

## GOODSEARCH...THERE'S NO REASON NOT TO!

Here's another easy way to support EnAble every time you search the Web! What Internet search engine do you use? Would you be willing to change it if that meant helping support EnAble and help the deserving people that we support?

EnAble of Georgia, Inc. has just been registered on GoodSearch, as seen in *Oprah Magazine* and *The New York Times*, and on *ABC News*. As a result, you now have the opportunity to make a small, but much appreciated gift each time you use the Web to search. **GoodSearch is a search engine powered by Yahoo** designed to make small donations to certain registered charities (of your choice) every time it is used to search the Web. EnAble of Georgia is privileged to be one of the charities they have approved for funding.

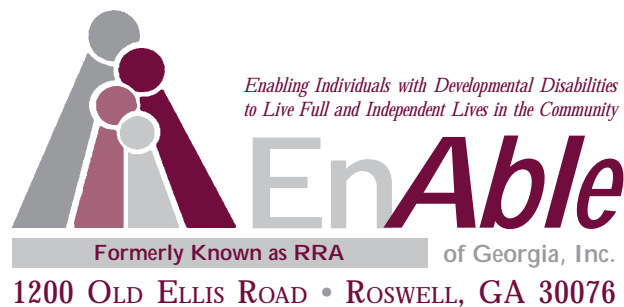
GoodSearch is very easy to use and requires very little effort to set your computer to donate to EnAble. First, visit their web site at <http://www.goodsearch.com/?charityid=501710>. Then using their alphabetical listing, look for and designate **EnAble of Georgia, Inc.** as the organization you would like to support. Then you are ready to begin searching the Web. It's that simple! GoodSearch will make a contribution to EnAble every time you use their search engine. This is one simple way everyone can make a difference.

On their web site, they also give you the option to make GoodSearch your home page which opens each time you click on Internet Explorer. That way you have easy access and help EnAble every time!

For more information or if you have questions, contact John Lawler, Director of Development Services and Systems at 770.664.4347, Ext. 102, or by e-mail at [jlawler@enablega.org](mailto:jlawler@enablega.org).



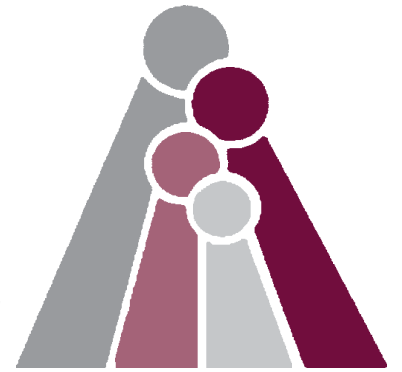
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WINTER 2008

# Choices!

EnAble affirms the personal worth of adults with developmental disabilities and supports their rights and choices, seeking to enable them to live full and independent lives in the community.



## ENABLE CELEBRATES 20 YEARS OF GALAS!

By DeAnn Rauth,  
Director of Development

It's hard to believe EnAble's Annual Gala Celebration has been around for 20 years! EnAble's (then RRA) first Gala was held at the Holiday Inn in Roswell. Victor and Angie Smith, parents of EnAble consumer Leigh Smith, played a large role in getting this event off the ground. In the 19 years since that inaugural Gala, the Smiths have continued to lend their support in many ways. I remember in the Gala's early years, Victor would wait by the registration desk at the venue and wring his hands, worrying that people would not come. At that first Gala, Victor's business partner, Gary Waddell, provided the evening's entertainment with a few friends, and \$6,000 was raised to support the work of the agency!



Victor and Angie Smith at the 18th Annual Gala with the hand-tiled mosaic table and bench they purchased that their daughter Leigh helped design

The second, third, and fourth year Galas were held at the Pavillion in Roswell, where we remained until changing the venue to the Atlanta Athletic Club in Duluth to satisfy the need for more space. In 2005, EnAble's 25th Year Anniversary/17th Annual Gala was held at the Inter-Continental Buckhead. For the last two years, the Gala has been held at the Crowne Plaza Ravinia in Atlanta, where it will be again this year.



Gary Waddell (right) with his band performing at the Inaugural Gala

I have many dear memories of the Gala. One year, Jerry Glanville, former head coach of the Atlanta Falcons, created a very exciting live auction for us. As well, Ernie Johnson, Sr. and Ernie Johnson, Jr. deftly commanded our live auction for several years, making a fantastic team that raised a lot of money for the agency. Moby, of Atlanta's "Moby in the Morning" show, got involved with the Gala and has been an avid supporter of EnAble since. There have been only a few Galas that have not included Dr. Malone Dodson, who served as Pastor of Roswell United Methodist Church for 25 years before retiring in 2001. Roswell UMC formed the Committee for Services to People with Developmental Disabilities in 1977. The function of the committee was to inform the public about the needs of the developmentally disabled and to integrate them into the church's congregation and activities. Roswell UMC's Noah's Ark Sunday School Class was formed especially for these unique individuals, and several of the clients we serve in North Fulton County are members of this wonderful class.

