



Mission Statement:

Life Enrichment Advancing People (LEAP), exists for the following purpose: To empower people with disabilities to lead joyful lives with dignity, independence, and autonomy by providing comprehensive and individualized supports. The fundamental operating principle followed by LEAP in providing services is to strive for each individual's fulfillment of:

- *Physical Well Being
- * Self Expression
- *Experiences of Joy



LEAP NEWS: Hope, Wellness & Joy are happening here!

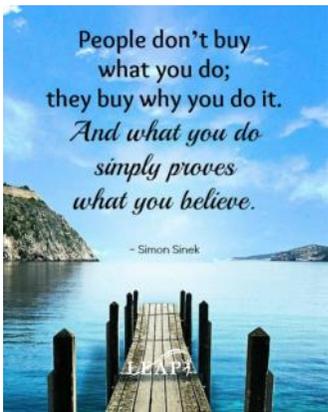
A System in Crisis

by Darryl Wood

We are very fortunate at LEAP to have a dedicated core group of Direct Support Professionals, front line supervisors, and senior leaders who provide quality services and support to the people we are charged with serving. I could not be more proud of our employee base, which has untiringly provided quality supports under all circumstances for as long as I can remember. Unfortunately, based on our fixed system of reimbursement, the wages we are able to pay people are limited by those rates and not adjustable for market factors like increasing cost of living and healthcare benefits. LEAP is reimbursed by Medicaid under a federal waiver for each hour of direct support we provide. The current rates were set in **2007**, based on a cost study funded by the state, and built on actual costs providers were incurring. Since that time, while inflation has increased the cost of doing business, our rates have decreased by nearly 12%. As a result of this insufficient and fixed rate of reimbursement, we struggle to pay our DSP's a "living wage" and this really challenges our recruitment and retention of high quality staff. Though we do many things to engage our employees, promote the LEAP spirit and encourage the hearts of our staff, it is a sad state of affairs when a great DSP working for us for years struggles financially because their wages are insufficient to meet the basic needs of housing, food, utilities, and transportation. There is only one solution to rectify this situation, and that is to increase the rates we receive for the services we provide. We can't ask more of our employees, and it would be difficult

(though we strive daily for this), to become more efficient. Our administrative oversight is independently audited each year and is in the top lowest percentage of all non-profits.

Our attempts to get DHHS to bring the rates up have fallen on deaf ears, so we are attempting to work with the legislators to get this done. LEAP is one of many providers attempting to educate lawmakers on this brewing crisis.



In some parts of the state, turnover in our field exceeds 60%, and several agencies have closed over the last two years. Providing the quality of supports necessary, especially for people with high medical or behavioral needs is not possible under the current system. It has been said that the measure of a civilization is how it treats its most vulnerable citizens. In this case, Maine can do better. For information on how you can help us help get our message across, you may contact me for more information at 491-5983 or darryl@leapcommunity.org.

Alternatively, you may call your local senator or representative and communicate a message like "I am concerned that a great agency like LEAP and others like it, who provide invaluable services to families and individuals in this area, cannot afford to pay their Direct Support Professionals a living wage. Are you aware of this, and are you willing to do all you can to help?" (See legislators and candidates contact info on Page 7 ,and please make your voices heard!)

LEAP's Board of Directors 2016-17

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Important People You Know in Our Communities...

Caitlin Helps at the Franklin County Animal Shelter

by Amanda Leach, Anson Street DSP

Caitlin is a fun loving lady who loves to help out in any way she can. She has a love for animals and spends several hours each week volunteering her time to the animal shelter, and collecting donations from the giving boxes at several local businesses. Caitlin also likes to visit the animals at least weekly to give them hope and make sure they get plenty of love. She makes her rounds to every room, giving every animal attention. Caitlin has a way with animals and it is heartwarming to see her donating her time to a cause that is dear to her heart.



Gaming at LEAP

by Alfred Dufour

“Magic, the Gathering” is a card game that has caught on with a few individuals who are supported by LEAP, and has resulted in a weekly game session at our Anson Street program.

We’ve also made field trips to local game shops to play. Planeswalkers (Players) battle each other by summoning creatures and casting spells, in an effort to reduce their opponent’s life from 20 to zero.

