

**TIRED OF ALWAYS FIXING AND MAINTAINING YOUR OLD CAR?  
DO YOU HAVE A BOAT OR RV TAKING UP SPACE IN YOUR DRIVEWAY?  
PLEASE CONSIDER DONATING THEM TO HELP ENABLE!**



You can donate on-line (24/7) by going to [www.enablega.org](http://www.enablega.org) and following the link to the National Vehicle Donation site, or call them directly at 1.800.939.3235. Your phone call will be taken between 8:00 am and 8:00 pm EST, Monday through Friday and between 8:30 am and 2:30 pm on Saturdays.

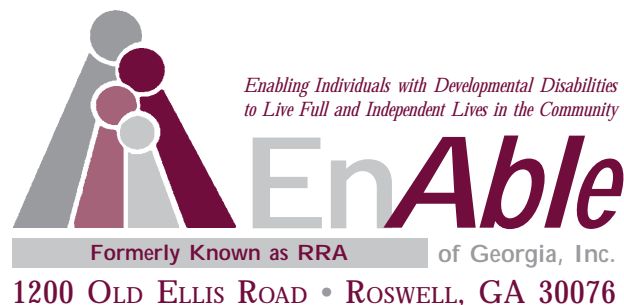
**Is your vehicle's value over \$10,000? Please call the EnAble office first at 770.664.4347.**

**Program Benefits:**

- Free pick up and free towing nationwide.
- Fully licensed and insured.
- Maximizes the value of your donation to the **EnAble** of Georgia Foundation.
- Your donation may be tax deductible (the applicable IRS definition can be found in IRS Publication 4302. [www.irs.gov/pub/irs-pdf/p4302.pdf](http://www.irs.gov/pub/irs-pdf/p4302.pdf))
- A quick and easy way of disposing of vehicles that are no longer needed.
- All types of vehicles accepted including autos, boats/yachts, trucks, sport utility vehicles, motor homes, and airplanes
- Donate on-line 24 hours a day.

To donate on-line, go to [www.enablega.org](http://www.enablega.org) and click on the link to **Giving to EnAble** and then click on **Online Automobile Donations**.

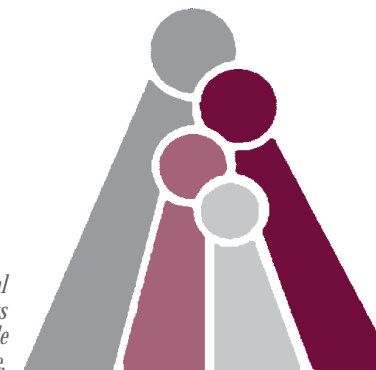
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SPRING 2007

# Choices!

*Our mission is to empower adults with developmental disabilities by providing individualized support that reflects each person's choices, strengths, interests, and needs as we enable them to find the home, work, community and meaning in life that they desire.*



**YOUR CHOICES IN THIS ISSUE**

RRA Changes Its Name... Again!	1
Welcome Barbara Moorer	2
Meet Brenda Matthews	2
Happy Birthday!	2
Introducing Sibyl Bogardus, DOVE	3
Volunteer Opportunities at EnAble	3
Nancy Swint's 62nd Birthday	4
Observations by Stuart	5
Our Sincere Sympathy To...	5
Recent Staff Promotions & Additions	5
A Poem by Sharon Swift	5
Presenting Megan Kirby	5
UMC's Great Day of Service Projects	6
Greeting Cheryl Aitken & Joseph Page	6
19th Annual Gala Report	7
EnAble Wish Lists	8
Thank You for Your Donations!	8
Habitudes	9-10
Shirley Pahl Celebrates 20+ Years	10
Champagne Tastes To Close	10
Support Services Update	11
Exceptional Training Being Offered	11
Donate Your Car, Boat, or RV to EnAble	12

EnAble's **Choices** newsletter is edited by Tish Ford, Executive Assistant.

**PLEASE MARK YOUR CALENDAR**

- **EnAble's 6th Annual Fashion Show and Luncheon** will be held on Friday, September 7, 2007 at the Atlanta Athletic Club
- **EnAble's 14th Annual Golf Classic** will be held at Crooked Creek Golf Club on Tuesday, October 9, 2007
- **EnAble's 20th Annual Gala** will be **Saturday, March 15, 2008** at the Crowne Plaza Ravinia Hotel

**UPCOMING TRAININGS**

Upcoming trainings are listed in detail on EnAble's web site at: [www.enablega.org](http://www.enablega.org) on the **Services & Calendar** link. You can also check the training calendars posted at all EnAble Support Services locations.

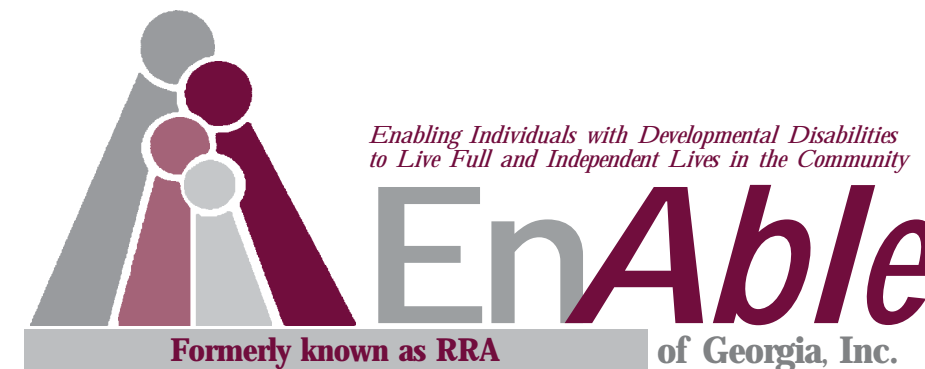
**ENABLE'S WEB SITE**  
[www.enablega.org](http://www.enablega.org)

**RRA CHANGES ITS NAME... AGAIN!**

*By Richard Colyer  
Executive Director*

Through its twenty-eight year history, RRA has been known by four names and three logos. In 1979, the first corporation used to acquire funding for the first group homes was called... **North Fulton County Group Home Association, Inc.** A nonprofit corporation was established in 1983 for the provision of services to adults with developmental disabilities called... **Residences for Retarded Adults, Inc.** When Day Habilitation Services were added, the name was changed to... **Resources for Retarded Adults, Inc.**

As times and terminology changed, the name underwent another much needed change to... **Resources & Residential Alternatives, Inc.** We are grateful for the rich history of partnership with many in the community that helped make this organization what it is today. Many who served here throughout the years have left their mark on the lives of so many through their dedication and love for those we serve. As we expand our support services to assist more individuals in the years to come and broaden our relationships in the community, we have decided to redefine the organization once again. Our new name is...