I truly enjoy planning these fundraising events, especially the Gala, because there are so many people who genuinely love EnAble and the people we serve. They believe in lending their support in tangible ways and can see their donations being put to good use as we continue to provide the best of care and services in the State of Georgia!

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

### PLEASE MARK YOUR CALENDAR

- **EnAble's 20th Annual Gala, Saturday, March 15, 2008** at the Crowne Plaza Ravinia Hotel at I-285 and Ashford-Dunwoody Road, Atlanta (see announcement on Page 3)
- **Vino 100 Saturday Wine Tastings benefiting EnAble, April 5, 12, 19, and 26, 2008** at 131 South Main Street, Alpharetta (see article on Page 10)
- **EnAble's CAN Do Food Collection for N. Fulton Community Charities**, now thru May 2008 (see details on Page 6)

### UPCOMING TRAININGS

Upcoming trainings are listed in detail on EnAble's web site on the **Services & Calendar** link. You can also check the training calendars posted at all EnAble Support Services locations.

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



## A LOOK BACK AT ENABLE'S ANNUAL GALA CELEBRATIONS



EnAble Board Emeritus member Ben Amoss and his wife Sharlene



DeAnn and staff setting up for the evening's festivities



Mark and Heather Demis



DeAnn at 7 months pregnant



EnAble Board Chair Lynne Buchanan, DeAnn, and Lynn's nephew Brad Wilborn



EnAble founder and Board member Ginny Riley and her husband Jack



Casino Night at the Inaugural Gala



EnAble supporter Tom Davis, center, with his daughter Julie and EnAble consumer Alfred Cole



Registration at the Inaugural Gala



EnAble supporters John and Flora Shevlin



Shirley Pahl



Kadie Puckett with Mime



A lovely couple cutting up on the dance floor

## ENABLE RECOGNIZES STAFF WITH 15+ YEARS OF SERVICE

In 1979, EnAble of Georgia, Inc. was known as the North Fulton Group Home Association, Inc., a name under which we were able to secure funding for our first group homes. In the years since, EnAble has grown into an organization recognized in Georgia as one of the State's best providers of care for the developmentally disabled adult population. We have gone through a few name changes and many personnel changes, but the commitment to providing exceptional care to those we serve has remained at the same high level.



Shirley Pahl, Development Coordinator, 20 years in November 2007 (also worked from 1982-85)

We would like to take a moment to share with you our pleasure in recognizing several staff members who have dedicated 15+ years of service to EnAble. It is immensely rewarding to see the love these individuals have for their roles and the special people they help support in what they do everyday. ♦



DeAnn Rauth, Director of Development, 21 years in July 2007



Sheryl Sterling, Director of Quality Improvement & Staff Development, 19 years in October 2007



John Williams, Production Manager, Day Services-North, 17 years in April 2007



Jim Davis, Support Associate, Residential Services, 15 years in September 2007



James Moore, Director of Residential Services-North, 17 years in March 2007



Carolyn Dayton, Financial Programs Manager, 15 years in April 2007



## ENABLE DAY AT HARRY'S FARMERS MARKET

In November, EnAble received a check for \$3,750 from Whole Foods Market, the parent company of Harry's Farmers Market based in Austin, TX. Through their Community Giving program, Harry's Market at 1180 Upper Hembree Road in Roswell designated Tuesday, October 16<sup>th</sup> as EnAble Day. Five percent of the entire day's sales at Harry's were donated to EnAble help us fund the important projects at our North and South Fulton locations. Nancy Lindgren, EnAble's Director of Public Relations, forwarded an application for Harry's 5% Day on the agency's behalf to Whole Foods' Director of Marketing, Marcea Cazal, who helped Nancy arrange the day's events. Several EnAble staff and clients were on hand at Harry's in Roswell all day on October 16<sup>th</sup> to offer its customers a little background information on EnAble so that they were aware of their roles in directly helping their disabled neighbors live full and independent lives in the community.



Nancy Lindgren, Bill Lewis, and EnAble's Director of Human Resources Rob Shilt volunteered with other staff and clients at Harry's Farmers Market on EnAble Day

Harry's Farmers Markets are active participants in their communities, and their Community 5% Days are one meaningful way to give back. On designated days throughout the year, a total of 5% of those days' net sales are donated to local nonprofit organizations. Customers help Harry's selected organizations just by shopping on the 5% days. Past recipients of Harry's 5% days are: Alpharetta Police Athletic League, North Metro Miracle League, Girls on the Run Atlanta, and the Humane Society of Forsyth County.

Thank you, Whole Foods, for making Tuesday, October 16, 2007 "EnAble Day" at Roswell's Harry's Farmers Market, and thank you to everyone who came out and shopped for us! ♦

## MEET JIMILAH WILLIAMSON-SNEAD



Jimilah is EnAble South's new Support Service Leader. She has been with the agency since January 2001 and was most recently the Support Manager for our Dixie Lake and Lower Dixie Lake Group Homes in South Fulton County. Jimilah worked with adults with developmental disabilities and taught disabled preschoolers at The Arc of Essex County in Livingston, New Jersey. She was also a nursing assistant at a hospice care facility in the area.

