletter editions.

Newsworthy articles should be forwarded to your regional **DMR Employee News** contacts:

North/Linda Schaefer

West/Eunice Rivera

South/Jolie Cresimano-Goss

FICS Information Session Well Attended, Helpful to All



Pictured, Left to Right: Bill Cramer, Vantage Group Inc; Patricia Nelson, Allied Community Resources; Luz Rioz, Goodwill Industries; and Harold Hutchinson of Guilford, a DMR consumer family member who is with the Area on Aging of South Central CT.

Nearly 100 providers, family members and DMR staff gathered on Thursday, April 6 for a Family and Individual Consultation and Support (FICS) information session held at the Keeney Memorial Cultural Center in Wethersfield.

The purpose of this session was to introduce the Family and Individual Consultation and Support (FICS), a new type of service available to individuals who hire their own staff and direct their own plans of individual support that they receive through the DMR HCBS Waivers. Family and Individual Consultation Service vendors coordinate with DMR Case Managers and Fiscal Intermediaries to assist individuals or their family members to self-direct their services by providing the following supports:

- Assistance with managing the Individual Budget
- Support with and training to hire, manage and training staff
- Assistance with negotiating service rates with Vendor agencies
- Accessing community activities and services including helping the individual and family with day-to-day coordination of approved services
- Developing an emergency back-up plan
- Self advocacy training
- Assisting with developing a circle of support

Consumer Sarah Dunnion was the guest speaker. In her introductory remarks, she spoke about how FICS services would help enhance the services she receives and have a positive impact on her quality of life.

DMR employees, private providers, individuals receiving services, and family members attended the event. It was well received by all. "FICS is a good initiative," said Harold Hutchinson of Guilford, family member of a DMR consumer. "It provides us with the opportunity to optimize the dollars we receive and to manage them better."

Staff from several divisions collaborated on coordinating the session. Led by Robin Wood, Director of Self Determination in Central Office, the group includes Laura Nuss, Director of Strategic Leadership; Terry Cote, Director of Individual and Family Support; Mickey Verno, Operations Manager for Self Determination; Peter Mason, Operations Manager for Contract Management;

Continued on next page

Southbury Residents Provide Meals on Wheels to Community Residents



Southbury Training School resident Scott Wiggins, center, delivers Meals on Wheels to Hazel Coddington of Woodbury, at right.. Southbury Training School MRW 1 Steve Viens looks on at left.

For the past six years, residents at Southbury Training School (STS) have participated in *Catered With Care: VNA Health Care's Meals on Wheels* program. Several groups of STS residents deliver meals to local residents in Southbury, Woodbury, Oxford and Waterbury.

"It's good community involvement for our residents and helps them with positive community interaction," according to Kurt Detlefsen, MR Adult Service Supervisor at STS, who has run the program for six years. "It's really a good thing for everyone."

STS resident Scott Wiggins enjoys his weekly delivery route in Woodbury. "Scott is very social and personable, and is always willing to participate," Day Program Instructor Dave Gugliotti said. "He enjoys seeing the local residents and they like him as well."

STS residents deliver approximately 35 meals a week to area seniors, as well as those who are homebound or have disabilities. Meals are prepared in the USDA approved Galley Food Service in Middlebury, CT.

FICS Information Session *continued from page 1*

Beth Aura Miller, Director of Self Determination for West Region; Sheryl Kemp, Director of Self Determination for North Region; and Greg McMahon, Director of Self Determination for South Region. Special thanks go to Sue Krupenevich-Rafala and Karyn Pitt, Central Office Strategic Leadership Administrative Support staff who assisted Robin with preparing training and resource materials and registration. DMR will offer this sessions like this periodically to recruit and train FICS vendors. The department will also educate individuals and families about the benefits of the service and assist them to find qualified FICS vendors.

Solutions FOR PEOPLE IN THE WORKPLACE

What do you want to be when you grow up?

Most of retirement planning focuses on financial planning, but what about planning for what you want to do with the rest of your life? You could have a life of leisure, if that's what you want and if you can afford it. You can also plan to do something meaningful, something that gives you fulfillment, and something that you are passionate about.

According to an article in www.BenefitNews.com, 58% of baby boomers aged 41-50 are worried that they will have to work either full or part time during retirement and 61% peg "outliving retirement money" as their No. 1 retirement-related fear. And in fact, the workplace may need some of us to continue working as the 78 million baby boomers begin to retire in the next few years.

The book, "The Power Years" by Ken Dychtwald, Ph.D., says that most baby boomers want to work past retirement age and 42% want to rotate between work and leisure. Interestingly, 56% dream of entirely new careers. How can you turn that dream into reality?

A great resource to begin the planning process on your own is the website www.2young2retire.com. A book is also available by the same name. The authors, Marika and Howard Stone recommend four steps to get started:

1. Write your "Dream Job Description"
2. Where in your life are doing part of your dream job?
3. What one step can you take in the next week to explore this more fully?
4. Create a business card for the career or business you've created.

On the website, you'll find the *Top Ten Ways To Retire Retirement*. The number one way is to "retire the word retirement from your vocabulary. The word 'retire' means to withdraw or retreat. Doesn't 'renaissance' or 'graduation' better describe your post-career life?"

Call Solutions, DMR's EAP provider, at 1-800-526-3485 for assistance for all of life's challenges. It's free and confidential for you and your family.

The EAP is funded by DMR and the District 1199 Quality of Work Life Fund.