While our name has been changed, our commitment to excellence in service has not.

The name EnAble was chosen because it conveys the essence of who we are and what we do. EnAble is the opposite of disable. It speaks of our values, practices, mission, and takes us into the future as we pioneer in providing person-centered support for individuals with developmental disabilities in the State of Georgia.

The tagline we have chosen to go with our new name, as you see it above, is... Enabling Individuals with Developmental Disabilities to Live Full and Independent Lives in the Community. EnAble's mission statement has been updated as well. **Our mission is to empower adults with developmental disabilities by providing individualized support that reflects each person's choices, strengths, interests, and needs as we enable them to find the home, work, community, and meaning in life they desire.**

**Please visit EnAble's Web Site at [www.enablega.org](http://www.enablega.org)!**





## WELCOME TO BARBARA MOORER

Barbara Moorer is EnAble's new Director of Employment Services. She comes to us from Fulton County Government where she worked for six years as a Disability Career Specialist. In her role as Director of Employment Services, Barbara will directly supervise four staff. She is currently creating an employment services program in which four crucial target areas will be addressed: 1) job development strategies; 2) SSI and SSDI state and local benefits; 3) workforce disabilities; and 4) assistive technology.

When asked what she would like to accomplish at EnAble, Barbara told us, "I will work hard to incorporate and deliver the aforementioned employment services program and make it a resounding success, and acquire more extensive training for EnAble's four Employment Specialists. As well, I wish to provide more disability awareness training for employers to increase their knowledge of the developmentally disabled individuals we serve."

Barbara is originally from Santee, South Carolina, which is a half hour drive from Charleston. She has a Master's degree in Rehabilitation Counseling from South Carolina State University, and is a certified Mental Health Professional, Disability Navigator, and Anger Management Specialist. Barbara has lived in Atlanta for the past ten years. In her free time, she plays tennis and is also an avid spectator of the sport.

**We're glad to have you here, Barbara!**



## MEET BRENDA MATTHEWS

Brenda Matthews is EnAble's new Controller. She was hired in this position to assist Carol Holman, EnAble's Director of Finance. Brenda was previously employed for twelve years as an Accountant for the American Heart Association's Metro Atlanta office in Marietta. She graduated from Grambling State University in Grambling, Louisiana with a Bachelor's degree in Accounting. Brenda will assist EnAble's Finance department mainly with developing budgets and financial statements as well as cross-training in other capacities, such as payroll and accounts payable and receivable.

Though she hasn't before worked with developmentally disabled individuals, Brenda conveyed, "I'm excited to work for an agency where I actually get to see on a daily basis the population being served. Carol had taken me on a tour of some of the group homes, which has given me a close look at EnAble and the services we provide, and how they benefit the consumers."

Brenda hails from Monroe, Louisiana and had lived in Kansas City, Missouri for ten years. Atlanta has been Brenda's home since 1995. "I love the weather here!" she exclaimed. Brenda enjoys participating in fundraising events such as walk-a-thons to help raise awareness of breast cancer, infant mortality, birth defects, and other health issues. She is currently decorating her home and using do-it-yourself television programs as her guide. Brenda has a big, active dog named Othello, who is a member of the Bouvier des Flandres breed. She also likes to travel and read mystery novels.

**Welcome to EnAble, Brenda!**



### January

Kathy S.  
LaKiysha F.  
Nancy S.  
Santiel E.  
Derrick P.  
Sharon S.  
Richard F.  
Junifer L.

### February

Wilbert B.  
Charles S.  
John C.  
David L.  
Christel H.  
Catherine S.  
Monteia L.

### March

Larry K.  
Sara D.  
Joseph P.  
Charlene B.  
Lyle E.  
Debbie B.  
Michael E.  
Ernesto W.  
Stuart U.  
Bill L.  
Mark W.  
Steven I.

### April

Doran M.  
Matthew M.  
Marshall P.  
Lowell H.  
Ashley S.  
Trent S.  
Henry W.

### May

Regina H.  
Rena F.  
Michelle L.  
Connie S.  
Dwayne A.  
Robert G.  
Rebecca W.  
Carl W.

### June

Lisa E.  
Joseph P.  
John D.  
Kenneth L.  
Danale F.  
Chuck L.  
Clemons C.  
Michael M.

### July

Jodey M.  
Beverly W.  
Charlie H.  
Charles L.  
Katherine P.  
Chris S.  
Paula A.  
Giovanni D.  
Alfred C.

### August

Jan P.  
Jessica C.  
Joseph P.  
Linda B.  
Evan F.  
Robert K.  
Courtney C.  
Marianne K.  
Kenny W.  
Aisha S.

### September

Melissa C.  
Christine E.  
Bruce R.  
Abbie B.  
Anthony H.  
RoseBarry T.  
Robert B.  
Daryl O.  
Garrett A.  
Carolee C.

### October

Denny C.  
Gwen K.  
Diane R.  
Charlie R.  
Jackie B.  
Rodney G.  
Eddie B.  
Mark B.  
Ira H.  
Willis B.  
Gregory B.  
Stephen C.  
Ira W.

### November

Billy H.  
Chris D.  
Amy P.  
Rickie G.  
Greg C.  
Gina W.  
John L.  
Cheryl A.

### December

Phyllis C.  
John B.  
Brian A.  
L'Henry A.  
Cathy C.  
Christina K.  
Robert A.  
Bobby N.  
Seth B.  
Denny M.  
Jack D.  
Scott C.

## SUPPORT SERVICES UPDATE

By Joyce Edwards, Senior Director of Support Services

### Day Services & Supported Employment Re-Design

Planning is underway for the re-design of our Day Services in both North and South Fulton. We want to significantly improve the quality of each person's daily experience and pave the way for growth and expansion of these services.

These plans will include an in-depth look at all aspects of these services. The starting point for that discussion is a review of the interests and needs of the people we are currently serving. At this time, we can see that we need to provide day services that offer at least three basic options:

- **Vocational Services** for anyone who is now working or wants to work in the future. It will include individual employment, mobile work crews and enclaves and the current contract work in North Fulton.
- **Recreation & Leisure** targeted to individuals who have no desire or interest in working - either because of age and the desire to retire or because of personal preferences.
- **Specialized Support** for individuals with more severe disabilities

It is not our intent to require people to fit in one or the other of these areas. People will be able to easily cross the boundaries of these focus areas. This approach is helping us develop a wider range of options and opportunities.