Regarding her transition from an EnAble Residential Support Manager to a Support Service Leader, Jimilah had this to say: "One thing I would like to work on is getting accurate input from Day Services and Residential Services staff in creating realistic goals that support the clients at home, in the community, and vocationally to become the best they can be and to be happy. This dialogue is key in the creation of goals and support plans between the staff working with the clients directly and the Support Service Leader creating the goals." Jimilah also added, "I am excited about this new position because I have built such positive relationships with clients and staff that when obstacles arise, we can sit down and talk with one another and work toward resolution."

Jimilah shared with us that she has a disabled older brother, Kevin Williamson, in his early 50s. "Our mom dedicated her life to him when everyone advised her to put him in an institution. She gave Kevin the best of everything and told him that the sky is the limit. He formed his own band, sings solos in the church choir, and learned to navigate the New York City transit system." Jimilah further reflects on her mother's lessons. "Mom was an essential key in shaping my passion for serving people with disabilities. She taught my siblings and me that we are to help these special people by providing assistance where they fall short, but not to handicap them more by keeping them tucked away and hidden from society."

Born and reared in Newark, New Jersey, Jimilah spends as much time as possible with her two small children. She enjoys puzzles and feel-good reality television. Best of luck in your new role, Jimilah! ♦



### January

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

### February

Wilbert B.  
Charles S.  
Candace J.  
John C.  
Alden O.  
David L.  
Christel H.  
Catherine S.  
Monteia L.

### March

Larry K.  
Sara D.  
Joseph P.  
Charlene B.  
Lyle E.  
Debbie B.  
Michael E.  
Stuart U.  
Bill L.  
Matthew R.  
Mark W.

### April

Doran M.  
Matt M.  
Hunter M.  
Marshall P.  
Lowell H.  
Kyle I.  
Leigh S.  
Trent S.  
Henry W.

### May

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

### June

Lisa E.  
Joseph P.  
Grant P.  
John D.  
Kenny L.  
Chuck L.  
Michael M.

### July

Jodey M.  
Beverly W.  
Charlie H.  
Charles L.  
Kathy P.

Chris S.  
Paula A.  
Giovanni D.  
Sharon P.  
Alfred C.

### August

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

### September

Melissa C.  
Christine E.  
Bruce R.  
Christopher C.  
Abbie B.  
Anthony H.  
Rose T.  
Bobby B.  
Daryl O.  
Carolee C.

### October

Denny C.  
Gwen K.  
Charlie R.  
Eric M.  
Jessica S.  
Jackie B.  
Rodney G.  
Mark B.  
Ira H.  
Allen B.  
Lissa S.  
Scott B.  
Stephen C.  
Ira W.

### November

Billy H.  
Amy P.  
Rickie G.  
Gina W.  
Cheryl A.

### December

Reide W.  
John B.  
Brian A.  
L'Henry A.  
Ashley S.  
Carmine V.  
Cathy C.  
Bobby N.  
Seth B.  
Denny M.  
Jack D.  
Scott C.  
Patrick B.



## LEE HARDEMAN'S LEGACY TO ENABLE CONSUMERS

In 1992, Lee Hardeman first began donating money to EnAble to help purchase Christmas gifts for the individuals we serve who may not otherwise receive a gift. Fifteen years later, Lee is continuing the tradition with the same passion and commitment he possessed at the very beginning. Instead of sending holiday gifts to his customers thanking them for his company's continued success, Lee sends EnAble a contribution in each customer's honor to benefit those we serve. When he began this tradition, Lee started out with about 95 customers and remarked on how wonderful it felt to give back. Now, nearly 200 customers have learned about EnAble and our mission through Lee's benevolence. His customers have given Lee very positive feedback regarding this tradition.

Founded in 1986 by Lee, Lee Hardeman Customs Broker, Inc. provides custom clearances along with air and international freight forwarding for importers. In 1988, they implemented a formal quality program, which has been instrumental in making them one of the top brokers in the nation.

Thank you, Lee, for 15 years of partnering with EnAble at Christmas to help those we proudly serve. ♦



## VINO 100 WINE TASTINGS TO BENEFIT ENABLE

By Nancy Lindgren,  
Director of Public Relations

Tinder Box/Vino 100 owner Pete Servold has selected EnAble of Georgia to receive all donations collected in April 2008 at the weekly Saturday wine tastings that feature live jazz from 4:30-6:30 PM and discounts on wine and cigars! No RSVP is needed; just show up to enjoy the wonderful music and taste some fabulous wines, all for a nominal fee of \$10 per person, \$5 of which will be donated to EnAble!



