



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!

One Mom's Perspective

by *Ellie Duley*

To all the DSP's who work at LEAP and around the state of Maine working with people with intellectual disabilities:

What you do is so very important to the people with disabilities and to the families who only wish for the best for their children, brothers, sisters, grandchildren, etc. I think that you get the picture!

You may look at your job on some days as an unending shift of behavior modification, kitchen patrol, bathroom duty and the ever-glamorous laundry processing. What you may not realize is that you could be the glue that keeps that family together or keeps the person on an even keel.

Your efforts on behalf of our children, grandchildren, sisters, brothers, etc. make a huge difference in the quality of life for both the individual and their families. Your specialized training in medications is especially important to me as a parent. I was the keeper of the meds for my son. I knew what he was taking, the dose and when it was administered. I knew his meds more than I knew some of my own stuff and could rattle it off at every doctor's appointment to which we went.

It is so gratifying to know that this huge responsibility has been moved from my mind into your capable hands. I also appreciate your willingness to take my son to his appointments and the excellent communication that allows me to be in the loop without attending every single appointment. All your other trainings and certifications are also the things that make it easier to give up the day-to-day care of my loved one. You are rock stars in my eyes.

I know that there is a lot of stress in your job and know that there can be a lot of turnover in the field. Though I have to say that the DSPs in Franklin County have an excellent work ethic! Kudos to you!!!

I so appreciate that you can see the benefits and positive change that you are part of in the lives of people who need you the most. It's probably true that you don't always feel appreciated by the individuals you support, but I can say, definitively, that my son is better off and *happier* in his current situation than he was living at home and having a band-aid like solution to meet his needs of consistency and routine. As a mom, I can also say definitively, that you are very much appreciated!

People who go into your field are caring people. I know that you get attached and that this makes it even harder if you choose to move on. I think that this is what makes you so special. Never stop caring - it's something that is necessary for the *people* you work with, and, I believe, is what makes your job so rewarding.

Please know that families are so very thankful for what you do every day. Be **proud** of what you do and know that you are helping so many people - not just the ones who you have direct interactions with.

I thank you so very much for every little thing that you do for my son!



LEAP's Board of Directors 2016-17

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Important People You Know in Our Communities...

Memorial Day Fun

by Joy Pierce

The folks from WRD braved the cold wind in order to delight in a Sea Dogs Game. Michael and Sam both enjoyed cheering on the Sea Dogs to a win in extra innings. We did not let the cold, wet weather 'dampen our spirits' or fun day at the ballpark, as seen by Anne's creative rain-gear. Slugger was a big hit with Sam, Michael enjoyed seeing the bat being broken, and fun was had by all!



Hope



Roger Chick enjoys breaking in his bike on the dirt road at the Rumford Parks Department, and keeping safety first, he is sporting his heavy-duty bike helmet.

This spring, part of his fun was buying a brand new basket rack when he brought his bike in to get a tune up.

Wellness

Stephanie Millay (left) and her friend Becky, visiting from Portland, enjoying the Farmington Independence Day events!



Joy

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.

LD967

by Darryl Wood

In the last legislative session, LD967 was a bill to increase wages for DSP's in Maine. The combination of low unemployment, high expectations and low wages has led to a staffing crisis statewide for Direct Care Professionals (DSP's). This in turn, *can* lead to quality issues as turnover, burnout and lack of experienced staff impact service delivery.

Here is an update on LD967:

LD967, as amended (2007 rates plus 10%), made it through the legislature and was included in the governor's budget. This is significantly less than we asked for, but it will allow LEAP to give increases to its DSP's and to stay ahead of the projected escalation of the minimum wage for the next two years.

While this is important, we continue to stress that DSP work is skilled, necessary labor and should be reflected with a living wage commensurate with the skills and certifications required.

State budgets are complex, with many competing factions. It took a lot of grassroots advocacy and the support of our local and many statewide legislators to get this passed even in its diminished state. LEAP would like to extend a sincere thank you to all the people who worked to make this happen. While encouraging, there is lots more to do.



**Priceless moments from our
2017 Family Fun Day!**



THOUGHTS TO REFLECT ON...

History has demonstrated that the most notable winners usually encountered heart-breaking obstacles before they triumphed. They won because they refused to become discouraged by their defeats.

~ B.C. Forbes

Our intellect directs us. Our humanity defines us.

~ Sean Adelman

Welcome to our newest staff members!