Magic is great for developing and strengthening reading, math, critical thinking and problem-solving skills, as well as being an excellent and fun social outlet.



Peter C goes four-wheelin’ with Tony B!

by Tony Bolens

Peter enjoys having some summer fun with Tony...and who says you can't have fun at work? Just can't help but have a terrific time with this guy, he’s all smiles and laughs! :)

What a great day...filled with sweet memories.

Photo credit: Megan Hiltz.



According to Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and the age of Discrimination Act of 1975, LEAP does not discriminate on the basis of race, color, national origin, gender, handicap or age in recruiting, hiring, training or promoting. We also avoid discrimination in admission or access to treatment in all programs and activities.

Welcome to our newest staff members!

Cindy Knight, Tara Baldwin, Tarra Bernaiche, Timothy Lynch, Samantha Boyd, James Jones, Jessica Puiia, Riley Allen, Alexaundra Brooks, Michelle Davignon, Ryan Deraspe, Michelle Lamoureux, Samantha Gray, Sara Rackliff, Caitlyn Currie, Lynn-Anne Gurney, and Quinn Farinha

We're glad you joined the LEAP Team!

Annual Flagstaff Hut Hike – September 19th

by Darryl Wood

Recently, a group of LEAPsters made the trek into Flagstaff Hut for a scheduled wellness event. Despite the dire forecast, the weather held out and about 15 of us made a great day of it.

I want to add that we have some real troupers at LEAP, as this hike was a challenge to more than one of us, yet all persevered and nary a complaint was heard.

The woods this time of year are full of amazing sights and sounds, and on this day in particular, the mushrooms were spectacular and in abundance. What a great time we had making memories!



Photo credits:
Darryl Wood, Joy Pierce, and Megan Hiltz



Our Mission and Values

At **Life Enrichment Advancing People (LEAP)**, our mission centers on empowering people of all abilities to lead lives with dignity, independence and autonomy by providing comprehensive and individualized supports.

Our foundational principle is to provide services that encourage well being, self expression and experiences of joy.

We carry out our mission by focusing on three main areas for support: maintaining optimum health, expanding communication options, and having many experiences of joy. This is done through emphasizing healthy lifestyles and autonomy, and providing opportunities for community participation.

LEAP supports people in small groups, **individualized apartments**, in various community supports, and through a small **community respite program**. We adopt an individualized and holistic approach to tailor our services to each person and family's goals and expectations.

***"We believe in the worth and dignity of all people.
We promote experiences of joy, wellness, and personal growth."***

Celebrating Community at the LEAP Golf Benefit & Silent Auction – Our 10th Annual Event!

by Megan Goodine

LEAP held our 10th Annual Golf Tournament at Sandy River Golf Course in New Sharon on August 27th. The tourney began early this year with pre-event competitions in Putting, Chipping and Iron Accuracy (aka Hit the Moose).

Deb Peters was this year's Putting Champ and sank 3 putts into the hole. Chipping bragging rights went to **Eugene Hyde** whose shot went directly in. Nobody "Hit the Moose" in the Iron Accuracy competition despite many tries and chuckle-filled wishful thinking.

The 12 teams headed out onto the green by 9am, and the dry and sunny weather was perfect for the tournament.



Longest Drive winners this year were **Josh Tainter** and **Beverly Adams**. When the scores were tallied, a three-way tie resulted in another Longest Drive shoot-out to determine the overall tournament champions.

This year's LEAP Cup went to team members from Coca-Cola (shown above with our Executive Director, Darryl Wood), **Chris Hyde**, **Eugene Hyde**, **Stanley Foss** and **Daniel Foss**...congratulations, gentlemen!

[Photo credit: Megan Hiltz]

This Golf Benefit & Silent Auction is LEAP's largest annual fundraising event. The proceeds are used to offset costs for non-Medicare reimbursed activities and community integration opportunities for the people we support. It also funds tuition reimbursement and scholarship opportunities for the dedicated Direct Support Professionals who daily provide quality care for LEAP.