Pete Servold in front of his Alharetta store

Located at 131 South Main Street in Alharetta at the corner of Old Milton Parkway and Highway 9, Vino 100 is a unique store featuring a wall of 100 domestic and imported wines that sell for \$25 or less! Let Pete and his knowledgeable staff help you select the perfect wine for your next party or hostess gift. The Tinder Box carries world famous cigar brands, pipe tobacco, lighters, handsome humidors, and more. Ladies, you won't have any trouble getting your men to accompany you to this event!

Please plan to attend a wine tasting on any Saturday in April (5<sup>th</sup>, 12<sup>th</sup>, 19<sup>th</sup>, and 26<sup>th</sup>) and help make this an outstanding month for Tinder Box/Vino 100 and EnAble! For more information, visit [www.tinderboxvino100atl.com](http://www.tinderboxvino100atl.com). ♦

## ENABLE RECEIVES GRANTS FROM SAWNEE EMC AND WAL-MART

Sawnee Electric Membership Corporation (EMC) members participating in the Operation Round Up program have made a significant difference in their communities. Operation Round Up rounds Sawnee EMC customers' bills to the next highest dollar amount and provides customers with a simple way to raise funds for their favorite local charities. To date, the Sawnee EMC Foundation has donated more than \$400,000 to local charitable organizations. On November 27<sup>th</sup>, the Sawnee EMC Foundation approved \$50,052.86 to be awarded to eleven local charities, one of which was EnAble of Georgia Foundation. On December 7<sup>th</sup>, Nancy Lindgren, EnAble's Director of Public Relations, accepted a check along with two fellow recipients. EnAble operates two group homes in Fulton County (Holcomb Bridge and Denna Drive) that receive electric service through Sawnee EMC. EnAble's portion of the proceeds is \$3,177.26 and will be used to replace the flooring at Denna Drive. Participation in the Operation Round Up program is simple and entirely voluntary. Sawnee EMC members can choose to sign up and automatically have their electric bill rounded up to the next dollar each month, or they can choose the "round up" option on their bill on a monthly basis.

For more information about Operation Round Up, please contact Cindy Badgett, Director of External Affairs, at 678.455.1539 or [cindy.badgett@sawnee.com](mailto:cindy.badgett@sawnee.com). ♦



From left: Mark Amoroso, VP, St. Vincent de Paul, Chris Wood, CFO, Sawnee EMC, Nancy Lindgren, and Buddy Lallis, Director of Resource Development, Habitat for Humanity-N. Central GA

EnAble is the grateful recipient of a \$500 grant from the Wal-Mart SuperCenter at 970 Mansell Road in Roswell. Store Manager Mike Lane presented the check to EnAble's Development Coordinator, Shirley Pahl, on January 9<sup>th</sup> at his store. The grant will be applied to the restructuring of our Day Services North facility. Shirley worked with Nancy Lindgren, EnAble's Director of Public Relations, and Shanetta McWhorter, Community Relations Coordinator at the Mansell Road Wal-Mart, on securing the grant. EnAble has enjoyed a partnership with Wal-Mart for the past few years, and we hope to continue our friendship with the retail giant as we move forward in improving our Day Services programming. They have also generously donated gift cards for our annual Fashion Show and Golf Tournament.

The Wal-Mart Foundation is focused on fostering and deepening community partnerships, which they believe is critical to their future. Wal-Mart's community involvement program is based on the philosophy of operating globally and giving back locally. In their experience, Wal-Mart feels they can make the greatest impact on communities by supporting issues and causes that are important to their customers and associates in their own neighborhoods.

Thank you, Wal-Mart, for your commitment to serving your local community! ♦



Mike Lane and Shirley Pahl at the Wal-Mart SuperCenter on Mansell Road



For more information, please contact DeAnn Rauth at 678.468.9980 or [drauth@enablega.org](mailto:drauth@enablega.org), or John Lawler at 770.664.4347 x102 or [jlawler@enablega.org](mailto:jlawler@enablega.org). ♦

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THE BOARD OF DIRECTORS, SPONSORS, STAFF,  
AND HOST COMMITTEE OF ENABLE OF  
GEORGIA CORDIALLY INVITE YOU TO  
JOIN US FOR ENABLE'S  
TWENTIETH ANNUAL GALA  
IN THE LOVELY GRAND BALLROOM OF THE  
CROWNE PLAZA RAVINIA HOTEL NEAR  
PERIMETER MALL AT I-285 AND ASHFORD-  
DUNWOODY ROAD IN ATLANTA ON  
SATURDAY EVENING, MARCH 15, 2008.  
OUR THEME THIS YEAR IS:  
*THE GOLDEN ERA OF HOLLYWOOD...*  
*AN EVENING WITH THE  
STARS OF ENABLE!*

Through your support of EnAble's 20th Annual Gala at the following levels, you or your company can directly impact the lives of deserving individuals in the Greater Atlanta area who have developmental disabilities. The benefits of being a sponsor at each level are listed below:

