

SHADOWFACTS

Inspiring valued social roles for all people.

The Shadowfax Corporation

September 2024

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EVENT CALENDAR

ALL TEAM MEETING

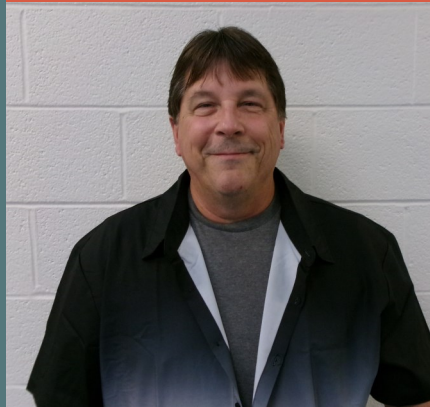
October 16

Employee of the Month



Congratulations to Tanya Miller for being selected as September's Employee of the Month! Tanya finds joy in working with the individuals, appreciating the challenges and their unique personalities. In her free time, she loves spending quality time with her 7 grandchildren. Congratulations, Tanya! Well deserved.

Manager of the Quarter



Congratulations to Frank Moritz, our Manager of the Quarter! Frank is truly a jack of all trades. From his early days as a forklift operator to his current role as Property Manager, Frank's journey with Shadowfax has been nothing short of impressive. His versatility and dedication make him an invaluable asset to our team! Outside of work, Frank enjoys spending time with family, hunting, fishing, traveling, and sipping on a great glass of wine. Thank you, Frank, for all you do!

Our Values

- Empowerment:** We believe in the inherent potential of every individual. Our programs and services designed to empower people with disabilities to achieve their goals and live their lives to the fullest.
- Respect and Dignity:** We are dedicated to treating everyone with the utmost respect and dignity. We recognize the unique worth of each person and are committed to fostering an environment where all people are valued and heard.
- Inclusion:** We champion inclusion and work to break down barriers, ensuring that individuals with disabilities have equitable access to opportunities, resources, and services. Our aim is to create a world where everyone can participate fully and equally.
- Integrity:** We operate with transparency and honesty in all our interactions. We are accountable to those we serve, our partners, and our supporters, and we uphold the highest standard of ethical conduct in all our endeavors.
- Collaboration:** We believe in the power of working together. By collaborating with individuals, families, communities, and other organizations, we can achieve greater impact and drive meaningful change.
- Innovation:** We are committed to continuous improvement and innovation. We seek creative solutions and embrace new approaches to enhance the quality of our programs and services, ensuring they meet the evolving needs of those we support.
- Advocacy:** We stand as advocates for the rights and needs of people with disabilities. We are dedicated to raising awareness, influencing policy, and promoting social change to build a more equitable society.
- A growth-mindset:** We are dedicated to continuous learning, embracing challenges, expanding impact, fostering innovation, investing in team member development, and regularly evaluating and improving our services.

Shadowfax
Inspiring valued social roles for all people.

OUR MISSION | Shadowfax's mission is to be a leader for people with disabilities and their families. Through our dedicated team, we provide high quality self-directed supports to empower people in developing skills to live and thrive within their community.

OUR VISION | Inspiring a culture of innovation, accountability and sustainability to promote valued social roles for all people.

At Shadowfax, our values drive us to create an inclusive, supportive, and empowering environment for individuals with disabilities. We are committed to:

OUR VALUES

- EMPOWERMENT
- RESPECT & DIGNITY
- INCLUSION
- INTEGRITY
- COLLABORATION
- INNOVATION
- ADVOCACY
- A GROWTH MINDSET

386 Pattison Street • York, Pennsylvania 17403 • 717-854-7742 • shadowfax.org

Through these values, we strive to make a positive difference and build a world where every individual with a disability can thrive.



Chip Cole
DSP-FT @ Pattison



Sahmir Holton
DSP-PRN @ 48



Breonna Claiborne
DSP-20 @ 48



D'Arion Kent
DSP-20 @ 62



Kahlil Thompson
DSP-A/O @48



Med Taskforce

The process of medication administration involves following a sequence of activities to promote administering the right medication to the right individual.