Michael West, Nicole Couture, Kristen Mitchell, Sammie McKenzie, Nathan Davis, Duane Clark III, Sara Josselyn, Debra Terpstra, Katherine Gajdukow, Nina Thomas, Ashli Schanz, Kaitlyn Schanz, Savannah Frost, Gayle Pease, Megan Lowe, Jennifer Taylor, Taylor Foss, and Sarah West

We're glad you joined the LEAP Team!

Training Department News - 2017 Mandt Update

by Alfred Dufour

The Mandt System is a comprehensive, integrated approach to preventing, de-escalating, and if necessary, intervening when the behavior of an individual poses a threat of harm to themselves and/or others. Mandt is based on the building of relationships with individuals through treating them with dignity and respect. It incorporates concepts like using your "R.A.D.A.R." (being mindful) to recognize when someone is escalating and trying to identify the stimulus and trigger to remove it before situations escalate into crisis. They recently updated the curriculum to allow for more activities to put these principles into practice. Staff go through an initial 3-day training upon hire and attend an annual 2-day recertification.

Game Night has grown!

by Alfred Dufour

Our monthly Game Night now has foosball and ping pong, thanks to donations of the tables from Damien and Jaime Dufour (foosball) and Ellie Duley (ping pong).

Game Night is held the second Wednesday of each month at our Training Center from 4:30pm to 7:00pm, and all are welcome to attend, although seating is limited. People play all types of games such as board games and card games. Some of the favorites include Yahtzee, Jenga and Uno.



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."***

LEAP's DSP of the Month Profile

by Kristi Iverson

Lyndsay Beane is a Direct Support Professional at LEAP's Our House in Farmington. Her manager describes her as a good advocate for the people she supports.

She also is a person who upholds her manager's expectations, rarely calls out for her shifts, participates in staff meetings, is on time and a leader among her peers. Lyndsay currently attends college at the University of Maine in Augusta/Fort Kent and will graduate in May of 2018 with her bachelor's degree in nursing. Her dedication to LEAP shows she is a strong team member and takes her role very seriously. Lyndsay's peers describe her as task-oriented, fun, knowledgeable and an overall positive person.

Lyndsay started with LEAP in 2014 after she graduated from high school. Her passion was to pursue a degree in nursing and saw working at LEAP as an opportunity to gain health field experience without having a CNA certificate. She likes LEAP because the people who live & work here are inclusive and accepting of all people. She also shared how appreciative she is that LEAP advocates for the people they support as well as for the Direct Support Professionals (DSP).

Some of Lyndsay's fondest memories are of times when she saw progress with the people she supports. Building trust and forming relationships with each individual she works for is important. When one individual had difficulty with getting from one place to the other, Lyndsay thought outside the box to help them meet their goals. Finding that "thing" that works for someone to help them find success in whatever they are doing really makes a difference in a person's life. Also, having a sense of humor goes a long way with building relationships and making great memories.

When she's not at LEAP, Lyndsay loves school and playing with her dog. She also enjoys shopping and watching Netflix. In the future, Lyndsay would like to work as a hospice nurse. Several years ago, she witnessed firsthand the connections that are formed and the comfort a hospice nurse brings to people during that stage in their lives. She aspires to someday have that same impact on others.

Thank you, Lyndsay, for working at LEAP, supporting your team and striving to make a difference in the lives of the people you support daily!



Stephen Dean and Roger Chick had a blast during a recent visit with their friends at the Andover Fire Department!



Stephen & Roger were all smiles when told they were taking the fire truck for a spin around the block.



Stephen Dean gets the front row seat and is excited beyond belief!



Roger Chick and Stephen Dean are all buckled up and ready to go...



Thank you to Jim and the Andover Fire Department for making a difference every day and bringing smiles and adventure on this special day!



Celebrating 37+ years of Wellness, Hope and Joy!

Stone Soup Gardens Update - Barclaycard teams up with LEAP!

by Darryl Wood

On June 6th, a group of volunteers from Barclaycard worked in shifts at LEAP's Stone Soup Gardens from 12n-6:30 pm. According to the forester, Bob Carlton, this was the best group of volunteers he has worked with.

The team of Brandy Degone, Jameson Ryder, Tyler Brown, Lisa Brown, Joshua Acedo, Kari Smith, Justin Dyer, Justin Gardyna, Adam Williamson, John Tarbox, Ridge Romanoski, Sheila Adkins and Patrick Carlton worked on planting trees, seeding disturbed soil, caging apple trees and removing invasives from the property.

