



*providing support, empowering choices, and
encouraging individuality since 1974*

ALPHA NEWS

WINTER 2010

Alpha Staff Changes

by Scott Livengood

I continue to be so proud of the team here at Alpha Supported Living Services. I truly believe we are second to none in living our mission and providing the highest quality services to our clients in their individual quests to realize their full potential. While the departure of Josh Cutler, Branch Director at Alpha East, is bittersweet, there are some exciting internal promotions and advancements to share.

Josh Cutler, who left the agency in December to continue his education, had been a valued employee of Alpha (formerly Seattle Specialized) for over five years, having been the Alpha East Branch Director for almost two years. During that time, he worked closely with his management team to turn the branch around. He expanded services to additional people, decreased turnover significantly, made vital infrastructure advancements, worked to improve staff morale, and increased the guardian satisfaction survey results by a substantial margin. With his fundraising expertise, he also assisted in leveraging important contributions from selected foundations and corporations. He was a dedicated and highly respected employee who is already greatly missed.

Coinciding with the end of 2009, a new leadership team at Alpha East is emerging to ensure a continued positive impact on the lives of our clients and their families. I'd like to recognize and welcome this new leadership team and wish them every success as they look ahead to 2010 and beyond.

Jill Brubacher has been promoted to the position of Alpha East Branch Director. She has been with the agency for thirteen years, having started as a direct support professional at the Kelsey Creek Group Home. As many will remember, Jill was the Interim Director while Residence East was without an Executive Director and served as our



Alpha's East Branch team - some familiar faces get new titles and new responsibilities: Chipepo, Jill, and Mary

main liaison and source of information during the merger process two years ago. In her post-merger role as Alpha East's Client Services Manager, she was an integral part of the agency's overall success, working hard to bring parent satisfaction and quality assurance up and to promote staff retention and satisfaction. She was recently and deservedly honored with the statewide "Emerging Leader" award from the Community Residential Services Association.

Mary Barrow, who was recently promoted to the position of Client Services Manager, has been with the agency since 2008. Mary quickly earned a reputation for her quality work as a Health Care Supervisor, where her ability to assure that all of the client's medical needs were taken care of, including following up on all recommendations from doctors, has been impressive. Mary has great enthusiasm as well as strong organizational skills, people skills, diplomacy, and most importantly a passion for providing client centered service. Her prior experience with Aegis Healthcare and Hopelink helped her cultivate a unique and effective approach to quality client care.

Chihepo Mugala just moved into the role of Health Care Supervisor. She comes to us from Zambia by way of Arizona. Chihepo has many years of healthcare experience, notably managing a large program of personal care aides in Arizona. As Human Resources Coordinator with Alpha East since early 2009, Chi's value

has been evidenced by her strong organizational and communication skills, attention to detail, and compassion for the individuals served by Alpha Supported Living Services. In addition to the changes at Alpha East, the agency's talented and dedicated staff RN, Lisa Blilie, was recently able to go from part-time to full-time thanks to a challenge grant from the Renton Community Foundation in conjunction with contributions from an anonymous donor and The Seattle Foundation. In her full-time capacity, Lisa is able to focus even more intently on specific client healthcare needs, nutrition, and providing care in the homes as opposed to having to constantly venture to offsite healthcare providers.

Rewarding strong staff performance, honoring staff development needs, and promoting staff retention through innovative benefits and measures continue to be priorities for the agency and an aspect of Alpha's operation that allows us to proudly be a leader in our field.

ALPHA WISH LIST

Consider donating an item from our wish list to support the homes and care of our clients.

- Automatic bloodpressure cuffs
- Forehead thermometers and pedometers
- Seated medical scale for adults (East Branch)
- Tandem adaptive bicycle for two people to ride together
- A small refrigerator and an oven
- Gas-powered emergency generator
- A dining room table/chairs (6-8)
- A living room sofa for a men's home
- A new television set

If you are interested in donating and/or would like more information on any of the items requested above, please call Leslie Kinkade at 206-588-8764 or email



providing support, empowering choices, and encouraging individuality since 1974



Janet is a swimming enthusiast who enjoys every minute in the pool

Alpha Athletes Enjoy A Variety of Sports

by Ruby Lindner

With the sporting world focused on the Winter Olympics in British Columbia this month, it seems like the perfect time to shine the spotlight on the amazing athletes among us at Alpha Supported Living Services. And Alpha is in no short supply of enthusiastic athletes. Whether it is summer, fall, winter, or spring, Alpha clients are flexing their muscles and showing their commitment and determination to succeed at a wide range of sporting endeavors both for fun and in a true competitive spirit.