### PREMIER SPONSOR LEVEL - \$10,000

Company listing in a Gala advertisement in the *Atlanta Business Chronicle*  
Two reserved tables for ten each at the Gala (value \$2,700)  
Full-page advertisement with prominent listing in the Gala evening program  
Company name and logo displayed at the hotel  
Special Sponsor listing at the hotel  
Your choice of a reserved table for eight at EnAble's Fashion Show in September 2008 or a golf foursome at EnAble's Golf Classic in October 2008  
Company Profile presented in EnAble's *Choices* newsletter

### PLATINUM SPONSOR LEVEL - \$5,000

Company listing in a Gala advertisement in the *Atlanta Business Chronicle*  
One reserved table for ten at the Gala (value \$1,350)  
Full-page advertisement with prominent listing in the Gala evening program  
Company name and logo displayed at the hotel  
Special Sponsor listing at the hotel  
Company Profile presented in EnAble's *Choices* newsletter

### GOLD SPONSOR LEVEL - \$2,500

One reserved table for eight at the Gala (value \$1,080)  
Half-page advertisement in the Gala evening program  
Special Sponsor listing at the hotel

### SILVER SPONSOR LEVEL - \$1,500

Six Gala event tickets (value \$810)  
Half-page advertisement in the Gala evening program  
Special Sponsor listing at the hotel

### BRONZE SPONSOR LEVEL - \$1,200

Four Gala event tickets (value \$540)  
Half-page advertisement in the Gala evening program  
Special Sponsor listing at the hotel

### BENEFACTOR LEVEL - \$600

One Gala event ticket (value \$270)  
Quarter-page advertisement in the Gala evening program  
Special Sponsor listing at the hotel ♦



## THREE ENABLE CONSUMERS TEST AT SACT

By Wakita Cunningham-Jones, Employment Manager - North

On Tuesday, September 25<sup>th</sup>, Melissa Crawley, Kayla Wright, and Alden Oakley traveled to the School of Adaptive Computer Training (SACT) in downtown Atlanta to test for acceptance into a computer training course offered by the school. These ladies are served by EnAble's Employment Services program. The training was arranged in part by SACT's Atlanta Director, Rosemary Beach. The SACT offers instruction in Microsoft Office applications as well as keyboarding skills and career development training. EnAble South's Employment Manager Ammie Brandon and I accompanied Alden, Melissa, and Kayla to the testing and helped them understand their results once they completed their testing. While they did not test well enough overall to be accepted into the 9-week training course, they deserve to be congratulated for expressing interest in bettering their skills, and for trying. Further, Alden exceeded the reading standard, and all three ladies were encouraged to test again.

The SACT is a companion to the Cerebral Palsy Research Foundation's (CPRF) mission of providing employment opportunities for people with disabilities by providing the business and computer training people need to reach their career goals. Every SACT accomplishes its mission through completely adaptive classrooms which use state-of-the-art, adjustable workstations and



assistive software and devices that prepare people with disabilities and others to succeed in today's highly competitive job market. Students obtain local and national certifications and receive professional development training. Communities in which the schools operate also benefit from customized graduate-employer career placement activities provided by the CPRF Placement Department. The SACT is a member program of the Association of Rehabilitation Programs in Computer Technology (ARPCT), and an authorized Certipoint testing center.

Congratulations on your vocational endeavors, Alden, Melissa, and Kayla! ♦

## ENABLE ME JEWELRY PROJECT

The interest garnered from the beautiful fashion jewelry created by EnAble consumer Jackie Brantley has recently turned into an employment opportunity and a creative outlet for a few of her peers. Several of those we serve in our North Fulton office became interested in making jewelry after seeing Jackie's lovely work, and from there, the "EnAble Me" jewelry project was born. The project has just completed a brief testing phase to determine the consumers' level of skill, speed, and flair for design in creating the pieces.

EnAble Me's niche in the fashion jewelry market would be that each piece is not only unique, but also the distinct creation of a disabled adult. EnAble will sell the pieces



From left: Christine Eckman, Job Coach Kelly Charles, and Jackie Brantley



Alden Oakley and Volunteer Project Supervisor Barbaraanni Bongiovanni

made by the consumers through area boutiques that are interested in partnering with EnAble and believe in our mission. They will also be sold at area bazaars and fairs. Lynn Brantley and Douglas Tuttle, Jackie's sister and brother-in-law, graciously provided all the materials for the project. Gorgeous

pieces were made by a handful of EnAble consumers in the Noah's Ark Sunday School classroom at Roswell United Methodist Church three mornings per week. The consumers enjoyed flexing their design skills with each one-of-a-kind item they created. The project was supervised on a volunteer basis by Barbaraann

Bongiovanni, a new friend to EnAble who donated her time to help out at our 6<sup>th</sup> Annual Phantom of the Fashion Show in September, and with other projects. She was introduced to the agency by Nancy Lindgren, EnAble's Director of Public Relations, who also provided onsite support and supervision for EnAble Me. If the items made during the test project are popular and sell well, then the clients will resume their highly creative work.

