

# CCRES CORNER

## MAKING A DIFFERENCE EVERY DAY!

### CCRES BOARD OF DIRECTORS

Chairperson:

Mr. Leon Spencer

Vice Chairperson:

Mr. Robert DiSciullo

Treasurer:

Mr. Timothy Umbreit

Secretary:

Ms. Sharon King \*

Dr. John Baillie

Ms. Jennifer Brion

Mr. James Bruce

Dr. Thomas Carey

Dr. Anthony Costello

Dr. George Fiore

Mr. Charles Gibson

Mr. Michael Grigalonis

Dr. Harry Jamison

Ms. Maureen Linahan

Mr. Joseph Lubitsky

Mr. John Morrissey

Mr. Ed Murray

Dr. Joseph O'Brien

Ms. Bernadette Reiley

Mr. Reid Sandner

Mr. Stan Schuck

Mr. John Snyder

Mr. Drew Stanley

Dr. Angela Tekely

Mr. Steve Todaro

\*non-voting members

### CCRES Human Resources and Administrative Team

**We are here for you!**

**Hours: Monday- Friday / 8am -4:30pm**

Interim Executive Director: Rick Dunlap

Office Manager: Sharon King

Director of HR: Joe Vaillancourt

HR Manager: Keara Cosgrave

Director of Finance: Chrisi Lockwood

Accountant: Pattie Richards

Payroll and Benefits Coordinator: Kara Davidson

Coordinator of Business Development: Jen Hernandez

Coordinator of Recruitment: Thuy Yancey

HR Recruiter: Mercy Alex

HR Recruiter: Kathy Benigni

HR Recruiter: Ashley Burke

HR Recruiter: Amanda Chappell

HR Recruiter: Allison Kalemjian

HR Recruiter: Jennifer Lawrence

HR Recruiter: Kristin Rosen

HR Recruiter: Taryn Sutch

HR Admin: Molly Buckley

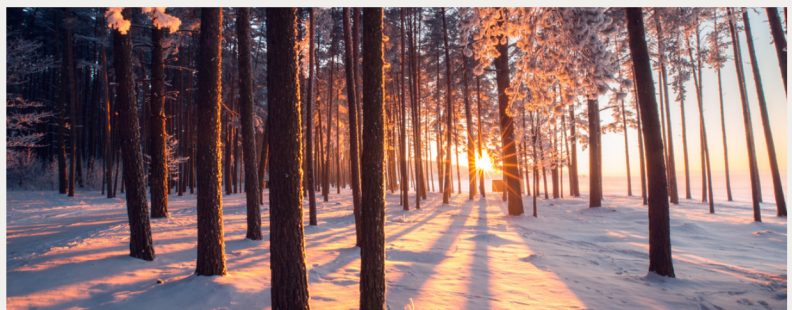
HR Admin: Alyssa McKenzie

HR Admin: Millie Monroe

HR Admin: Jessica Skarren

HR Admin: Jean Talucci

Educational Consultant: Michael Kelly



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# CCRES IS HIRING!!



***Refer your friends - Earn some cash!!***

***\$ 200:***

***Personal Care Assistants***  
***on assignment in Souderton Area SD***  
***with Advanced Clinical Services***  
***(effective 5/15/23)***

***Paraprofessionals***  
***on assignment with Boyertown Area SD***

***BCBA, BC, MT***  
***on assignment with Advanced Clinical***  
***Services and Home & Community***  
***Services***

***DSPs***  
***on assignment with Achieve***

***\$ 100:***

***Staff referral bonus for all other***  
***positions***

In all programs, CCRES staff are paid after their referral earns their first paycheck with client service hours.

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CCRES CORNER | WINTER 2024





# CCRES Milestone Recipients

(Oct, Nov, Dec, Jan)

## 5 years

Jennifer B.  
Kristin R.  
Karissa L.  
Kathleen B.  
Meghan M.  
John S.  
Natalie S.  
Nancy N.  
Mellissa B.  
Cari G.  
Megan L.  
Mary L.  
Andrea C.

Cristen L.  
Ronald M.  
Vandana P.  
Jennifer R.  
Elizabeth G.  
Chrisi L.  
Shelly M.  
Lauren S.