Alpha athletes participate in a wide range of sports, both for fun and for personal glory. We have summer and winter Special Olympics as well as just plain old outdoors enthusiasts, who join up with Outdoors For All Foundation and various community centers for a number of organized sports activities from bicycling, to rock climbing, to bowling, to softball and basketball.

Among some of the favorite sports of Alpha athletes is swimming. And Alpha has its share of fun-loving pool paddlers as well as the more committed competitive swimmers. Some of our regular swimmers include Cathy, Janet, Sarah, and Jenny. While Cathy's favorite swim stroke is the "dead man float," Sarah gets her

swim kicks out of playing her own version of swim-tag, which involves chasing and catching people in the pool. Jenny, on the other hand is a devoted competitive swim enthusiast, who not only swims every Saturday, but swims with her coach every other Thursday to help her stay on track for her regular Special Olympics participation.

Track and field events also have a committed Alpha contingency, with Jacob, Rashid, Dominic, Drew, and Derek putting their all into competition in the 100 meter walking race, relay, and softball throwing. While Drew is the newest Alpha client to participate in Special Olympics track and field events, Jacob, who has been participating for the past three years, has come the furthest in improving his skills, winning several medals in his most recent Special Olympics appearance.

Winter sports are also enjoyed by Alpha clients. Alpine skier Kevin loves to head up to the mountains on Saturdays with his Skihawks Racing Team for his training. He has taken his competitive love of the sport to the Special Olympics every year for many years, having accumulated numerous medals along the way. Nordic skiers such as Cathy, Tim, and Charlie (a recent new-comer to the sport) join the Outdoors For All Foundation on tree-lined tracks up on Snoqualmie Pass. Mori takes a more challenging route to the snow with Outdoors For All, participating in their snowshoe program.

All in all, Alpha athletes embody passion and good sportsmanship as they pursue their many athletic goals.



Jacob takes the baton in a Special Olympics relay race with his Mother by his side



Rashid signs the papers that acknowledge his new status as a U.S. citizen

Congratulations to new U.S. Citizen, Rashid

by Rob Burmaster

On December 17, 2009, Rashid Mohammed Rashid, a 21 year old former refugee from Somalia, became a U.S. Citizen. The process to obtain citizenship for anyone is a complex and arduous ordeal, let alone for someone with a developmental disability. In the end, the entire process was completed in only about 6 months, from the first submission of paperwork to the final swearing in ceremony, a remarkable turnaround time.

There were contributions from many in Rashid's life that enabled this. A big thanks goes out to Jim Hodges, the Citizenship Coordinator at St. James ESL Program, who was instrumental in helping navigate the complex bureaucratic systems on Rashid's behalf. In addition, a great deal of credit goes to Amanda Reinhard, who began this process when she was Rashid's Financial Services Supervisor, and followed through on seeing it to completion even after transitioning out of that role. Lastly, without a guardian, Rashid would not have even been able to step foot on the path to citizenship, let alone complete it, and without Maureen Carroll's pro-bono guardianship services, and willingness to sit through many hours of meetings and hearings, Rashid would not have reached the milestone of becoming a United States Citizen!



providing support, empowering choices, and encouraging individuality since 1974



Josh Cutler with his wife, Mary, and Scott Livengood at the Alpha 2009 Holiday Party

Parting Thoughts

by outgoing ASLS East Branch Director, Josh Cutler

In the conference room in our office hangs a poster with the mission statement in bold: The mission of Alpha Supported Living Services is to serve individuals with developmental disabilities by providing accessible residential and other support services that will maximize each person's quality of life. Under the mission there are four bullet points, detailing how the mission will be accomplished. One of these is: Recognizing our staff members' abilities and enhancing their growth and professional skills. As I prepare to leave Alpha (in fact I will be gone to grad school by the time this is published) I find myself reflecting on what these words have meant for my life and for all 300 staff members at ASLS. I started at the agency in 2004 as a direct support staff, coming on board just before a period of significant growth for the agency. I had the opportunity to have a central role in the mergers that catapulted ASLS to its current size. It has been an amazing journey for me. The opportunities I have had here have pushed me to grow, not only professionally, but personally in a way I could not have imagined when I dropped off that application over five years ago.