We sincerely appreciate Roswell UMC's continued partnership and support of our endeavors, and EnAble Board member and Noah's Ark Sunday School co-teacher, Gail Nabors, who was instrumental in securing the classroom for EnAble's use. As well, EnAble wishes to thank Penny Monk and Woody Markert for their volunteer support. ♦



Marshall Port and Nancy Lindgren



Seth Barocas showing off his work

Continued from Page 8

Here is the irony of this truth. My friend Mike Kendrick explained why this principle works with the following phrase: What you focus on expands. Read that sentence again. Now think about it. If I tell you to focus on Toyota Camrys on the road, you will notice these cars everywhere. Why? Because what you focus on expands. So, the goal of a leader is to focus, not expand. Growth is a product of focus. Clarify the vision. Focus your people, time, energy and resources. Remember this: just because you CAN do something doesn't mean you SHOULD. Intensify, don't diversify.



In order to accomplish this focus, it's important to zero in on a handful of words, in fact, maybe just one word (or concept) that becomes your own. It describes your identity and vision. Some of the best selling products on the market "own" such words. Crest toothpaste owns the word "cavities." FedEx owns the word "overnight." Volvo owns the words "automobile safety." As they focus their energies on a single concept, these companies go deeper and expand in one area. They are a river, moving in one direction. And being a river is about clear vision and sharp focus. ♦

## A SPECIAL THANK YOU

EnAble would like to extend a special thank you to Mr. Byron Tillman, Store Manager at the Rite Aid (formerly Eckerds) at 2350 Holcomb Bridge Road in Roswell, for donating half the cost of developing EnAble's Annual Golf Classic photos for the past five years. We sincerely appreciate your partnership and support, Byron! ♦



## SUPPORT SERVICES UPDATE

By Cec Camp, Senior Director of Support Services

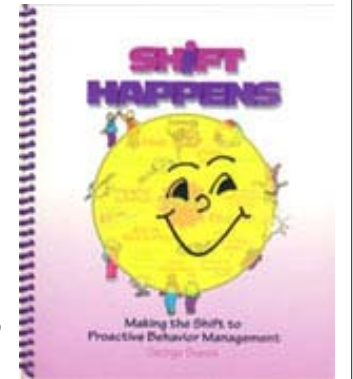
### SHIFT HAPPENS

During the past several months, EnAble supervisory staff have attended an introductory seminar entitled "Shift Happens", sponsored by the Georgia Department of Human Resources' Division of Mental Health, Developmental Disabilities and Addictive Diseases (DMHDDAD), and presented by The Arc of Delaware County in Walton, New York. The focus of the seminar was to provide agencies an overview of "strategies that produce a positive, quality care mindset along with clinical and organizational priorities that improve behavior supports, with a focus on communication, teamwork and participant satisfaction." The seminar is intended for a wide range of staff from interested organizations such as EnAble as well as other key stakeholders committed to providing positive behavior supports.

All EnAble staff who attended this seminar found it inspiring, giving numerous ideas as to how to further enhance the supports to the people we serve. The seminar helped participants learn new skills and practices to help consumers use constructive behaviors as an effective means of having their needs met and realizing their maximum potential. Also provided was valuable information on potential outcomes, the organizational application process, and the required organizational commitments. The "shifts" that we hope to make throughout EnAble will affect all areas of operation. All EnAble staff, no matter where they work, will be involved in this positive transformation and will enjoy a renewed effort of teamwork and collaboration throughout the agency.



The seminar is based on the thoughts outlined in the publication, *Shift Happens: Making the Shift to Proactive Behavior Management*, written by George Suess, Chief Executive Officer of The Arc of Delaware County, and his staff. The Arc of Delaware is a unique agency that enjoys a national reputation for high quality services, innovation, excellence, and fun. The agency, located in rural upstate New York, is a private, nonprofit organization founded in 1967 by a small group of concerned citizens seeking to fill the void of opportunity for their children and neighbors with mental retardation and developmental disabilities. ♦



### CAROLEE CAVALLO SHARES A STORY

Carolee resides at EnAble's Barrington Landing Group Home in Roswell. She loves to read, and in October, Carolee volunteered her time to share a story with a class of pre-Kindergartners at Bridge of Grace Day School. EnAble Board member Gail Nabors teaches the class along with Marion Cooper and arranged the visit.



Carolee reading to a rapt audience



Carolee read the story of creation to the rapt youngsters and stayed afterward for their morning circle time. Carolee did such an outstanding job that she was invited back to read another story! Thank you, Carolee, for sharing your time and talents with others. ♦



*Edited by Richard Colyer,  
President and Executive Director*

## HABITUDES

### Images That Form Leadership Habits and Attitudes

*I want to continue to share some insights from 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 another great chapter called Floods and Rivers. I'd like to share parts of it with you so we can think about it together. This article has a lot to say about two areas of great importance to us at EnAble—focus and vision—as we build leaders for the future.*

#### FLOODS AND RIVERS

FLOODS AND RIVERS ARE BOTH BODIES OF WATER. FLOODS DAMAGE, RIVERS ARE USEFUL IN MANY WAYS. THE DIFFERENCE? FOCUS. LEADERS MUST CHANNEL PEOPLE, TIME AND MONEY TOWARD ONE FOCUSED VISION.