We also give deeply appreciative kudos to the following people and businesses who believe in and faithfully support LEAP's mission, including **Greg Glynn** from **Nancy Marshall Communications**, for his great photo coverage:

Lead Sponsors – Kyes Insurance, Tuttle's Auto Sales, and Franklin Savings Bank

Gold Sponsors – The Dugout Bar and Grill, and API Technologies

Silver Sponsors - Bangor Savings Bank, Jarden Plastic Solutions, Marvin's Auto Body, Meader's Construction, Pro Service, Tom Saviello, Shiretown Insurance, State Farm Insurance, and Bob & Myrna Vallette

Silent Auction Sponsors - Boothby's Orchard & Winery, Boston Red Sox, Calzolaio Pasta, Carrabassett Coffee/Java Joe's, Senator Susan Collins, Comfort Inn & Suites, Roger & Karyl Condit, Darryl Wood, LEAP's Central Office team, LEAP's Keep House Program, LEAP's TFR2 Program, DDG Booksellers, Douin's Market, E.L. Vining & Son, Inc., Farmington Farmers' Union, Franklin Chrysler-Jeep, Going's Electric, Maine Red Claws, Mixed Up Baking & Cooking Supplies, Narrow Gauge Cinema, New England Patriots Charitable Foundation, PizzaHut/Wing Street, Sugarloaf USA, Sugarwood Gallery, Twice-Sold Tales, and Windmill Workshop!

Hole Sponsors - Bee Line Cable, County Seat Realty, Hammond Lumber, Hight Chevrolet-Pontiac, Kathryn O'Brien, S. K. Durrell Agency, Tanner Data Services, and Edward David, Esq.

Celebrating 35+ years of Wellness, Hope and Joy!

Behavioral Support Regulations Update

by Alfred Dufour, Training Coordinator

We were recently very fortunate to have Angie Marquis, Crisis Team Leader from DHHS to come and explain the recent changes to the regulations governing behavioral support. These regulations were updated and the changes were put in place in April of this year. The training was conducted in two individual sessions and was attended by over 100 of our staff members. We look forward to having Angie back for other trainings, including how to draft care plans in regards to the new regulations.



Stone Soup Gardens Update

by Deelight Zitzelberger

It has been a fruitful and productive year, in the ongoing development work at SSG. This phase of forest management & trail work were completed in a timely fashion, and the garden was bountiful, thanks to the happy hearts and willing hands of our volunteers! Happy bees...happy trees? :)

Weld Road Update – August 2016

by Cindy Knight

Sam T and Michael D took a short walk together to watch the Blueberry Festival parade come out from Barclay's parking lot. Sam sat at the roadside with his roommate to view the sights and sounds. Michael used his ear gear to muffle out the loud horns and sirens as they passed by. Michael enjoyed seeing the Patriots and SeaDogs floats, along with the Red Claws cheerleaders. Both Sam and Michael enjoyed seeing a LEAP staff member showing off her young horse. Sam liked the Red Claws and SeaDogs mascots as they shook his hand and smiled. He also was given a t-shirt and lots of candy was handed out!



In other Weld Road News...Michael D loves the Portland SeaDogs!

by Kevin Averill

"I got to take Mike and his friend, Noelle, to a recent Portland SeaDogs game. Mike told me as we were heading down that it was going to be a good game regardless whether the Dogs won or lost! The sun was out, it was a perfect day, and we all had a blast!"



Abby loves adaptive adventures!

by Cristy Foss

Abby attended the Adaptive Water Camp on a recent weekend at Pine Tree Camp, and we were able to capture this moment of her enjoying a test-drive on an adaptive bicycle!

Fall Fishin' Fun & BBQ!

by Darryl Wood

We took advantage of the Columbus Day off for many supported individuals to hold a wellness event that involved catching a bunch of fish, then taking them back to my house for a BBQ and bonfire. We had lots of fun, and it was just too good to not share.

PS: the fishing was good, with Nick Jones pulling in 3 rainbow trout, including the largest one at 14". I think everyone that dropped a line caught something, and we ate everything we caught.

Attendees included friends and family, and I believe a good time was had by all!



Worth a thousand words!

by Kim Sequoia

They say a picture speaks a thousand words...
In the photos below, Stephen D enjoys his expedition on The Songo Queen, then joined some friends from Momentum and afterwards, a BBQ at Crystal Lake in Harrison.
Another smile-filled day for the memory books!

Wide Open Spaces!

Roger Chick enjoys practicing his riding skills at the Salus Equito Therapeutic Center in Chesterville.