## 10 years

Faith J.  
Perry A.  
Catherine G.  
Christina K.

## 15 years

Kaprice F.





## CCRES Employee Assistance Program (EAP) - Uprise Health

"WE ARE HERE TO HELP"

### Employee & Family Services

- Confidential Counseling
- Online Peer Support
- 24-hour Crisis Help
- Tess, AI Chat-bot

### Work-Life Services

- Financial Help
- Legal Services
- Online Legal Forms
- Child & Parenting Services
- Adult & Elder Care Services
- Webinars and Trainings

<https://members.uprisehealth.com/ccres/>  
**1.800.395.1616**

## CCRES Perks & Benefits

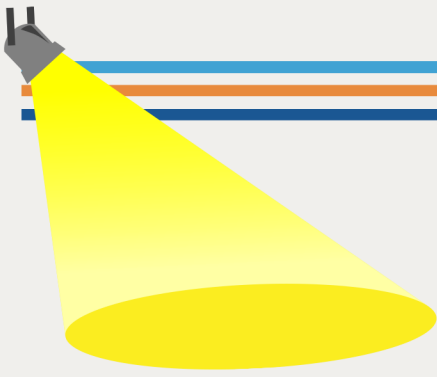
*\*Visit [ccres.org](http://ccres.org) for more details*

- Health Benefits for employees working 30+ hours per week
- Collegiate partnerships
- Referral bonuses
- Payroll raffles
- 403b Retirement plan with 3% match
- FREE Employee Assistance Program (EAP)
- \$500 bonus for W2 Employee 5 year Milestones

Benefits Contact Info  
Loomis MEC Plan Customer service:  
(866) 473-6615  
[www.loomisco.com](http://www.loomisco.com)

To locate a PHCS network provider: [www.Multiplan.com](http://www.Multiplan.com)





# CCRES SPOTLIGHT



## Jennifer Lawrence New HR Recruiter!

Jennifer has worked in the education world since 2013 as an English Language Arts Teacher and administrator, including 7 years of experience in Mexico. Jennifer began her recruiting journey in 2019 as a recruiter for a school she was working for in Mexico. She has a B.A. from Liberty University and enjoys watching others succeed!



## Molly Buckley - New HR Administrative Support!

Molly joined the CCRES team in 2022, working as a paraprofessional in Charles F. Patton Middle School and joined the administration staff as a HR Administrator in 2024. She went to The Clarkson Early College before graduating from Southern New Hampshire University with a B.A. in Psychology. She has worked for years in various direct care positions and is excited to be supporting the community through her new role.





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# CCRES SPOTLIGHT



## WORKIVERSARY

**Joe  
Vaillancourt**

**Human  
Resources  
Director for 20  
years!**



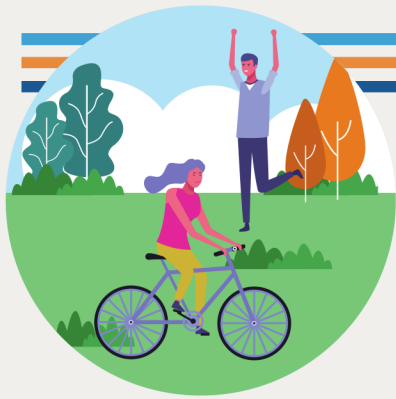
**We are so thankful to have Joe on the  
CCRES team for 20 years!**

Joe Vaillancourt's Human Resource management experience extends over 20 years. He has earned the distinction of Senior Professional in Human Resources. Joe holds an MBA from West Chester University and a Bachelor of Arts degree in Psychology from the University of Southern Maine. Prior to joining CCRES in 2004, he was the Human Resources Manager for 6 years at the Devereux Kanner Center in West Chester, PA and the Coordinator of Devereux Industries for 2 years at the Devereux Whitlock Center in Devon, PA. Preceding his experience in Pennsylvania, Joe was the Executive Director for 2 years at the Center for Independent Living in Palm Beach County, Florida.

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# ACTION WITH ASHLEY

Keeping active is not only a vital part of staying healthy physically, but mentally and emotionally as well! When we move, our bodies release endorphins that improve our mood and reduce stress.

As we get into the heart of winter, it can be challenging to find ways to keep moving, especially with the snow and frigid temperatures outside. Here are some ideas to help you keep moving this winter!