If you are unsure that any of the “5 Rights” are correct, you must stop and verify the information. For example, if you’re not sure that you have the right individual, stop and double check that you have the right individual by looking at a picture or asking another team member that is present. Do not ask the individual as some individuals answer to any name or may agree with anything someone says.

The following are examples of a pass and fail for identifying the person and medication:

-PASS: The team member correctly identified the individual and the correct medication for them to receive for the administration.

-FAIL: 1. The team member incorrectly identifies the individual or medication.

2. The team member relies on the individual receiving the medication to identify themselves.

3. The team member relies on another individual residing at this service location to identify the individual to receive the medication.

4. The team member relies on the individual receiving the medication to identify the medication.

Safety Committee

Safety First: Stick to the Yellow Lines!

To help keep staff and visitors alike safe in the upper shop, it is essential to walk only within the designated areas. These pathways are clearly marked with bright yellow lines, guiding you safely through the workspace.

Why is it important?

The yellow lines are in place to prevent accidents by keeping foot traffic away from equipment and operational hazards. When everyone sticks to these safe zones, we minimize the risk of injury and ensure a smooth, safe flow of movement.

New Signs, Same Mission

To help remind everyone of this important safety practice, we are adding bright new signs on the shop doors. These will serve as a clear reminder to follow the yellow paths and keep safety at the forefront.

Why Timely Reporting Matters

Many team members aren’t aware of the important link between the Safety Committee and Workers’ Compensation (WC). We depend on accurate and timely accident reports to secure funding and address any potential hazards in the workplace.

Remember, your health comes first—so be sure to report ANY accidents immediately, even if they seem minor. Early medical treatment helps prevent complications, and your timely report helps the committee secure the funds needed to keep our workplace safe for everyone!

The Training Corner

Meet CC!

My name is Cecilia Casey, but I prefer to be called CC. I am so excited about my new career here at Shadowfax as a Professional Development Instructor. I came to this role with multiple years of experience working with individuals with IDD and training employees. Training is something I have always enjoyed doing. My favorite part about training is seeing employees succeed in their careers.



Outside of work, I am always with my 1.5-year-old Mini Labradoodle, named Russ. I have raised Russ since he was 10 weeks old. It has been a wonderful adventure. I have to say the best part of my day is when I walk in the door and Russ greets me. He is the joy of my life.

Shadowfax Professional Development Career Ladder for DSPs and Frontline Supervisors

Professional credentials earned through NADSP E-Badge Academy

Congratulations to Judy Ramos for earning her DSP-II through the NADSP E-Badge Credentialing Program!



Join Kenna in Discovering the Practicality of the NADSP Competencies!

Please see the email sent on 9/23 for additional information. This will provide a more in depth look at the NADSP competency areas and how we can use them practically in our roles as frontline supervisors and DSPs.

Don't forget to log into Relias and register for Other than Oral, Red Cross CPR/First Aid/AED In-person skills, and Diabetes Education before your due dates. Sessions are available through the end of December.

Honoring our Dedicated DSPs

We want to hear from you!

Susan Ayres—38 years

"I love spending time with the ladies from 650. Every Saturday we do something fun. They love going to yard sales, shopping and visiting people in nursing homes. Some of the fun things we did this summer included a Wild West train ride, the York Fair, and the Land of the Little Horses. I enjoy helping them learn skills and developing relationships."

-Sue



Wendy Albright—Over 31 1/2 years

"I started at Shadowfax as a volunteer at 17, splitting my day between school and helping in the workshop. I quickly fell in love with the job and people, leading to a position as a packager. After a few years, I supervised a packaging line for Caterpillar, then transitioned to working in the Life Skills rooms. Eventually, I moved to full-time work in the workshop, where I've been ever since."

I love seeing the individuals grow and take pride in their accomplishments, no matter the size. They make me smile every day, and I'm truly grateful to work with them."