I have a picture indelibly etched in my memory. When I was a kid, I remember a horrifying flood sweeping through a town not far from where we lived. I watched the TV intently as reporters showed the expanding body of murky water run through streets, over yards and into houses, restaurants and stores. The rushing water seemed to demolish everything in its path. In my mind, I can still see people standing on the tops of their cars weeping, as they watched their homes collapse and float away—piece by piece.

What started as a simple rainstorm ended up filling the nearby rivers and eventually flowing unmercifully into neighborhoods and strip malls. I remember thinking: How can such a simple thing as water do such damage? Some of my friends took a while to recover from the flood. One of them, in fact, wanted nothing to do with water for over a year. For him, a large body of water without some boundary was a frightening thing.

This is a picture of an important leadership truth. Many organizations begin very focused, like a river. The leaders possess an idea they want to implement. Soon, however, in their zeal to grow, they begin expanding far beyond the boundaries of their initial vision. If they are good at making widgets, they reason, why not make other products as well? Before long, in the name of meeting needs, generating revenue, or just plain growth—they become a flood instead of a river. They lose all focus and sprawl out in every direction. Like a flood, they end up damaging things. Floods can be shallow, unrestrained, muddy and harmful.

Far too many organizations become floods. Take IBM for instance. In the beginning, when IBM focused on mainframe computers, the company made a ton of money. By the 1980s, however, IBM expanded their product line and barely broke even. In 1991, they were making more products than ever, yet the company wound up losing \$2.8 billion. That's almost \$8 million a day!



It's interesting. This rule of leadership works just the opposite of what we might think. It seems logical that enlarging product lines would always mean greater profit. It's actually the other way around. Staying focused on your central vision and strength is key to growth. The airline industry is a good example. "People Express" launched as an airline that focused on no frills, low cost flights. At the first taste of success, they decided to expand beyond that vision. They began to provide first class seats, food, etc. Their profits dropped. In fact, they went out of business.

In contrast, Southwest Airlines entered the industry with a clear, focused vision, similar to People Express. Yet, they stuck to their strengths, and for years they've been the only profitable airline in the business. Southwest Airlines refused to diversify; they remained a river. Rivers are much more narrow than floods. They move in one direction. They are a source for both electricity and transportation. Why? Vision and focus. Leaders must own a focused vision, or the organization will

spill-out in too many directions. If the leader isn't focused, the team will chase after every new idea, and fall prey to every vendor wanting to capitalize on the success. Clear and focused vision harnesses energy. Just watch your team for a while. People lose energy when their direction in life is fuzzy. But they get energized when they catch a clear vision.

Just over fifty years ago, Walt Disney gathered his inner-circle to share his idea of building "Disneyland." It would be known as the "happiest place on earth." Walt's vision was clear and focused. As his team began to get excited about the vision, however, one of the members asked, "Who are you gonna get to build it?" Confidently, Walt responded, "I know exactly who I want to build it. Find me the man who helped put the U.S. Navy back in the Pacific after the bombing of Pearl Harbor. I figure he can do it."

It didn't take long for Walt's team to identify this man. His name was Joe Fowler. Admiral Joe Fowler. Retired Admiral Joe Fowler. When Disney showed up at Fowler's door and challenged him to build a theme park, Joe laughed. "You don't understand. I'm retired. I'm through." Disney quickly realized this guy was going to require some work. Placing pictures on the wall, Walt began to storyboard. Describing in great detail the feel, look, smell, sound and even taste of the park—Joe bought in. He stepped out of retirement and oversaw Disneyland's construction.

Twenty years later, the idea of Disney World was proposed—and can you guess who was hired to supervise the project? Joe Fowler. This time he was 77 years old. When the Disney team approached him a second time, he sighed again, "You don't understand. I'm retired. I'm through." But as pictures were posted and vision was cast for their biggest project yet, Joe couldn't help but buy in. He ditched retirement again, and oversaw the building of Disney World.

The story goes on. Ten years later, EPCOT was built in Orlando. Disney once again looked to Joe Fowler to lead the construction. He was now 87 years old. Joe repeated his objection: "You don't understand. I'm retired. I'm through." But Disney knew Joe was the man. His team communicated the clear, focused vision again. Joe lit up, stepped out of retirement and oversaw the project.

What a picture of the energy that accompanies clear vision. Joe's favorite phrase, "I'm retired. I'm through," was changed to, "You don't have to die 'til you want to." Hmmm. I often wonder how much energy remains bottled up in people because they never learn to focus, or they just plain fail to tap into a clear vision.