As I take a look around, especially in light of the promotions that have taken place as a result of my departure, I am reminded that my experience is not unique. Alpha is an organization that recognizes potential, and gives people opportunities to make the

potential and gives people opportunities to make the most of it. Whether it is a new client that no other agency has been able to serve or taking a chance on young professionals with leadership potential, this philosophy permeates the organization in a way that allows each person to contribute their unique gifts. Something special is happening here. As the next generation is asked to take the reigns of providing support for those with developmental disabilities in the state of Washington, I have no doubt many of these leaders will either be exerting their influence from positions at Alpha Supported Living Services, as a premier non-profit provider of supported living services, or they will have moved on to other vital leadership positions, having honed their skills at Alpha.



Kyle, waiting to take the field with the Islanders

Kyle Gets an Extra Kick Out of Soccer

by Katie Brudwick

Kyle is a typical active Northwest young man. At 27, he juggles multiple sports with Outdoors for All and Special Olympics Washington (SOWA). In 2009, Kyle went canoeing on Lake Sammamish, biked around Green Lake, climbed Deception Crag, and hiked trails at Mt. Rainer!

Kyle is also a fan of his favorite local sports teams: the Seahawks and the Mariners. In 2009, Kyle added soccer to this list. Now Kyle counts himself as a Sounders fan, too.

His new passion for soccer was inspired by his weekend staff, Roger Ofori, who first suggested soccer as a summer activity. Roger is an avid soccer fan, who has played the sport for many years. He thought that Kyle's great stamina - the two are regular hiking and biking buddies - would make Kyle a great addition to any local soccer team.

Due to soccer's overwhelming popularity, finding a SOWA soccer team for Kyle was not easy. But last summer, Kyle landed a spot on the Mercer Island Islanders, who are generally regarded as a highly competitive team with the devoted players and ribbons and trophies to back up the claim.

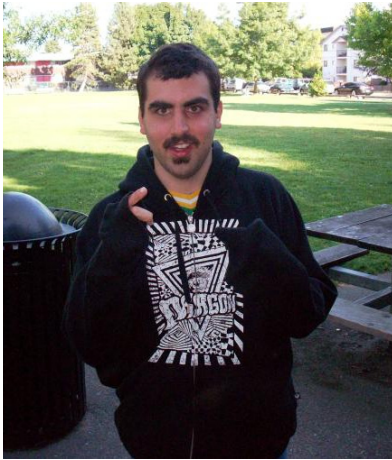
After a timid start, Kyle came alive on the soccer field. By the end of the summer, he was a starting forward who commanded attention and scored several goals per game. Kyle also earned the nickname "The Ladies Man" for capturing the admiration of many of his fellow female teammates - a title he wears with pride. The highlight of the year came when the Mercer Island Islanders took third place at the Summer Games held at Fort Lewis. Kyle is already looking forward to the 2010 summer season.

Kyle lives by the Special Olympics athletes oath, "Let me win. But if I cannot win, let me be brave in the attempt."

Alpha is continuing its partnership with Caffé D'arte—award-winning coffees in the Italian tradition. The program works like an annuity: Alpha realizes a 25% return on minimum orders of 3 lbs. of coffee (i.e. individuals/families order 3 lbs. of coffee per month (includes FREE SHIPPING) and Alpha earns back \$3.00 per pound). Just go to www.caffedarte.com. Click online ordering, then click monthly home coffee delivery and submit your order designating Alpha Supported Living Services as the fundraising beneficiary. Please call 206.501.8864 for further information.



providing support, empowering choices, and encouraging individuality since 1974



Dominic sharing his special brand of charm on a trip to the park

Dominic Robinson and a His Cast of Characters

by Collin Capes

AAARRRR!!! Mateys, it's Captain Jack Sparrow AKA the Dark Lord Voldemort, Harry Potter, Bruce Wayne, Batman, or as the plain-speaking paperwork says, Dominic Robinson!! Alpha's most colorful character moved into Salish house in March of 2009. Dominic relishes spending the majority of his day staying in the persona du jour complete with costumes and accessories. Dominic has also obtained employment and beautifies the grounds of a company in Renton two days a week. After which, he loves to get a little something at the "party" store. On Wednesdays, Dom has drum lessons and everyday he gets out for exercise in the form of a long walk, hiking, biking, or jogging. Dom has been focusing on a healthy diet lately which includes a morning smoothie and salads with his meals. Dom also enjoys local dances, visiting the YMCA, and connecting with friends and family through Facebook. His family remains his strongest supporters and advocates. Now, walk the plank with ye, you scurvy dog!!