In approximately 6.5 hours more was accomplished than one or two of us could do in a month of volunteering our time after work! This was truly a win/win situation. According to Barclay's supervisor (and former LEAP employee) Mia Michaud, her team had a ball and is requesting to come back to LEAP again next month. Many hands DO make light work!



Saluting LEAP Volunteers on SSG Planting Day!

With another tip o' the hat from the Many Hands Make Light Work files, we salute Joyce Daggett, Marge Taylor, Laurie Blake, Megan and Rune Tooker, Kristi Iverson, Megan Goodine, Lisa Hill, Tori Beane, Nate Vallette, Mandi Currier, Ross Bean, Larry Lord, Darryl Wood, and a few other helpful and hardy souls for another successful and memorable Planting Day at Stone Soup Gardens!

At right, our pint-sized supervisor inspects a dandelion stem for appropriate weed-control practices...



Pat Koertge eagerly waited for the rain to stop, so she could safely plant her tender seedlings in the outdoor container gardens at Keep House.



Staffing Crunch

by Tony Bolens

Many people read about the “staffing crisis” in developmental services and think to themselves, “What does that mean? Not enough employees? Not enough quality employees? Not enough employees to meet a quota? Or a set number of hours of needed services?”

If we worked in a factory, in sales, or on road construction, the work that was not completed for lack of staffing would wait until the next day--perhaps a shelf would not get fully stocked, the road crew would not accomplish the full task that was allotted today, or the daily production of widgets might not meet the quota. In these scenarios, everyone goes home at the end of the day and starts fresh the next. But...what does that expectation look like for organizations providing human services?

In human services, when we do not have enough staff, that means that the staffers who are there work twice as hard as they should, for longer than they should. If this continues, it leads to Caregiver Fatigue, which translates into medication errors, poor judgment, and poorer-quality services for people who are supported. Rather than a lack of quality in the product that people make in the widget factory when it's short-handed, good, well-meaning people who work for non-profits like LEAP get burned out, and quality of care for the people we care about most is affected. Direct Support Professionals (DSPs) don't get to just check out because they are tired. They don't just go home if no one replaces them at the end of their shift, they don't get to be sick if they can't find coverage. They work, day in and day out at a daunting, relentless and challenging job, one that is often rewarded best by the people we serve rather than the paychecks they earn.

People in this field are The Front Line of Care for people who cannot always care for themselves. They make judgment calls every day that can lead to great medical treatment, or poor medical treatment, great experiences of joy, or great disappointments; they have power to make someone's day, or put a damper on it with which chosen demeanor they bring through the door.

What can you do to share meaningful impact in your community?

Take a look at our <http://www.leapcommunity.org/job-openings> page, and make sure to share it with the special people in your life who light up at the thought of making a difference in the lives of their neighbors. That's how Maine communities flourish and grow stronger!



Roger Chick proudly qualified at the regionals in Fryeburg for three Special Olympics events (walk/run, 50m dash and soft ball throw). He is one of many athletes from all over the state of Maine who competed in this year's Special Olympics games at Orono in June.

LEAP receives \$5000.00 from Bangor Saving Bank Community Matters More - and reinvests in community recreation & accessibility for people of all abilities.

by Darryl Wood



Life Enrichment Advancing People (LEAP) is a nonprofit organization dedicated to improving the lives of individuals with intellectual and developmental disabilities in west-central Maine. Most of our work focuses on keeping people supported by the organization healthy and well, and in teaching skills for independence and self-determination. Another focus for us is creating awareness in the community about the challenges associated with being unable to see or hear well, walk, or process information quickly. By focusing on what people can do and providing positive supports based on goals of the individual, people make great strides towards independence and self-fulfillment over time. While LEAP staffers help people move in this direction, a truly inclusive community is what people of all abilities are looking for. This includes improving physical accessibility for individuals as well as reducing false perceptions and stereotypes of people with disabilities in the minds of community members.

Photo above: Sarah Judd, LEAP's HR Director, Darryl Wood, LEAP's Executive Director, and Becky Davis-Allen of Bangor Savings Bank celebrate the awarding of this impactful community grant!