The Re-Design Plan will:

- Fully describe what will be provided in EnAble's Day Services
- Include plans for the expansion and improvement of facilities in both North and South Fulton
- Identify required equipment and supplies
- Identify the basic structure and operational plan for delivering the services as described
- Include a timetable for implementation

The Re-Design Plan is a shared effort including individuals receiving services, a broad range of staff members from several EnAble departments and members of EnAble's Board of Directors. We expect to complete the plan by the end of June.

### Staff Training

A new staff training program was instituted in January. We have new approaches and options in place for both New Hire Training and In-Service Training utilizing the online *College of Direct Support*, personalized training programs for each staff person and new options and classes provided by



EnAble. There are also new computer training labs in both North and South Fulton for our staff to use.

In addition, any staff member, parent, friend or consumer can access courses through the *College of Direct Support* free of charge from any computer with Internet access at any time. We pay for this access on the basis of the number of individuals we support. If you would like to explore the content available to staff, please contact Shae Dotson, EnAble's Training Coordinator. She will give you a logon user ID and password that will allow you access to the system.

### Personal Support Services

EnAble Personal Support Services are growing quickly in North Fulton through the leadership of Seth Quick, newly appointed Director of Personal Support Service. Personal Support is a licensed service that provides supervision, training and support in a person's own home or apartment or in his/her family's home.

EnAble's personal support services, originally established in South Fulton, made it possible for several individuals living in EnAble's South Fulton group homes to move into their own apartments.

EnAble Personal Support Services are now available in other areas including North Fulton, Cobb, Gwinnett and Cherokee Counties. While Personal Support continues to enable people to live in their own apartments, some families have utilized the service in other ways. Some now have EnAble staff members providing companionship and supervision in their homes at the end of the day, after day programs are closed. Others have been able to get a break from caregiving or to provide enrichment opportunities for their family member. If you or someone you know is interested in obtaining these services, please contact Seth Quick at 770-664-4347. ♦



Joyce Edwards

## ENABLE IS PLEASED TO OFFER EXCEPTIONAL TRAINING FOR STAFF, FAMILY MEMBERS, AND FRIENDS THROUGH THE COLLEGE OF DIRECT SUPPORT

By Shae Dotson, Client Records and Staff Training Coordinator

Wonderful changes are taking place at EnAble, and we are excited that the Training Department is a part of these changes. We are now able to offer great training courses via the Internet through the **College of Direct Support**. These courses are designed to build skills in the lives of anyone who serves an individual with developmental disabilities so that they are empowered to help these individuals fully live the lives they desire. What is even greater about these courses is we are also able to offer them to family members and friends at no additional cost to the agency!

Below is a list of the current courses we offer. We have placed asterisks by some of the courses we feel may be of interest to you. If you are interested in registering for any of these trainings, please contact me at 770.664.4347, Ext. 120 or by e-mail at [sdotson@enablega.org](mailto:sdotson@enablega.org). I will be pleased to make the arrangements for you!

- COMMUNITY INCLUSION\*
- DIRECT SUPPORT PROFESSIONALISM
- INTRODUCTION TO DEVELOPMENTAL DISABILITIES
- INDIVIDUAL RIGHTS AND CHOICES\*
- PERSON CENTERED PLANNING\*
- PERSONAL AND SELF CARE
- POSITIVE BEHAVIOR SUPPORTS
- SAFETY AT HOME AND IN THE COMMUNITY\*
- SUPPORTING HEALTHY LIVES\*
- TEACHING PEOPLE WITH DEVELOPMENTAL DISABILITIES\*
- YOU'VE GOT A FRIEND
- EMPLOYMENT SUPPORTS FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES
- TRAINING AND ORIENTATION
- FUELING HIGH PERFORMANCES
- RECRUITMENT AND SELECTION
- DEVELOPING AN INTERVENTION PLAN



## SHIRLEY PAHL CELEBRATES 20+ YEARS OF SERVICE AT ENABLE!

Shirley Pahl is currently EnAble's Development Coordinator. At our 19th Annual Gala Celebration held on March 3rd at Atlanta's Crowne Plaza Ravinia Hotel, EnAble's President/Executive Director Richard Colyer presented Shirley with a framed certificate and an American Express gift card to commemorate her twenty plus years of service to EnAble.

Her career with the agency began in 1982 when EnAble was known as the North Fulton County Group Home Association. Shirley was hired as weekend staff for Crabapple and Holcomb Bridge, the agency's first two group homes. Her interview was conducted on Crabapple's front porch as she sat in a rocker! Only one staff worked the entire weekend, and the shift was from 3:00 PM Friday to 8:00 PM Sunday. Shirley fondly recalls that the person on staff would cook dinner and the clients relaxed at home on Friday nights. On Saturday, they bowled or participated in some other recreational activity. Staff also helped the clients do their chores before going out to dinner on Saturday. Sunday morning was spent at Roswell United Methodist Church, and the afternoon was used to prepare the clients for the new week.

Shirley worked as weekend support staff until resigning in 1985. She returned to the organization in November 1987 as weekend residential or Day Services support. She served in this capacity until 1995 when she became the Human Resources Specialist/Development Coordinator, serving under the late Tex Crossin, EnAble's former President/Executive Director, who was the agency's Director of Development and Human Resources at the time. Shirley told us, "I really enjoyed the process of hiring and interviewing prospective staff that would be working closely with the clients. We hired some good staff." In regard to the Development portion of her job, Shirley had this to say: "The fundraising was a lot of hard work but it was so much fun. The year our annual Gala was used to raise money to purchase new vans for the clients was great because we loved seeing the looks on their faces when they saw their new vans."

In May 1998, Shirley took on another position with increased responsibility. She became the Assets Manager in addition to her duties as Development Coordinator. Shirley was responsible for ensuring that all EnAble group homes and vans in North Fulton received timely repairs and preventive maintenance, as well as keeping current the tags and accessible parking decals for the vans. Shirley taught AAA Defensive Driving Classes to staff, which was required for those operating the vans, and coordinated the highly successful Great Days of Service. The Great Day of Service is a program in which area churches and civic groups donate their time and resources to help repair and beautify the group homes. A number of EnAble staff assist Shirley with planning the Great Day of Service, and the individuals we serve eagerly look forward to the repairs, fun, and fellowship with the volunteers.