Photo credit: Rebecca Carter



ME Legislators & Candidates 2016 E-mail Contact List

Please, make your voices heard on behalf of Mainers with developmental disabilities, and thanks for your supportive engagement in making our communities strong through diversity!

<https://legislature.maine.gov/house/homepage.htm>

<https://legislature.maine.gov/house/hbiolist.htm>

<http://legisweb1.mainelegislature.org/wp/senate/senator-information/senators/>

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Lance Harvell	lanceharvell@hotmail.com
Keith Cornelio	kscornelio@myfairpoint.net

I Can Be a Hero?

by Deelight Zitzelberger

Everyday heroes are all around us, and we even get to hear about them on the news once in a while.

Usually, though, the people doing the greatest good in our communities are acting outside the limelight...on purpose.

Because LEAP is a nonprofit, we rely on sustaining relationships with citizens from all walks of life.

So, **your planned giving makes a difference** in the quality of life for the people we serve, as many of their daily living needs are not Medicaid-funded. If you are thinking about becoming one of our monthly partners, please accept our ongoing gratitude for the power of your quietly meaningful gifts.

As you are considering where your own giving budget may have the greatest impact at the local level, please do visit <http://www.leapcommunity.org/about-us> for more about giving options, or contact Darryl@leapcommunity.org with any questions.

Our family of faithful donors will always have room for YOU!

Please help us save trees and printing costs by subscribing to our e-newsletter at www.leapcommunity.org
Our pledge is to **never* sell, rent, or otherwise make your e-mail address available to third parties.*

First Annual Scarecrow Contest at Stone Soup Gardens!

by Deelight Zitzelberger

For our inaugural Scarecrow Contest, the people we support and the staff members who serve them had great fun sharing ideas and making them come to life! At LEAP, quality of life very much includes finding ways to create experiences of joy for the people we support, and it doesn't take much to mindfully approach the daily cultivation of joy in our own lives and in those around us. Many of the program sites we support had a wonderful time, teaming up to brainstorm fun and creative ideas in wholehearted celebration of this gorgeous harvest season! You can also learn more about our important mission, here:

<https://www.leapcommunity.org/our-mission>

(also, see and celebrate the winners announced at our PYO Pumpkin Day, on page 10...tough choices and creative competitors!)



"I'm so glad I live in a world where there are Octobers."

~ L.M. Montgomery, Anne of Green Gables

HR Corner -

by Sarah Judd

LEAP Awards Cordes-Taylor Scholarship to student-employees for the Fall Semester

Angelica Levy and Brittney Conley are pictured here with LEAP's Human Resource Director, Sarah Judd. Both ladies are the recipients of the Cordes-Taylor Scholarship for the Fall 2016 semester. The Cordes – Taylor Scholarship Fund was developed to recognize the outstanding contributions of two women who have demonstrated excellence to LEAP (Life Enrichment Advancing People) with many years of dedicated service in support of people with developmental & intellectual disabilities in Western and Central Maine. LEAP offers this scholarship to employees pursuing a degree in a related field such as: Rehabilitation, Nursing, Social Services, Community Health, Special Education, Occupational Therapy and many others. The Eligibility requirement for employees is that they have to be employed by LEAP for one year and have worked a minimum of 520 hours.



Angelica is pursuing her degree in Rehabilitation Services at the University of Maine in Farmington and Brittney is studying Nursing at Kennebec Valley Community College in Fairfield. We commend them on their continuous dedication to LEAP while working toward their educational goals. Congratulations ladies!

For staffers interested in the scholarship program, please contact your administrator or the Human Resources department at (207) 778-3443 ext. 110.

Community Supports UP-dates!

Fun Times on the Lake

by Andrea Mendoza DSP/PSI

Every summer, Laurie hosts a BBQ for all her staff, their families, and the individuals we support. The fun event is located right on Wilson Lake at her parents' house. We each bring a dish to share, and socialize with other staff members we don't get to see very often. As for me, it's clear that the best part of the event is the boat rides on gorgeous Wilson Lake! Seeing Mandy, Andrea, and Bill on the boat will forever stay with me. Also seeing the individuals we support getting to know our family is precious. The people we care for all know our family members, and love to see them any chance they get. So, gathering us all together is always a great experience for us all, and I am very fortunate to be a part of this LEAP family. On behalf of the staff I would like to say "thank you" to Laurie for hosting this wonderful event over the years!