## Winter Action Tidbits:

- According to the CDC, shoveling snow can burn upwards of 500 calories per hour!
- Bundling up and taking a walk in the winter can be beneficial in many ways; many of us are vitamin D deficient in the winter months, so if the sun is shining, you may find yourself feeling more awake from a quick dose of sunshine.
- Research suggests that exercising in colder temperatures helps your body to burn more fat than it would at warmer temperatures!



If you still prefer to stay warm during your workouts, bodyweight exercises (also known as calisthenics) are a great option for home-based workouts. Here's an example of a quick full-body workout that you can easily complete from the comfort of your home:

1 minute – Jumping Jacks  
30 second break  
1 minute – Crunches  
30 second break  
1 minute – Push-Ups  
30 second break  
1 minute – Squats  
30 second break

Repeat 3x for a quick but effective at-home workout!



# CCRES CARES FOR THE COMMUNITY



## Grant Recipient Spotlight: The Fund for Women and Girls

CCRES is happy to be a sponsor for this great organization! Chrisi Lockwood, our Director of Finance also volunteers her time as a member of the finance committee.

### Mission

The Fund leads and unites the community through philanthropy and advocacy to ensure that women and girls have resources and opportunities to thrive.

### Vision

Women and girls have equality and security, making our communities stronger and more vibrant for everyone. The Fund is a vital partner and leader, convening individuals and organizations with boldness, connectivity, and creativity around a shared commitment to gender equity and the well-being and self-determination of women and girls.

### History

The Fund was created in 1996 to respond to the vital needs and issues affecting women, girls, and their families in Chester County. Through our grantmaking and educational programs, The Fund strategically works to foster the economic freedom, well-being, and security of women and their families who live and work in the diverse communities throughout our county. In 2005, 2010, 2016, and again in 2022, The Fund commissioned the Blueprint Report, a comprehensive compilation and original analysis of existing and newly collected data from more than 80 local, state, and national resources - focusing for the first time on women and girls. Report findings, new data, and site visits with grantees drive our grantmaking decisions and education initiatives while underscoring the need to increase funding resources. Since our inception, we have awarded more than \$4 million in grants to 86 non-profit organizations addressing critical needs. The Fund embraces the challenge to grow our capacity and grantmaking capability so we may tackle deep and persisting needs within our county.



# TARYN'S TASTY TREATS

If you are like me, you want a delicious, comforting warm meal during the winter that doesn't take long to prepare (under 30 minutes). It is best if it can be prepared in 1 pot too! Here is one of my family's favorites. Enjoy!

## ONE-SKILLET CHEESY GROUND CHICKEN PASTA:

### Ingredients

- 1 tablespoon extra-virgin olive oil
- 1 pound ground chicken
- 1 cup chopped red onion
- 1 cup cherry tomatoes halved
- 2 teaspoons dried Italian seasoning
- ¼ teaspoon salt
- 8 ounces penne pasta
- 2 cups chicken broth
- 1 cup marinara sauce
- ½ cup heavy whipping cream or whole milk for healthier option
- 5 ounces fresh baby spinach
- ½ cup chopped fresh basil, plus more for garnish
- ½ cup shredded mozzarella cheese
- Grated Parmesan cheese



### Directions

1. Heat oil in a large, high-sided skillet or Dutch oven over medium-high heat. Add chicken; cook, stirring often to break up the meat, until cooked through and beginning to brown, 6 to 8 minutes. Add onion, tomatoes, Italian seasoning and salt; cook, stirring often, until the onion is softened and the tomatoes are breaking down, 4 to 5 minutes.
2. Stir in pasta, broth, marinara and cream; bring to a simmer over medium-high heat. Cover and simmer stirring occasionally, until the pasta is al dente, 10 to 12 minutes. Stir in spinach (in batches, if necessary), basil and mozzarella; cover and cook until the spinach wilts and the cheese melts, about 2 minutes. Garnish with more basil and Parmesan.



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# MAKING MEMORIES WITH MERCY

Winters in this region have looked a little bit different each year - whether it is unseasonably warm, ice storms, or snow. I hope that as you have started the new year and are already into the winter season, that you are able to find some moments to motivate you to stay present in each day!