What a grant like this does for LEAP is giving us capital we will use for advocacy, improving accessibility, and for our community projects. One of these is our Stone Soup Gardens project, which includes accessible gardens and trails. In many ways, this supports Bangor Savings Bank's theme of "Community Matters More", so it feels good to be investing grant monies in tangible projects that benefit our population as well as the greater Franklin County communities. Accessibility projects at Stone Soup Gardens include: 4 ramped wheelchair/walker accessible raised beds on concrete slabs; an "accessibility station" at the beginning of our fit trail, and, a lane of PYO apple trees with a hard, firm surface for people in wheelchairs. Our motto is "people of all abilities can participate in their own health and wellness." It just needs to be accessible, in a Maine way, as in, you need to be able to "get theah from heah". Pictured, the trail head at Stone Soup Gardens showing the wheelchair accessible raised beds, the accessible fit station, the PYO apple trail and lunch areas.



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 neighbors and friends from all walks of life. **So, your planned and purposeful giving makes a difference each day in the quality of life for the people we serve, as many of their daily living needs are not Medicaid-funded.**

If you are planning to become one of our Monthly Partners, please accept our ongoing gratitude for the power of your quietly meaningful gifts.

As you reflect on 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 giving options, or contact Darryl@leapcommunity.org with any questions.

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

If I look at the mass, I will never act. If I look at the one, I will.
~ Mother Teresa

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.*

Pride in Place 2017

Our annual site beautification project creates fellowship and lovely results in our communities!



Central Office - Margie and Sarah,
our Dynamic Duo!



Creating a sweet and colorful spot
at Keep House...



Andrea has a way with marigolds!



Well-groomed loveliness
at our Davis Road site



Will be looking forward to the
growth of this tree in future years,
planted at Our House



Great pops of color along the pathway
at Oliver House



Stinchfield Hill now has a colorful and
restful fresh-air refuge



Town Farm Road II is ready
for an open-air tea party



Blossoms greet students
at our Training Center



Town Farm Road I beautifies
their greening entrance area



MANY THANKS for a great Comedy FUNdraiser

with Teachers Lounge Mafia,

sponsored by

Tom Saviello and Scott Landry to support LEAP!

Glad so many of you joined us

at John Moore's Snack Shack & Drive-In Theatre on Front Street,

on MONDAY AUGUST 14th

***for a truly fun night with Franklin County's
mischievous cohorts-in-comedy.***

**Parents' Night Out was a laughter-filled time
while supporting a great cause in our community!**

LEAP's Family Fun Day

by Deelight Zitzelberger

Each summer, LEAP hosts a Family Fun Day for our staff members, their families, and the people we serve daily to all get together for some laughter, food, music, and fellowship. Bill Lake, "The Singing Cowboy" was even able to join us again! Here are a few 'worth-a-thousand-words' memories made and captured on a perfect summer day in early July!



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 shared informational feature on some aspect of mental-emotional-physical wellness and safety)

LEAP Safety Tip of the Month - Prevention of Tick-Borne Disease

Limiting exposure to ticks reduces the likelihood of any tick-borne disease infection. In persons exposed to tick-infested habitats, prompt careful inspection and removal of crawling or attached ticks is an important method of preventing disease. It may take several hours of attachment before microorganisms are transmitted from the tick to the host.

It is unreasonable to assume that a person can eliminate activities that may result in tick exposure. Therefore, prevention measures should be aimed at personal protection:

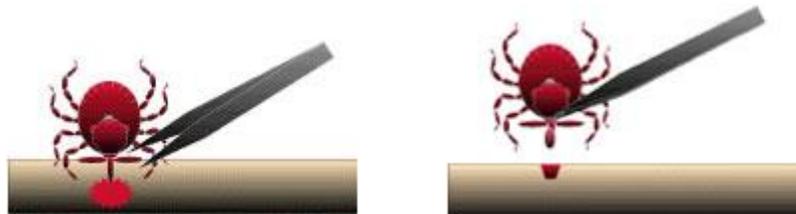
- Wear light-colored clothing -- this will allow you to see ticks that are crawling on your clothing
- Tuck your pant-legs into your socks so that ticks cannot crawl up the inside of your pant-legs.
- Apply repellents to discourage tick attachment. Repellents containing permethrin can be sprayed on boots and clothing, and will last for several days. Repellents containing DEET (n, n-diethyl- m-toluamide) can be applied to the skin, but will last only a few hours before reapplication is necessary. Use DEET with caution on children because adverse reactions have been reported. LEAP promotes the use of natural repellents such as **Cedarcide**, because they tend to be less toxic to people.