Mandy at a Bangor Waterfront Concert

by Robin Hakala

Anyone who has known Mandy for any length of time knows how much she loves music. She frequently asks to "boogie with the band" and getting a chance to do that at the Bangor Waterfront this summer was a dream come true for her. Co-worker Charlene Corbett, Mandy's parents from Arkansas, and I went with Mandy to see Los Lobos and The Tedeschi Trucks band. Before the concert, friends Sheri Judkins and Shayla joined us at the Ground Round for a bite to eat. There were thousands of people at the concert, the weather was nice, and we all sat together on a wooden platform that was handicap-accessible. We had great seats and a good view of the band.

Mandy had so much fun "dancing" in her chair with her Mom, holding her Dad's hand, and laughing. She stayed for the entire concert, getting her back to the hotel past midnight. None of us turned into a pumpkin, and the next morning Mom and the service dog came into our room to have muffins and coffee. So much fun had by all!

**To learn more about LEAP, please visit us at www.leapcommunity.org.
Don't forget to also look for us on Facebook, Twitter and Pinterest!**

We're All About Advancing a Life of Health, Wellness & Joy!

(LEAP's new informational feature on some aspect of mental-emotional-physical-community wellness)

Franklin County Children's Task Force Annual Walk-a-thon

One aspect of wellness that we are keenly aware of is that healthy individuals make healthy communities, and that this includes people of all ages and abilities.

On October 15th, a dedicated group of LEAPsters gathered with other community members for the annual "Kids Walk for Kids" benefit event to raise funds for the Franklin County Children's Task Force.

This important and fun event is sponsored by Franklin Savings Bank.



Tough Scarecrow Challenge, Creative Competitors, and Community-building...All in One Event!

Winners celebrated below, and please enjoy more photos on Page 8. Hope to see you next year!



1st Place: The Wizard of Oz
Created & Shared by the people at LEAP's Hidden Circle program.



2nd Place: The Minions
Created & Shared by the people at LEAP's TFR1 program.



3rd Place: The Horse and Rider
Created & Shared by the people at LEAP's TFR2 program.



Direct Support Professionals Honored at LEAP

by Kristi Iverson

Timed to coincide with National Direct Support Professional (DSP) Week, LEAP hosted our annual DSP Recognition Brunch at our Central Office on Friday, Sept. 19th. This week recognizes the often unseen hard work that our DSPs do on a daily basis to support individuals with disabilities. Over half of LEAP's DSP force arrived to receive heartfelt "Thank You's", passes to the Farmington Fair and items from our LEAP Shoppe. This event is an excellent opportunity for managers and DSPs from all LEAP sites to mingle together and talk about the great work they do. In previous years, LEAP has celebrated the DSP recognition event at our Stone Soup Gardens, but due to some much needed harvesting project work being completed at that time, LEAP management decided it would be much safer to have a small revolving party at Central Office.



*"In every walk
with nature
one receives far more
than he seeks."*

- John Muir



(Photo by Deelight Zitzelberger)

A snapshot of what YOUR meaningful support can look like!

A Will to Seed Wellness, Hope and Joy into Our Communities

By including LEAP in your planned bequests, you can sow support for the needs of developmentally disabled adults in many western and central Maine communities. This is your opportunity to advocate and provide meaningful impact at the personal level for years to come. We hope that in considering your gift, you will contact our Executive Director, Darryl Wood, at 778-4817 x104. To learn more about other giving and monthly partnering options, please click the Donate Now button at www.leapcommunity.org. Your donations can help to fill the needs not covered by MaineCare & Medicaid Funding. Your support can be targeted to an individual, a program, a specific project, or a general donation. Together, we each can make a difference today and every day!

LEAP is a 501 (C)(3) Charitable Organization. Our mailing address is 313 Farmington Falls Road, Farmington, ME 04938

___ I want to support LEAP. Please have someone contact me at: _____

I want to provide a tax deductible donation to the agency. Enclosed please find my gift of:

___\$25.00 ___\$50.00 ___\$100.00 Other: _____

Name: _____

Address: _____

Phone: () _____ E-mail: _____

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GOOD STUFF HERE!!!

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