Shirley began working one day per week in April 2005, and now only assumes duties relating to Development. She also works for Farm Bureau in Cherokee County. She has been married to Horace Pahl for 45 years and they have a son, Bill, daughter-in-law, Nancy, and a daughter, Paula. They have two grandchildren, William, 10, and Kathleen, 7. Shirley adds, "I teach the Sunday School Adult Special Needs Class at First Baptist Church in Canton. I also volunteer with Special Olympics and the American Cancer Society. I'm very active in the Cherokee County Chamber of Commerce, a past member of the Canton Rotary Club, and a Past President of the Service League of Cherokee County."

Shirley has been an invaluable staff member at EnAble. We appreciate her many years of service and dedication to those we serve. **Thank you, Shirley!** ♦



Shirley and Horace Pahl at the 19th Annual Gala for EnAble

(Continued from Page 9)

On a scale of one to ten (ten being the strongest), rate yourself in the following areas:

- Self discipline (the ability to do what is right even if you don't feel like it)  
1 2 3 4 5 6 7 8 9 10
- Core values (the principles you live by that enable you to take a moral stand)  
1 2 3 4 5 6 7 8 9 10
- Sense of identity (a healthy, realistic self image of who you are and who God made you to be)  
1 2 3 4 5 6 7 8 9 10
- Emotional security (your emotional health that enables you to be stable and consistent)  
1 2 3 4 5 6 7 8 9 10

Why did you give yourself the scores you did?

### Practicing the Truth

Identify several things you really don't like doing. It may be a chore like sweeping out the garage or some other job around the house or apartment.

It may be listening to or interacting with someone who seems unlovable. It may be physical exercise, dieting, or the discipline of waiting. It could be as simple as eating a vegetable you don't like.

Choose two of these "undesirables" and make them disciplines. Deliberately do what you don't like doing. Practice them daily for one week. Put them on the calendar and ask someone to hold you accountable. (If you do them for two weeks, chances are they will become a habit!)

Afterwards, discuss the results. Did you feel a sense of accomplishment? Did you waver in your commitment? Discuss with someone how daily disciplines pave the way for conquering laziness and indifference. How have you gained personal victory by practicing these disciplines? ♦

## CHAMPAGNE TASTES TO CLOSE ON APRIL 14TH

It's with great sadness that we made this tough decision after nearly three years of operation. With its many wonderful choices for new, consignment, and gently used merchandise, the store became a favorite shopping place for many. Unfortunately, due to the high costs of rent, it was impossible to sustain consistent profits.

We want to express our deep appreciation to Nancy Blankenship for her heroic efforts to turn the store around in the last year and to Paul Brummer of **Rooms in Bloom** for his efforts as well. Thanks especially to everyone who shopped at the store and loved it as we did. **We appreciate your friendship and support more than you can ever know!**



## INTRODUCING SIBYL BOGARDUS, ENABLE'S NEW DIRECTOR OF VOLUNTEER EFFORT

Sibyl Bogardus first learned of EnAble of Georgia, Inc. through her association with the Alpharetta Jr. Woman's Club (AJWC) garden project, where she assisted as a Master Gardener along with Jan Waters. This came through the efforts and promotion of Jessie Ebert, EnAble's Quality Improvement Associate, who is also a member of the AJWC.



Sibyl Bogardus (center) with Jessie Ebert of EnAble and Jan Waters, during the Master Gardener Project at EnAble

The AJWC were very impressed with EnAble's mission and work, and decided to have us be their "pet project." They generously donated funds and volunteer services to plan and implement a backyard garden oasis for North Fulton Office's Day Services program. This garden party was held last November and was well attended by members of the AJWC, and EnAble consumers and staff. Now that Spring is here, everyone is excited to see the beauty they have created for those we serve!

Through Jessie's initial introduction, and in talks with Richard Colyer, EnAble's President/Executive Director, Sibyl had graciously decided to become EnAble's DOVE (Director of Volunteer Effort), which we sorely need in order to convey our desire for volunteers.

The purpose of the volunteer program is to enhance EnAble's available workforce and how we are presented to the public, and to build natural support networks.

During a recent Staff Directors' meeting at which Sibyl was introduced, Richard conveyed that staff must define tasks needing completion, and develop brief job descriptions for each, in order to effectively communicate them to Sibyl. With Sibyl's assistance, we will discover ways that volunteers can help impact EnAble through meaningful and rewarding projects.

Equipped with a Juris Doctor degree and invaluable professional experience as an attorney, we are blessed to have Sibyl on staff as a part-time, volunteer Director. Sibyl will work mainly from her home and may be reached via e-mail at sbogardus@enablega.org.

**Welcome and thank you for your volunteer service to EnAble, Sibyl!**

## VOLUNTEER OPPORTUNITIES AT ENABLE

Because of the importance and increasing volume of the work being done at EnAble as the organization expands and enhances its services, our current staff is no longer adequate to meet all our needs. And because we firmly believe that it is most important to involve as many as possible in the organization (through their support, experience, and involvement), we feel it would be most helpful to begin a volunteer service team to assist in the work we do and the services we provide to adults with developmental disabilities.

We would like to include persons who could serve in a variety of ways:

1. As **staff volunteers** — filling full or part-time positions, as staff members of EnAble. These persons could fill any type of position that would compliment their talents and interests and also meet the needs of the agency.
2. As **portfolio volunteers** — handling particular short-term responsibilities for the agency that fit their professional skills and training.
3. As **project volunteers** — working alongside paid and volunteer staff on individual projects or events in the life of the organization.
4. As **task volunteers** — serving on regular task forces to assist in the weekly work flow or special events at EnAble.
5. As **natural supports/friends of those we serve** — accompanying those we serve and their support staff on outings, assisting with parties and events for them, helping in Day Services, reading to consumers, playing games or sports with them, and even becoming best friends with one or two on a regular basis. **(This requires background checks, similar to what all EnAble employees must undergo.)**

## ARE YOU AVAILABLE TO SERVE AT ENABLE?

Do you want to do something satisfying and of great service to your community? Do you occasionally have a few hours in your day to spare? If your answer is "Yes," then consider volunteering with EnAble!

Proceeds from our direct mail campaigns and three annual fundraising events are used to fund much needed repairs to EnAble's twenty-three group homes and two work centers. These efforts keep us extremely busy—so busy that we're asking for your help. We're recruiting individuals who can serve in several ways as outlined in the article below.

The benefits of volunteerism are too numerous to name here, but in addition to doing something worthwhile that helps those EnAble is privileged to serve, you also have the opportunity to make new friends and form partnerships in the community, and here at EnAble.