Conduct a body check upon return from potentially tick-infested areas by searching your entire body for ticks. Use a hand-held or full-length mirror to view all parts of your body. Remove any tick you find on your body.

To remove attached ticks, use the following procedure:

1. Use fine-tipped tweezers or shield your fingers with a tissue, paper towel, or rubber gloves.
2. Grasp the tick as close to the skin surface as possible and pull upward with steady, even pressure. Do not twist or jerk the tick; this may cause the mouthparts to break off and remain in the skin. (If this happens, remove mouthparts with tweezers. Consult your healthcare provider if infection occurs.)
3. Do not squeeze, crush, or puncture the body of the tick because its fluids may contain infectious organisms.

Tick Removal



4. Do not handle the tick with bare hands because infectious agents may enter through mucous membranes or breaks in the skin. This precaution is particularly directed to individuals who remove ticks from domestic animals with unprotected fingers. Children, elderly persons, and immunocompromised persons may be at greater risk of infection and should avoid this procedure.

5. After removing the tick, thoroughly disinfect the bite site and wash your hands with soap and water.

6. You may wish to save the tick for identification in case you become ill within 2 to 3 weeks. Your doctor can use the information to assist in making an accurate diagnosis. Place the tick in a plastic bag and put it in your freezer. Write the date of the bite on a piece of paper with a pencil and place it in the bag.

Note: Folklore remedies such as petroleum jelly or hot matches do little to encourage a tick to detach from skin. In fact, they may make matters worse by irritating the tick and stimulating it to release additional saliva, increasing the chances of transmitting a tick-borne disease. These methods of tick removal should be avoided. Also, a number of tick removal devices have been marketed, but none are better than a plain set of fine-tipped tweezers.

Source: <https://www1.maine.gov/dhhs/mecdc/infectious-disease/epi/vector-borne/lyme/tick-prevention.shtml>

Mandy finds joy at the beach

by Laurie Blake

After a pool visit that Robin Hakala took Mandy M. on last summer, attempts have been made throughout the past year to go to the river, lake and UMF pool without success so far. During a recent discussion among the LEAP team, we learned of OLH having a “beach wheelchair”! The idea of going to the beach along with description of the chair were explained to Mandy, and she seemed to express interest in it. Andrea Mendoza, Mandy and I struck out for this adventure to Dummer’s Beach. After our picnic, suggestions to go into the water were made. Mandy was a bit hesitant at first, but with encouragement she agreed! Once into the water, big smiles and “Wow, Water!” was expressed over and over, and she didn’t want to get out. She won’t be doing laps soon...but we are working on it!



Catching up with what’s happening up at Stone Soup Gardens, and all around LEAP!



An energized team of volunteers from Barclaycard power through some needed garden tasks at SSG!



Michael Hartford takes advantage of the perfect weather and shoots hoops with staff, as his admin looks on wistfully from her office window.



Scotty was thrilled to drive the tractor, with Larry offering pointers while they made smiling memories!

SOG Update

by Darryl Wood

Earlier in July, the United Way arranged for a dozen Upward Bound students to help out at Stone Soup Gardens. Upward Bound, hosted by UMF, brings together at-risk kids from around the state. They find intern-like mentorship positions at local businesses where they learn work ethics and life skills. On Fridays, they sometimes do teambuilding, sometimes community service. Their focus was community service and 1) Stone Soup needed it and, 2) these kids worked their guns off! Among their awesome accomplishments, as seen in the photos below:
 Brought back the pumpkin, sunflower and painted Indian corn garden from the brink of weed Armageddon.
 Continued the establishment and mulching of the blueberry patch.
 Built a second compost pile so we can rotate hot and warm piles year to year.
 Worked on apple trees, weeding and mulching inside the cages in the woods.
 Seeded a half mile of trail and “bare spots” from last year’s stewardship harvest.

While they worked hard and were exhausted at the end, there were lots of smiles and “high fives”, exemplifying the volunteer spirit that drives Stone Soup Gardens...and some might say is integral to a strong community!



Kenny Cook, enjoying the fruits of summer!



Tucked into a quiet nook at one of our sites, a family of baby robins takes refuge.

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: _____

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.*

How you think when you lose determines how long it will be until you win.
~ G.K. Chesterton

Designee Agency



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Life Enrichment Advancing People

LEAP