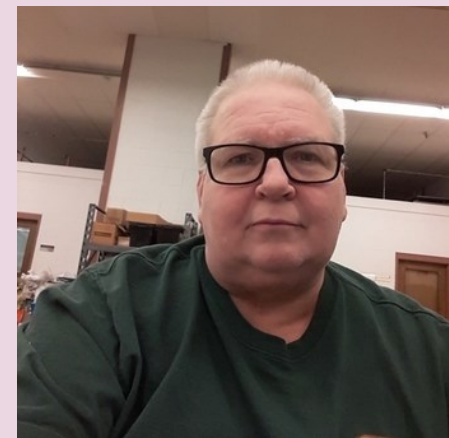
-Wendy



David Wennerholt—Over 6 1/2 years

"The one thing that I love most about Shadowfax is being able to build relationships with the clients and fellow coworkers. I am a Christian man and feel I can serve God best by serving others. Putting smiles on the faces of those that cross my path excites me and motivates me to get up each morning and see what the day will bring."

-David





Thank
YOU DSPs!



“Thank you for always being there. You never try to fix me, you just make me feel supported and cared for.”

“Thank you for cheering me up on hard days and laughing with me on easy ones.”

“Thank you for spending time with me and taking me out to places I enjoy.”

We  Our DSPs

“Thank you for the sunshine you bring into my life.”

“Gratitude is when memory is stored in the heart and not in the mind. I am grateful for you.”



“Dear staff-Thank you so much for all the things you do for me through the year!”

“Thank you for showing love and support to everyone on a daily! You rock!”

“Sending a little heart felt appreciation your way today.”

“Thank you for supporting me and my dreams , and never trying to hold me back from what I want in life.”

“Thank you for always helping me when I need help.”

“Thank you for playing Beyonce music for me. I enjoy going on outings, being cared for and being able to take walks in the walker.”

Are you interested in walking for a good cause? Join us on October 26, 2024 at John Rudy Park for the Alzheimer's Walk. To register, visit the events website, search for teams, enter 'Shadowfax,' and follow the registration steps.

This will count as a Wellness Activity!



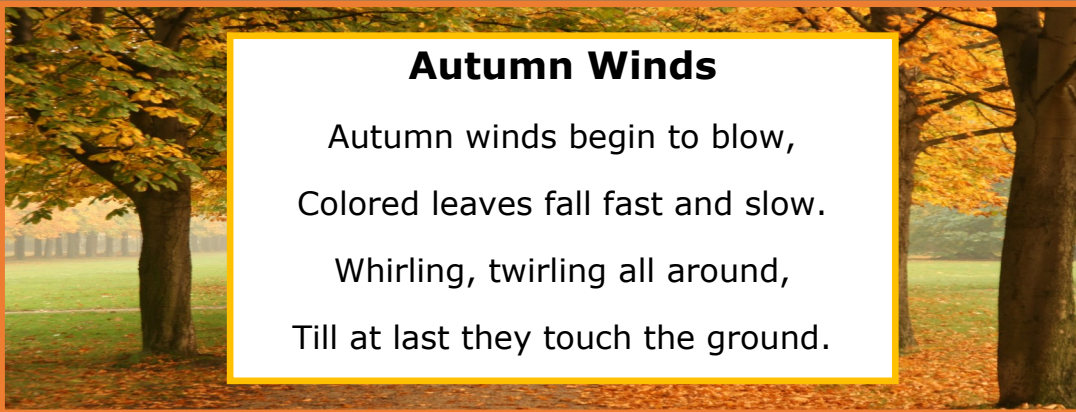
Are you up to date with Wellness Activities?

You must complete 3 lifestyle improvement activities before 12/31/24. Proof of attendance is required. In addition to 3 lifestyle improvement activities, you must also complete the annual preventive exam (biannually for ages 19-49; annually for 50 and up) as well as 2 healthy exams or screenings. For more information visit Bamboo!

Go Green Column

5 Reasons we need trees for a healthy planet

1. Trees purify our air and combat climate change.
2. Trees provide housing to millions of species that protect us from disease.
3. Trees cool our streets and cities.
4. Trees protect against floods and water pollution.
5. Trees ease the mind during stressful times.



Autumn Winds

Autumn winds begin to blow,
Colored leaves fall fast and slow.
Whirling, twirling all around,
Till at last they touch the ground.

Years of Service

35 Years

Jameelah Newby

5 Years

Linda Anderson

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386 Pattison Street, York PA 17403

(717) 854-7742

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Mission Statement:

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