Here are some of my favorite winter things that have worked for our family during the winter/colder months:

- \*Staying hydrated- easier to do when it is warmer but getting that liquid especially with the cold/flu season has been very helpful.
- \*Taking a walk and getting outside to catch a sunrise or sunset - especially before or after a storm is a wonderful scene.
- \* Throwing some snowballs or making some snow angels.
- \*Sipping a warm mug of hot chocolate or coffee by the fire, all cozied up in the family room gives a chance to reconnect even if it only lasts until the coffee is finished!

The key is to not just make it through the winter, but to embrace some moments that are unique to the winter season that you can enjoy and look forward to.

Stay safe and warm and use those winter boots and coats that have been collecting dust!

<https://www.foodspring.co.uk/magazine/how-to-stay-motivated-in-winter>

# CCRES SAFETY TIPS

**1. Footwear:** Shoes must be closed in the front (toe), sides, and back (heel). Prohibited footwear includes, but is not limited to, flip-flops, sandals, Crocs, heels, mules, or shoes that are not laced properly. Sneakers are permitted as long as your assigned school or location permits them. Footwear must be firmly attached to the foot and not at danger at slipping or sliding or being kicked off. Shoes must have non-skid soles.

**2. Winter Safety:** Please be aware of icy or wet spots when walking on school grounds or in the school lobbies/hallways. Use mats to wipe your feet when entering school buildings. Use caution on salted sidewalks and be aware of salt residue left in hallways that may cause slippery conditions. If you become aware of dangerous floor or sidewalk conditions, please inform the school's front office.

**3. General Safety Reminders:** Please avoid situations that may result in injury, including the use of trampolines, diving/jumping into pools, chasing/running unless it is after an eloping student, contact sports (football, dodgeball, tag, and similar activities), and dangling facial piercings (studs are fine).

**4. Personal safety/protective equipment:** Ensure you are conscientious

about your surroundings and client and do your best to react in a way that may avoid injury, including dodging/moving away from students/clients if they are attempting to hit, strike, slap, kick, punch, and/or bite you. If you would like to be issued protective equipment, such as arm or shin guards, please contact CCRES with your request.



**5. Reporting Safety Concerns:** If you witness a safety risk or have a safety concern, please contact CCRES

**[HR@ccres.org](mailto:HR@ccres.org) or 484-593-5040**

# ACTIVITIES WITH AMANDA

## CHESTER COUNTY

### Herr's Snack Factory Tour



**Where:** 271 Old Baltimore Pk Nottingham, PA  
**When:** Tours given Mon-Wed 9:30-3:30  
**What:** Through a personal tour and accompanying videos, you and your family can learn the ins and outs of the Herr's Factory.



## PHILADELPHIA COUNTY

### Franklin Institute

**Where:** 222 N 20th St. Philadelphia, PA  
**When:** Opens February 17th - (no end date)  
**What:** The Art of Brick - This exhibit features 100 incredible works of art made from millions of Lego bricks.



## YORK COUNTY

### Avalanche Xpress



**Where:** 2700 Mt Rose Ave. York, PA 17420  
**When:** Winter Season, check site for hours.  
**What:** Choose from a variety of winter activities such as ice skating and snow tubing.







# CCRES STAFF RECOGNITION

## CCRES Board of Directors Acknowledges Staff Members for Outstanding Service

At CCRES, we understand the value of our team members and their tireless contributions to our success. We are grateful for every staff member and are pleased to recognize four individuals each quarter for their exceptional service. These individuals have gone above and beyond, demonstrating a strong commitment to their work and our organization.

### **Accountant - Pattie Richards**

Pattie joined the CCRES administrative team in 2023. Pattie's positive demeanor and calm competence have made her an asset to the Business Office and administrative team. She brings a tremendous amount of payroll experience and knowledge of Microsoft Excel - CCRES's in-house "Excel Wizard"! Pattie is responsible for billing and assists the Director of Finance and Director of Human Resources with any special projects. She is a remarkable problem solver, streamlining many payroll calculation processes. You are amazing Pattie!