The only qualification required is your desire to help. Please contact our new DOVE, Sibyl Bogardus at 678.472.1186 or via e-mail at sbogardus@enablega.org for more details on how you can volunteer at EnAble. If you'd prefer to be contacted, then please complete and mail the response form below. ♦

PLEASE PRINT!

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Are you at least 18 years old?  Yes  No

Preferred method of contact  Phone  E-mail

Daytime Phone \_\_\_\_\_

Evening Phone \_\_\_\_\_

E-mail \_\_\_\_\_

How often could you be available to volunteer?

\_\_\_\_\_ Hours per week

\_\_\_\_\_ Days per month

Area(s) of Interest:

Clerical work  Natural Support/Friend

Consumer Outings  Special Events

Project volunteer  Short-term service

opportunities  Staff volunteer service

**Mail to:** EnAble, ATTN: Sibyl Bogardus,

1200 Old Ellis Road, Roswell, GA 30076 or

sbogardus@enablega.org • 678.472.1186



## NANCY SWINT'S 62<sup>ND</sup> BIRTHDAY CELEBRATION

By Debra Meadows, Support Associate — Branchwood Group Home

While some people prefer to celebrate special occasions in exotic, tropical locales such as the Caribbean, Nancy Swint, a nine-year resident of EnAble of Georgia's Branchwood Group Home in South Fulton County, only wanted a makeover and a pizza party for her 62nd birthday. "I want my hair like Marilyn Monroe's," Nancy conveyed to the staff. She then added, "I want my nails done, and a pizza party with chocolate cake and vanilla ice cream." On Tuesday, January 16th, surrounded by housemates she considers family—Jan Podhauser, L'Henry Alexander, and Doran Milledge—and EnAble staff members and friends, Nancy's wish was granted.

The staff at Branchwood took to heart Nancy's modest requests, recognized her rite of passage as a senior citizen, and the importance of her being able to fulfill a meaningful goal in her life. Nancy's birthday wish was forwarded to Lillian Gibson, EnAble's South Fulton Office's Director of Residential Support Services. Lillian's response was simply, "Let's make it happen." The Branchwood staff then pulled together their personal resources, talents, and skills to make Nancy's dream a reality.

As an EnAble Support Associate of 9 years who works both in the North and South Fulton homes as a Floater, I accompanied Nancy to a hair salon where she received a consultation from a licensed professional. I knew Nancy from her previous residence at Brook Runn, and am quite familiar with her personality and habits. We looked through several catalogs to find the right color for Nancy. She decided on a flattering auburn shade for her hair, and her eyebrows were dyed the same shade to match, as well as shaped, to accentuate the natural contours of her face.

Steve Harris has been with EnAble as a Support Associate for 11 years and also works as a Floater. He ordered the pizzas for Nancy's party, and made a tasty salad that included special ingredients that Nancy had requested. As well, Steve purchased a manicure kit for me to use on Nancy. "I've known Nancy for 16 years, since Brook Runn. I was happy to be a part of making her dream come true," Steve commented. "She truly looked like a princess that day. She was beautiful."

A Support Associate for one year, Sandra Washington helped me decorate the Branchwood home's dining table with purple fabric festooned with lavender blooms and wisteria garlands draped along the sides. Regarding Nancy's transformation, Sandra

exclaimed, "I've never seen her carry herself so ladylike! She was very happy that day."

Nancy's housemates lent their encouragement in their own ways. Jan initially growled at Nancy taking so long in the bathroom to get ready. But she acquiesced by saying, "Ahhh, it's her birthday, so I'm letting it slide. She looks good."

L'Henry conveyed his approval of Nancy's new look with smiling eyes and a "You go, girl" gesture. "I like. I like. I like. And save a dance for me," was Doran's response to the new and improved Nancy.

Nancy wore a lovely blue and silver sequined gown and plenty of antique costume jewelry borrowed from my personal collection.

Shayaa Muhammad, an EnAble Support Associate of 10 years, generously bestowed upon Nancy from his own collection a simulated diamond solitaire ring to adorn her freshly manicured hand. I observed that Nancy blushed when she glimpsed her radiant reflection in the mirror. Nancy perhaps didn't see Marilyn's image looking back at her, but she definitely exuded the diva within. Pleased with her reflection, Nancy beamed, "I'm not old! I need my boots and miniskirt. I'm a hot mama!"

The highlight of Nancy's evening was when Lillian waltzed through the front door with her final wish—a huge chocolate cake and vanilla ice cream. After dinner and dessert, Nancy, whose dance card was full, cut the rug with her guests to the music of several artists from Nancy's heyday.

As the gilded evening came to an end, Nancy sat down in regal fashion to rest her aching feet. She tearfully conveyed her heartfelt thanks to Lillian and the Support staff by saying, "You made my dream come true."

Hats off to Lillian, Steve, Sandra, and Shayaa for selflessly working with me to help make Nancy's 62nd birthday the most memorable she's had to date. ♦

Above: Nancy Swint with Lillian Gibson, Director of Support Services - Residential (South). Below: Nancy especially enjoyed opening her special birthday gifts!



## HABITUDES

### Images That Form Leadership Habits and Attitudes

By Richard Colyer, Executive Director

The other evening, the Academy Award-winning movie, *Titanic*, was on television. It got me thinking again about icebergs. Before you think I've lost my mind, let me share that I was recently rereading a book by one of my personally favorite authors and teachers, **Dr. Tim Elmore**, president of **Growing Leaders**. He's a favorite speaker and mentor for many on leadership. In one of the books in his *Habitude Series*, there's a great chapter called *The Iceberg*. I'd like to share parts of it for you so we can think about it together. It has a lot to say about a subject of great importance to us at EnAble as we build for the future.

The Iceberg represents your leadership. The 10% above the water is your skill. The 90% below the water is your character. It's what's below the surface that sinks the ship!

An iceberg is an interesting picture of the first rule of leadership. There's more to it than meets the eye. Most of an iceberg is below the surface of the water. You probably remember the awesome story of the *Titanic*. (Maybe you saw the movie!) On its maiden voyage, the huge and "unsinkable" ship received five iceberg warnings that fateful night of April 14, 1912, just before it went down. When the sixth message came in during the wee hours of the next morning, "Look out for icebergs," the operator wired back, "Shut up! I'm busy."

These were his last words over the wire before it all happened. Exactly thirty minutes later, the great vessel – the one whose captain said even God couldn't sink this ship – was sinking. Hundreds of passengers and crew were drowned in the icy waters of the Atlantic.