TRIBUTES

Special thanks to the individuals and families who made generous tribute gifts to honor loved ones and Benefit Alpha Supported Living Services:

- Marjorie Starks, to honor Alpha client, Gerald Starks
- Laurie Wedrosky, to honor Alpha client, Gerald Starks
- Sigfred and Jane Haugland, in memory of former Alpha client, Ross Haugland
- Jack and Mona Cooper, in memory of former Alpha client, Ross Haugland

Would you like to make a special gift for a loved one? Make a difference for Alpha by giving a tribute gift of \$25.00 or more to commemorate a birthday, anniversary, or other significant occasion.

For further information, contact Leslie Kinkade by phone at 206.588.8764 or via email at lkinkade@alphasls.com

shine through her work in whatever capacity she is called on to fill.

Of all Tina's assets, it is her flexibility and willingness to help out wherever she's needed that is perhaps most valued by those who work with her. Prior to supervising the Mountain House program, Tina supervised several other supported living programs, including Berry House and two former Residence East programs. On assuming the Program Supervisor role at Mountain House, she took on the challenges of learning the complicated group home regulations as well as the even more daunting regulations associated with the HUD program. Every year, Tina has a grueling two-day group home audit as well as a HUD Management and Occupancy Review, lovingly known as the MOR. Tina's organizational skills and fondness for paperwork are really put through their paces in preparing for these inspections.

Tina is dedicated to her programs and clients, and has earned the respect of staff, co-workers, and guardians. Recently, Tina was recognized with Alpha's Outstanding Service Award for her many gifts. Tina, in her typical humble fashion, later stressed she doesn't do her job for the recognition but for the satisfaction of knowing she helps her clients to grow and succeed. With that kind of spirit and dedication, its no wonder Tina does such a great job supporting her clients to play active roles in their communities and lead full and meaningful lives.



Tina takes on every new challenge with good humor

Tina Hines Leads with Consistent Quality

by Jill Brubacher

Tina Hines has worked for Alpha Supported Living Services - and Residence East prior to the merger - for seven years. Currently, she is the Program Supervisor for Mountain House and Park Place. Her enthusiasm, commitment to her clients, and devotion to doing a great job consistently



In Memoriam

Alpha bids farewell to a dear client and friend:

Ross Haugland
3/18/1959 - 11/21/2009





providing support, empowering choices, and encouraging individuality since 1974

Take Another Look at Special Needs Trusts

by Amanda Reinhard

A special needs trust (often called supplemental needs trust) is a trust account set up for individuals with a disability, allowing them to retain resources beyond the resource limits set by government regulations. The trust allows individuals with a disability to have an unlimited amount of assets. Many of Alpha's clients have established a special needs trust. One major benefit of the special needs trust is that it eliminates the pressure of having to spend down a client's account when they approach the resource limit.

Special needs trusts can be used for a wide variety of needs beyond basic room and board expenses. Recently, an Alpha client was able to take a vacation to Disneyland using funds accumulated in his special needs trust account. Another Alpha client purchased a new five-piece bedroom set from funds saved in his trust account.

The trust is also a way for clients to save for expenses that may not be paid for using government benefits. One example of this would be a client that needs to make modifications to their home, such as building a ramp or installing handrails. These expenses add up quickly and it would be difficult to save for such expenses while staying within the prescribed resource limit for cash held by the client in a regular bank account. Through the special needs trust, a client would have the ability to save enough money to make the modifications necessary.

In general, a special needs trust allows a client to accumulate extra cash and assets to be used for both emergencies and just those special purchases or opportunities that present themselves outside the course of the regular budget. All in all, these trusts are a great savings tool.