### **Advanced Clinical Services Field Staff- Candaus Jandura**

Candaus has been with CCRES for about one year and has spent the year making a huge difference in the culture at Kings Highway Elementary in the Coatesville SD. Candaus brings an upbeat attitude and willingness to help anyway she can. She takes feedback well and implements changes quickly. She has many years of experience working with children and her desire to help children and grow and succeed is evident in every interaction she has. She is a positive light in the classroom and makes everyday a little brighter with her cheery attitude. We appreciate you Candaus!

### **Home and Community Services Field Staff- Peter Adnopo**

Peter is the first full-time Behavioral Health Technician (BHT) hired for the IBHS program! He joined CCRES with over a decade of experience, working with individuals who sustained traumatic brain injuries. He is flexible and adapts quickly to changes in his clients' needs. He is invested in his role and has built great relationships with other members. Peter makes a difference through his compassion, empathy and strong work ethic. Thank you Peter!



### **District Field Staff - Sarah Tack**

Sarah recently celebrated 2 1/2 years with CCRES in the Kennett Consolidated School District (KCS D) as a Paraprofessional. She does an exceptional job building meaningful connections with students and staff, treating everyone with kindness and thoughtfulness. Sarah can frequently be seen going above and beyond! She is a selfless team member, always putting students and the success of the school first. Sarah makes CCRES and her school a better place. She is a valued, appreciated, and respected team member to CCRES and KCS D. Sarah we appreciate you!

AUTISM



# READING WITH ROSEN

## Language Matters!

CCRES is proud to provide support to hundreds of individuals with special needs through the direct service of our amazing staff! Approximately 80% of the individuals with special needs who receive CCRES services are on the autism spectrum. There is debate about the terminology used to refer to these individuals and it often comes down to preference. The two most-used type of terminology when talking about autism are Person-first and Identify-first.

Person-first language refers to the individual's identity outside of their diagnosis by using the term "person with autism." Those who prefer this language believe that it is respectful and polite to the individual. Many parents and caregivers prefer person-first language. This was standard terminology until recent years. Identity-first language uses the term "autistic." Many autism activists, most importantly, those who are on the spectrum themselves, prefer this terminology. Those who use identity first language believe it is important because they feel that autism should not be seen as a disability or disorder but a neurodiversity or difference. They believe that autism is part of their identity rather than something separate. They also feel that the term "with autism" has a negative implication of something that has happened to a person. The best course of action when speaking with or about a person on the autism spectrum is to ask them and/or their caregivers their preferences and respecting their preferences!

**Mychal Threats "I love my library" award recipient!**

**Mychal is a Supervising Librarian at Solano County Library in California. He is an enthusiastic and positive advocate for libraries and books and is a ray of sunshine! His reels include anecdotes that often include tips for accommodating children struggling with reading, helping children select books, and instilling a love of reading in all children. His videos are appropriate to share with children and can't help but inspire a smile. Check out his social media pages for some inspiration and positivity!**

 [mychal3ts](#)

 [Mychal Threats](#)



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# KRACKIN' UP WITH KATHY



WHAT DID THE STAMP SAY TO THE ENVELOPE ON VALENTINE'S DAY?

WHAT DO FARMERS GIVE FOR VALENTINE'S DAY?

A: I'M STUCK ON YOU!

A: LOTS OF HOGS AND KISSES



WHY DID THE GIRL KEEP HER TRUMPET OUT IN THE SNOW?

A: BECAUSE SHE LIKED PLAYING COOL JAZZ!



# KINDNESS WITH KALEMJIAN

## WINTER ACTS OF KINDNESS:

- Shovel a neighbor's driveway
- Donate canned goods to a local food pantry
- Donate warm clothes to a homeless shelter
- Offer to pick up groceries for an elderly neighbor
- Deliver soup to a loved one





# LEARNING WITH LAWRENCE

*At CCRES it is our priority to ensure quality educational and human service programs for children, families, and schools. This includes ensuring that our staff are up to date on the latest techniques to utilize in the field with your clients.*

*[do2learn.com](https://do2learn.com) provides thousands of free pages with social skills and behavioral regulation activities and guidance, learning songs and games, communication card, academic material, and transition guides for employment and life skills" (2021 Do2Learn).*



## Emotional Color Wheel

this wheel is an excellent resource to help students identify and understand different feelings.