What was the problem? They forgot the truth about icebergs. What they saw above the water couldn't have sunk the great ship. Unfortunately, most of an iceberg is below the water line. They underestimated the power of the iceberg and overestimated their own strength. What an accurate description of so many leaders today.

The iceberg is a great picture of leadership because so much of our influence comes from qualities we can't see on the outside. It's stuff below the surface. I estimate 90% of our leadership is made up from our character. And, our character is the sum total of our:

- Self-discipline (the ability to do what's right even if you don't feel like it)
- Core values (principles you live by that enable you to take a moral stand)
- Sense of identity (a realistic self-image based on who you really are and who

God made you to be)

- Emotional security (the capacity to be emotionally stable and consistent)

Many people make it into the limelight, and neglect their character. Your skill may get you a promotion or to the top – but it's your character that will keep you there. If you don't have strong character, you will eventually sabotage your leadership. You can only fake it so long. We learned this in the 1980s when so many

Christian televangelists fell morally. We learned this in the 1990s when politicians fell morally, including our president.

We learned it again during the first decade of the new century when corporations such as Enron, WorldCom, and Tyco committed moral crimes and pro athletes were taken to court due to lack of character. Even dozens of Catholic priests were charged with sexual crimes.

My explanation? The iceberg. Weak character may begin with lying and cheating on tests. It eventually takes the form of fraud, sex crimes, robbery, and scandal.

Recently, news became public that American Airlines, food service giant Abold, and Healthsouth were all charged with mishandling funds. Were these companies part of the list of scandals in 2002? Nope. The scandals all happened after, and in spite of, the new legislation to combat corporate crimes. In other words, we didn't learn our lesson from Enron, back in 2002.

It didn't start with our generation, though. One hundred years ago, a boy named Schicklewuber grew up in Europe. As a teen, he never learned about character. His parents never taught him right from wrong, and he began to come up with his own ideas and values. His father put him down when he talked about becoming a priest, and insulted him when he spoke of becoming an artist. He was never valued, nor taught values. One night, he heard his mom and dad argue about moving away. He was convinced they hated him and suspected they would leave him behind. He decided to put up an emotional wall and never let anyone inside his heart. He ran away. This boy grew up to be a man. The man became a leader. The world knows him as Adolf Hitler.

History proves Adolf Hitler was a great leader, but he wasn't a good one. He failed to use his influence well. His skill and charisma were huge. His character was horribly flawed. He sabotaged himself – but not until he had slaughtered more than six million innocent people along the way. While leadership skills are good to have, our skills should never overshadow or come at the expense of our character and integrity. Lead yourself well before you try leading others.

It is interesting to me that Americans spend an average of 10% of their life preparing for the 90% that makes up their career. We are in such a hurry today that we blitz through our prep work to get to the productivity. Sadly, we often cannot sustain a life of character, and fail morally along the way.

The bad news about icebergs is that it's what's below the surface that sinks a ship. Weak character will eventually damage our ability to lead. The good news about character is that it's what's below the surface that supports the tip of the iceberg. In the same way, strong character will hold you up long enough to use your skills.

### Getting Personal

Take a minute and think about your own character. Do you have strong character?

(Continued on page 10)



- Special Love Wish List**
- AZALEA DRIVE**
- Living room furniture
- BARRINGTON LANDING**
- Latch hook kits
  - Paper and paints
  - Stone Mountain parking pass
  - New wallpaper for kitchen
  - Window treatments for living room
  - Credenza or console table w/storage
  - TV stand for den
  - Treadmill mat
  - 4-Drawer locking file cabinet
- BENJAMIN E. MAYS**
- DVD player
  - Kitchen curtains
- BRANCHWOOD**
- Futon mattress
- COLONY DRIVE**
- Tickets to Braves/Hawks games
  - Entertainment center
  - Full-size mattress sets for Bobby and Alfred
  - Treadmill
- CRABAPPLE**
- Cabinet restoration
  - Rocking chairs/glider for front porch
  - Television
  - Linens (bed/bath)
- DENNA DRIVE**
- Curtains and drapes for dining room
  - Living and dining room furniture
  - King or queen size mattress sets
  - Computer desk
  - Dresser w/mirror
  - 4-Drawer locking filing cabinets (4)
- DIXIE LAKE**
- Roll-a-Ramp for wheelchairs
  - Screen door
  - Living room furniture
  - Futon mattress for sleep over Support Staff
  - DVD player
- EAST HEMBREE**
- New flooring for kitchen and hallway
  - Resurface, refinish, or replace kitchen cabinets and counter tops
  - Window treatments for dining room
  - New sofa and loveseat
- HOLCOMB BRIDGE**
- Marching band-type drum for Scott
  - Three rocking chairs for front porch
  - Window treatments for kitchen
  - Screen door for kitchen entrance
  - New carpeting
  - VCR for Charles Suggs



- LOWER DIXIE LAKE**
- Deck swing or glider
  - Futon mattress for sleep over Support Staff
  - Full size mattress set
  - Den furniture
  - Television
- LYNNE CIRCLE**
- White towels and wash cloths
  - Living room furniture
  - 2-Drawer locking file cabinet
  - Printer
- PINE GROVE**
- Stone Mountain parking pass
  - Futon mattress and frame for Live-in Staff
- TOLLWOOD**
- Kitchen cabinets need refinishing
  - New kitchen flooring
- SEVERAL HOMES**
- Front loading washers and dryers for homes serving consumers in wheel chairs

- ALL HOMES**
- Tickets to sporting events, Stone Mountain Park, Six Flags, Lake Lanier Islands, etc.
  - Pots, pans, silverware and towels
- DAY SERVICES NORTH**
- Digital video camera
- DAY SERVICES SOUTH**
- Cars and smaller passenger vans
  - Wall partitions
- MISCELLANEOUS NEEDS**
- Double or full mattress set for Ricky Gary
  - Lounge chairs
  - Boom box
  - Carpet cleaner

If you would like to help any of these wishes come true by donating an item or money to purchase one, please contact Shirley Pahl at 770.664.4347 x 109, or DeAnn Rauth at 678.468.9980. You may also mail your check, made payable to EnAble Foundation to: EnAble, 1200 Old Ellis Rd., Roswell, GA 30076. Please indicate on your check what the gift is for. **Thank you!**