Andreas enjoying the balmy weather at Disneyworld on one of his fun adventures with Alpha residents

Andreas Rayford's Special Care and Understanding

by Nephtali Stackhouse

Fun, dedicated, strong, and kind are but a few words to describe an invaluable member of our team. Andreas Rayford has been an outstanding direct support staff member for just over seven years. He has seen us grow and change and has worked hard to help that growth. For many of his years with Alpha, Andreas has spent working at Alki House with the four unique men who live there.

Andreas shows a deep understanding for the clients he cares for and he is a valued part of their lives. He spends a great deal of time developing and supporting each client's individual interests. In particular, he has been an aide and a support for two of the clients at Alki House. Andreas, who himself is deaf, works with them on increasing their communication skills through the use of ASL. His own experience gives him special knowledge, skills, and understanding that allows him to be particularly helpful to these two men as they work to communicate more clearly and interact with others more effectively.

Andreas works hard and plays hard with the men at Alki House. His sense of humor has been an asset during vacations, outings, and daily activities with the clients. His adventurous nature and willingness to help has made it possible for

the clients to go on some wonderful trips, including a trip to Mexico where the clients were able to swim with Dolphins; a fun-filled Disney World trip; and just this past year a vacation to Great Wolf Lodge where everyone had a great time enjoying the pools and water-slides.

Andreas's positive and outgoing personality makes him an invaluable asset for Alki House and for everyone on the Alpha team.



The entry courtyard to Mountain House, site of the future Mountain House Memorial Garden

This spring, Alpha will be working on creating the **Mountain House Memorial Garden** to honor the memories of two former Mountain House clients, Ross Haugland and Mary Cochran. It will be a beautiful and fitting tribute to two vibrant souls who always made us smile. If you would like to donate funds or supplies, or get involved in any part of this special garden project, please contact Leslie Kinkade at (206) 588-8764, or send a check to Alpha Supported Living Services to Leslie's attention. Alpha salutes the families of these former clients, especially Paul and Mari Haugland and Bud and Lorraine Cochran, for their leadership on this project and for their generosity—not only toward this project, but also toward the needs of the entire agency.



*providing support, empowering choices, and
encouraging individuality since 1974*

Alpha Supported Living Services

Management

Chief Executive Officer

Scott Livengood

Board of Directors

President

Michele Moored

Vice President

Stacy Gillett

Treasurer

Doug Coleman

Secretary

Evelyn Chapman

Board Members

Donald Barker

Bob Breskovich

Linda Johnson

Mark Johnson

Jim Kuresman

Penny Martin

Brent McCullough

Sherry McNary

Bob Puff

Sally Puff

Wally Tablit

Development Director

Leslie Martin Kinkade

Controller

Davina Gilroy

Financial Services Manager

Amanda Reinhard

Alpha West Branch

Branch Director

Rob Burmaster

Client Services Manager

Collin Capes

Clinical Manager

Craig Eidsmoe

Human Resources Manager

Patricia Minton

Program Supervisors

Dan Agerup

Vern Eggerud

Tess Forté

Ethan Rourke

Nephtali Stackhouse

Sharon Warner

Health Care Supervisors

Greg Cranston

Carla Kammer

Rory Patos-Robinson

Financial Services Supervisor

John Engel

Amos Kihara

Human Resources Coordinators

James Okano

Lissa Sams

Alpha East Branch

Branch Director

Jill Brubacher

Client Services Manager

Mary Barrow

Clinical Manager

Chris Allen

Human Resources Manager

Kris Brown

Program Supervisors

Katie Brudwick

Tina Hines

Greta Sriviboon

Katie Swezea

Jesse VonPapp

Health Care Supervisors

Amanda Fisher

Chipeco Mugala

Financial Services Supervisors

Ruby Lindner

Alissa Schillinger

Human Resources Coordinator

Alberto Lacao

Payroll Specialist (East & West)

Sherri Freeman

Alpha Outstanding Service Awards

Congratulations to the winners of the Outstanding Service Awards for 2009 as recognized by their staff colleagues and Alpha's Board of Directors:

Scott Livengood, CEO

Tina Hines, Program Supervisor



Revellers at the 2009 Holiday Party with Santa: (Left to Right) Brian, Quintin and Christian

ALPHA NEWS layout and compilation by Ruby Lindner

Copyright All Rights Reserved Alpha Supported Living Services 2611 NE 125th St Suite #145 Seattle, WA 98125 206.284.9130 FAX : 206.284.0769



2611 NE 125th St. Suite #145
Seattle, WA 98125