Click into the wheel to use the interactive version of the emotional color wheel

This is a brief summary of some of the amazing activities offered by this website. I encourage you to check it out for yourself to see what activities and resources you can utilize with your learners! In addition, if you do utilize any of these resources, please reach out to Jennifer Lawrence at [jenniferlawrence@ccres.org](mailto:jenniferlawrence@ccres.org) with details on your experience with your learners. Disclaimer, although the resources suggested were all reviewed, not every resource on the webpage was reviewed.

Compiled by Jennifer Lawrence, HR Recruiter, with 10 year of experience in the education industry, working with students ranging in age from infants to adults.

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# COLLEGIATE PARTNERSHIPS

CCRES is committed to you and your professional development. We currently partner with nine institutions to provide discounted tuition for individuals interested in advancing their career or just learning more (and some family discounts as well). Check out the details on the [CCRES website](#) for the institutions below. If you have questions, please reach out to us!



**NEW PARTNER!**



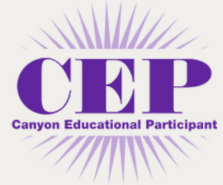
Elizabethtown College



CAPELLA UNIVERSITY

**NEW PARTNER!**

GRAND CANYON  
UNIVERSITY™



*Florida Institute  
of Technology*

**SJU** SAINT JOSEPH'S  
UNIVERSITY

**EASTERN**  
UNIVERSITY



IMMACULATA  
UNIVERSITY

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# THUY'S TIPS



## FOOD SAFETY BEFORE, DURING AND AFTER A POWER OUTAGE

Know how to keep food safe before during and after emergencies. Hurricanes, tornadoes, winter weather and other events may cause power outages. Follow these tips to help minimize food loss and reduce your risk of foodborne illness.

### BEFORE

PLAN AHEAD (IF YOU CAN) ...



Put **appliance thermometers** in your refrigerator and freezer.



Freeze **containers of water and gel packs** to help keep food cold if the power goes out.

Keep **freezer 0°F** or below

Refrigerator **40°F** or below



Freeze refrigerated items such as leftovers, milk, and fresh meat and poultry that you do not need immediately.

**Group foods together** in the freezer to help food stay colder longer.

If you think power will be out for an extended period of time, buy **dry or block ice** to keep the fridge or freezer cold.



Store nonperishable foods on **higher shelves** to avoid flood water.

### DURING

WHILE THE POWER IS OUT ...



Keep the refrigerator and freezer doors closed to **maintain cold temperature**.



IF DOORS STAY CLOSED ...

... a full freezer will hold its temperature for

**48 HOURS**

**24 HOURS**

if half-full

... a fridge will keep food safe for

**4 HOURS**

<https://www.cbsnews.com/boston/news/power-outage-fridge-freezer-how-long-will-food-last/>





# DIVERSITY, EQUITY, INCLUSION (DEI)

## CCRES DIVERSITY STATEMENT

Together we do good things:

CCRES is guided by our mission and Core Beliefs/Values which drive us to make a difference, every day. We support individuals in reaching their full potential in their careers and daily lives. We respect, appreciate, and value each unique person and honor their authentic self. Our commitment to these principles strengthens our organization and connection to the communities we serve. #WeDoGoodThings

When I see you through my eyes,  
I think that we are different.



When I see you through my heart,  
I know we are the same. ~Doe Zantama






***Any way you say it...you deserve a BIG THANK YOU!***

**CCRES TEAM MEMBERS,**

***Please accept our heartfelt thank you for all that you do to support our clients, each and every day. You inspire, teach, and bring hope to children, adults, and their families. You make a difference every day and we could not do this without you! Keep up the great work and keep changing lives.***

***From the CCRES Administrative Team***


 Jaryn S. Sutch, J. Appell  
 Keana Cosgrave, Sharon R. King  
 Alyssa Mckay, Kately Benigni, Christa Lockwood  
 Jean M. Salucci, Dr. Vallancourt, Thuy Yancy  
 Kara Davidson, Kieran M. Reser  
 Alena Karamjian, Ashley Burke  
 Mary Alice, Tammara Monahan  
 Jessica Skarvan,  Mary Buckley  
 EDUCATIONAL & BEHAVIORAL HEALTH SERVICES