## THANK YOU FOR YOUR DONATIONS!

- Nancy McWhorter – DVD Player with Remote
- Art Eckman – 11 Boxes of Christmas decorations
- Wayne Scruggs – Small copier, a box of calculators, two boxes of vinyl calculator holders, two boxes of Chapstick, and four small boxes of ink pens
- Steve Aitken – Refrigerator
- Barry Mansell – Yard Work at Crabapple
- Adam Melvin, Alpharetta Pizza Hut – 25 Pizzas for EnAble's North Day Services Christmas Party
- Sandra Smallwood, Pizza Hut - \$100 to purchase Pizzas for EnAble's North Day Services Christmas Party
- John Rosser – Computer
- Stephen and Louise Clark – Computer
- Linda Gluttenplun – 60" Television
- Raedeane Nelson – 5 Boxes of learning materials, several placemats, word processor for Day Services, several pairs of shoes, women's clothing
- Jim Kilburn – Rug
- Bill and Marilyn Goff – 2 Boom Boxes
- Terrell and Kendra Ivey – Keyboard
- Harold (*last name unknown*) – Table and chairs, filing cabinets, sofa
- Miss Cockland (*first name unknown*) – Stove and track lights
- John Lawler – 1 Printer
- Wayne Reece and guests at his annual Christmas party (held 12/15/06) – Home Depot Gift Card, Target Gift Card, 4 Atlanta Hawks Tickets and 2 CNN Center Parking Passes, 50 Honda Manufacturing of Alabama 9-pc. Jigsaw Puzzles, RCA 14" Flat Panel Television, Crayola Portable Art Studio, Target brand 46-piece Flatware Set, George Foreman Lean, Mean, Fat-Reducing, Grilling Machine, 2 IKEA Skymta 20-piece Flatware Sets, Pampered Chef Deluxe Cheese Grater, Pampered Chef Measure, Mix, and Pour, 2 DVD Movies, Cotton Bath Towels and Wash Cloths
- Roswell Women's Club – Funds for a PowerPoint projector
- Mark and Ann Mansell – new laminate flooring for Crabapple Road Group Home
- Will and Carrie Shevlin – Dinnerware



## OBSERVATIONS *By Stuart Utterback*

Stuart is served in the Day Services Program at EnAble's North Fulton Office and resides at the East Hembree Group Home. While he is unable to clearly communicate verbally, Stuart is quite observant of his surroundings and consistently writes of his findings.

The support staff in Day Services always see Stuart, or "Stuey" as they affectionately refer to him, writing something on his sheaf of notebook paper with his bald head bent in concentration. He loves to write, and remarks on everything from the weather to holidays.

Stuart enjoys watching Channel 2's Action News with John Pruitt and Monica Pearson. He writes down the weather forecast to share with other consumers and the Day Services staff. He also watches Fox 5 News with Russ Spencer and Amanda Davis. Russ has served as one of EnAble's Fashion Show Models this past year, and Stuart was tickled to learn of him modeling at the event which has been held at the Atlanta Athletic Club in Duluth.



*Stuart (with the walker) and his housemates, David, Daryl, Bobby, and Billy along with EnAble support staff, Eric, Peter, and Segun.*

Stuart used the computer in Day Services to write the following message to commemorate the arrival of Spring:

spring is here  
 this is the time of year when  
 flowers and trees bloom  
 animals come back out and the  
 sun shines again  
 i am stuart utterback and i want  
 to tell you  
 what i think about springtime...  
 picnics, hot, spring, cooking

## OUR SINCERE SYMPATHY TO . . .

- **Liz Gunhouse**, who serves EnAble at the Crabapple Group Home on the passing of her husband **Peter Gunhouse**.
- **Sue and Richard Burgess** and their family on the passing of Sue's mother in Great Britain.
- **Board member, Victor and Angie Smith** and their daughter **Leigh Smith** (*who is served by EnAble*) and **Cheryl Smith-Kenady** (*who serves on the EnAble support staff*) on the death of their mother and grandmother, **Ruby Ann Pelvel** in Florida.

## RECENT STAFF ADDITIONS & PROMOTIONS

The following are new hires:

- Barbara Moorer** – Director of Employment Services
- Brenda Matthews** – Controller
- Linda Raphael** – Support Service Leader
- Megan Kirby** – Support Manager (Day Services - South)
- Peter Semien** – Support Manager (Crabapple/East Hembree)
- Aimee Brandon** – Employment Specialist

The following are recent promotions and transfers:

- Seth Quick** – Director of Personal Support Services
- LaToya Phanord** – Support Manager (Cold Creek/Lynne Circle)
- Deandria Williams** – Support Manager (Dodson/Branchwood)
- Rick Laseter** – Job Coach (BlueLinx)
- Nancy Lindgren** – Special Representative

## A POEM *By Sharon Swift*

Sharon Swift is one of the ladies served by EnAble at our Denna Drive Group Home in Alpharetta. She has tended to say negative things about herself and frequently apologize, even when she has done nothing requiring an apology. At her most recent In Service Planning (ISP) meeting she agreed to work on a special goal. . . thinking of positive things to say about herself. This poem is the result of her efforts:

Sharon is a sweetheart.  
 Sharon is wonderful and smart.  
 Sharon is the greatest. Sharon is a happy person.  
 Sharon is funny. Sharon is very good.  
 Sharon loves EnAble.  
 Sharon lives at Denna Drive.  
 Sharon has a brother and sister.  
 Sharon likes to play Pacman and go swimming.  
 Sharon likes to go to the movies and out to eat.  
 Sharon goes bowling and to the beach.  
 Sharon goes to work everyday and does word finds.  
 Sharon likes to watch football.  
 Sharon has a nice bedroom.  
 Sharon has a birthday in January.  
 Sharon was born in 1970.  
 When Sharon was a baby, the doctor said she would never be able to see or hear, but God did a miracle on her, and one day she started to see and hear!  
 Amen.  
 Sharon has lots of friends.  
 Everybody loves Sharon.  
 Sharon is funny.

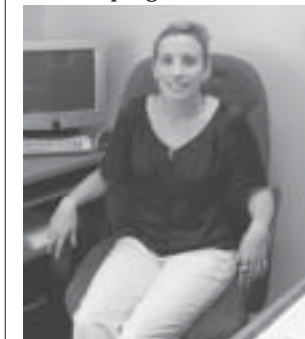


*Sharon Swift with her Support Manager from Denna Drive, Lorraine Aull*

## PRESENTING. . . MEGAN KIRBY

Megan's first day at EnAble's South Fulton Office as Day Services Support Manager was March 12. She has been quite busy getting acclimated to her new work area, and getting to know her colleagues and the individuals served in Day Services. Megan previously worked for the United Nations in Guyana, South America helping to establish laws and governance to assist and empower individuals with disabilities.

In coming to EnAble, Megan informed us, "I wanted to expand on my experience in working with the disabled while obtaining management experience. I was really attracted to both of these components of the Support Manager position." When asked what she'd like to accomplish at EnAble, Megan articulated, "I'd like to tap into our clients' passions and interests by providing them with more distinct choices and options. I will strive to ensure their happiness, satisfaction, and safety within the Day Services program."



Originally from Atlanta, Megan teaches ballroom dancing in her spare time through Gwinnett Parks and Recreation. She has taught for more than two years and does exhibitions. Her ultimate goal is to compete professionally. Coincidentally, Megan's husband, Bryan, is a professional ballroom dancer. They are newlyweds and were married last October. **Welcome to EnAble South Fulton, Megan!**



## METHODIST CHURCHES' GREAT DAY OF SERVICE. . .SHARING LOVE IN TANGIBLE WAYS!

By Shirley Pahl, Development Coordinator

On two consecutive Saturdays, March 17 and March 24, 2007, several Methodist church members left their church buildings and took their service to the community. They landscaped yards, cleaned, organized, and painted garages and storage areas, pressure washed driveways, decks, and patio furniture, cleaned windows, built a wheelchair ramp, and laid a beautiful path of stepping stones.

This work was undertaken through the "Great Day of Service" that some area Methodist churches generously participate in each year. The participating churches chose EnAble to benefit from a few of their projects. Our Crabapple, Cold Creek, Colony Drive, Pine Grove, and Grimes Place group homes received some much needed work and love from the generous folks who donated their time, talents, and resources.

EnAble would like to thank the following churches for their "Great Day of Service:"

- Cumming United Methodist Church
- Marietta United Methodist Church
- Northbrook United Methodist Church
- Peachtree United Methodist Church
- Roswell United Methodist Church

If you, your church, or other organization would like to volunteer with EnAble, please contact our Director of Volunteer Effort (DOVE), Sibyl Bogardus, at 678.472.1186, or via e-mail at sbogardus@enablega.org. ♦

Still more volunteers from Roswell UMC served at Pine Grove Group Home and are planning a second project on the deck soon!

Volunteers from Cumming UMC served at Colony Drive Group Home



Volunteers from Marietta UMC served at Crabapple Group Home.

Volunteers from Roswell UMC (including EnAble's founders, Ginny and Jack Riley,) served at Cold Creek Group Home.



Volunteers from Northbrook UMC built a wheel chair ramp at EnAble's Respite House.

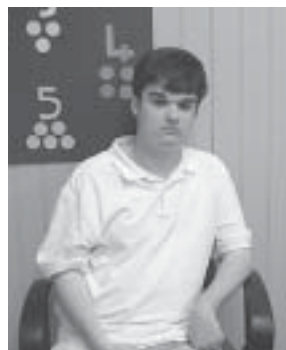


## GREETINGS TO CHERYL AITKEN AND JOSEPH PAGE

By Adetunji Adesesan, Support Manager, Day Services - North

Cheryl and Joseph are new to EnAble's Day Services North program. They both reside at home with their families and arrive at our North Fulton Office every morning to do contract work. Though they have only been a part of Day Services for a few months, both Cheryl and Joseph have made fast friends and are hard workers.

Joseph sits next to Matthew nearly everyday. Matthew rolls newspapers and hands them to Joseph. Joseph will then place each rolled newspaper into a large barrel next to him. In addition to being a diligent worker, Joseph loves to listen to music. We play all types to try to keep the people we serve happy, and Joseph likes to move to the music by waving his arms and making gestures. He enjoys what he hears.



Joseph Page

Cheryl is the sister of one of one of EnAble's newest Board members, Ken Aitken. She has made great friends with Connie, Daryl, and a few other individuals we serve. Cheryl likes doing contract work because it keeps her busy, and she dislikes not having anything to do.

Her favorite thing to do is to eat at Burger King. "I love to eat!" Cheryl declared. She is a member of the Day Services Ladies Club. They enjoy trips out two Fridays per month and get to choose where they want to go. The ladies have been bowling, out to eat, and to Yellow River Ranch in Stone Mountain. Cheryl adds, "I have so much fun here. It's great!" ♦



Cheryl Aitken with her new friends, Stuart Utterback and Connie Segraves in Day Services



## The Nineteenth Annual Gala!

By DeAnn Rauth, Director of Development

The 19<sup>th</sup> Annual GALA took place on March 3<sup>rd</sup> at the Crown Plaza Ravinia and had a record crowd this year. Many of our wonderful supporters took our theme *Introducing a New Generation of Friends and Family to RRA/EnAble* to heart and brought new friends to the event. This is what created the record breaking crowd.

The evening began with RRA showing a new face by announcing our name change to EnAble of Georgia. While RRA has stood for many different names over its twenty-eight year history, our services have remained steady and strong. We are grateful for the rich history and loyal support we have established in our community. Without this, we would not be what we are today. We were very pleased to present the 2007 Tex Crossin Award to Lynne Buchanan, who is pictured with her husband, John, and their family below.

The name EnAble was chosen because it conveys the essence of who we are and what we do. So, with your support we are enabling individuals with developmental to make choices and live full and independent lives in their community.

The live auction proved again to be very exciting this year, with one of the most popular items being another original piece of art from Marshall Port, who is served by EnAble, selling for \$5,000. Marshall has been supported by EnAble for over nineteen years and enjoys helping us raise additional funds.

After the auction, guests began the evening dancing to the tunes of Java Monkey and bidding on a variety of silent auction items. It is always interesting to see what items are really hot – especially when you have a National Championship Football and the two people bidding on the item were a Georgia Fan and a Gator Fan! It was a whole new battle royale!

It is always great to experience and sense the support and love shown to our agency and for those we serve at the GALA. The atmosphere is always full of excitement and opportunities to help improve and reach new levels for the next year. This year's net results were just under \$170,000!

We thank each and every one of you for your support and friendship and helping to create a new wave of friends for EnAble! ♦

The handcrafted playhouse was a highlight of the verbal auction, as was the Precious Hands quilt below right.

Tex Crossin Award Winner, Lynne Buchanan and her family.



Vicki Gordon of the InterContinental Hotels Group, presenting a sponsor award, with her guests.



Acclaimed artist, Marshall Port, who is served by EnAble, arriving in his limousine. John Brady as Elvis wowed the audience during a band break!

**NEXT YEAR'S 20TH ANNUAL GALA WILL AGAIN BE AT THE CROWNE PLAZA RAVINIA HOTEL ON SATURDAY, MARCH 15, 2008. PLEASE MARK YOUR CALENDAR FOR A GREAT TIME!**

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