*Continued on next page*



### Special Love Wish List

#### AZALEA DRIVE

- Living room furniture

#### BARRINGTON LANDING

- Window treatments for living room
- Credenza or console table w/storage
- 4-Drawer locking file cabinet

#### BENJAMIN E. MAYS

- Stereo system w/DVD player
- Cookware and silverware
- Charcoal grill
- Paper shredder
- Computer

#### BRANCHWOOD

- Futon mattress

#### COLD CREEK

- Recliner chair for Michael Eubanks

#### COLONY DRIVE

- Entertainment center
- Full-size mattress set for Alfred Cole
- Treadmill

#### CRABAPPLE

- Kitchen cabinet restoration
- Large television for living room
- Linens (bed/bath)

#### DENNA DRIVE

- Coffee table
- Recliner chair (to match brown sofa)
- Area rug
- Wheelchair for Jackie Brantley to use on outings

#### DIXIE LAKE

- Wheelchair ramp
- Screen door
- Living room furniture
- Futon mattress for sleep over Support staff
- DVD player
- Large screen television
- New refrigerator w/ice maker

#### DODSON DRIVE

- Dining room table
- Sofa and arm chair

#### 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 drum for Scott Bishop
- Window treatments for kitchen
- Screen door for kitchen entrance
- New carpeting

#### LEGACY (GRANDE OAKS)

- DVD/VCR player
- Stereo
- Television
- Recliner chair

#### LOWER DIXIE LAKE

- Deck swing or glider

- Futon mattress for sleep over Support staff
- Full size mattress set
- Living room furniture
- New dining room set
- Television

#### LYNNE CIRCLE

- Coffee table and side table
- Recliner chair and area rug (to match a red sofa)

#### PINE GROVE

- New carpeting in living room, office, and hallway
- Upright freezer

#### PRINCETON LAKES

- Double mattress set for Rickie Gary
- Nightstand
- Two recliners (black and blue)
- CD player/Stereo system

#### TOLLWOOD

- Patio furniture and screen

#### SEVERAL HOMES

- Front loading washers and dryers for homes serving consumers in wheel-chairs

## THANK YOU FOR YOUR DONATIONS!

**Mr. and Mrs. John Buchanan** – Donation for client Christmas gifts

**Mr. and Mrs. Les Burke** – Dryer for Grimes Place Group Home

**Ms. Linda Crenshaw** – Books, stuffed animals, handbag, wallet, and miscellaneous decorative items

**Mr. Gary Cummings** – 2 Coffee tables, 2 lamps, entertainment center, end table, sofa, chair, 2 queen-size mattress sets w/headboards and frames, double dresser w/mirror, nightstand, coffeemaker, tableware, iron and ironing board, patio table w/chairs, and dining room table w/4 chairs

**Mr. Lee Hardeman** – Donation for client Christmas gifts, 2 Motorola 120 Es w/car and outlet chargers and hands-free devices

**Mr. and Mrs. Jeffrey Holman** – Dell computer monitor, computer speakers, keyboard, and mouse

**Mr. Bruce Johnson and members of Alpharetta United Methodist Church** – Moved donated furniture from EnAble's North office to the Crabapple, East Hembree, and Pine Grove Group Homes

**Mr. Ken Latz, Brunswick Lanes** (Roswell) – 65 bowling coupons for client Christmas gifts

**Mr. Gary Lucern, Honey Baked Ham** (N. Point Pkwy.) – 21 hams for group homes for Christmas dinner

**Mr. and Mrs. Mark Mansell** – Rocking chairs and porch glider for the Crabapple Group Home (incorrectly credited in the Fall 2007 edition to Mr. and Mrs. Barry Mansell)

**Woody Markert and Carol Deitz** – 4 cemetery plots for consumers' future needs

**Members of Roswell United Methodist Church** – Client Christmas gifts

**Mrs. Gail Nabors** – Donation for client Christmas gifts

**Mrs. Shirley Pahl** – 65 packs of Georgia peanuts and 65 pencils for client Christmas gifts

**Mr. Doug Rosser** – Canon BJC-2110 color printer

**Mrs. J.B. Steele** – Grill for Holcomb Bridge Group Home, refrigerator, patio furniture, TV, VCR, treadmill, metal storage units

**Mr. Jim Waddle and Ms. Gail Alexander, Chick-fil-A** (Roswell Town Center) – 65 sandwich coupons for client Christmas gifts

## OUR SINCERE SYMPATHY TO . . .

**Mrs. Susan Malone** and her son, EnAble consumer **Hunter Malone**, on the passing of her husband and his father, Mr. John Malone

**Mrs. Judy Borg Turner** and family on the passing of her husband, Mr. Howard C. Turner (brother-in-law of Mrs. Peggy Farris)

## RECENT STAFF ADDITIONS & PROMOTIONS

*The following is a new hire:*

**Catie Beaulieu** – Support Manager (Crabapple/East Hembree)

*The following are recent promotions and transfers:*

**Ammie Brandon** – Employment Manager, South

**Merle "Kelly" Charles** – Job Coach, North

**Wakita Cunningham-Jones** – Employment Manager, North

#### ALL HOMES

- Tickets to sporting events, Stone Mountain Park, Six Flags, Lake Lanier Islands, etc.

#### DAY SERVICES NORTH

- Digital video camera

#### DAY SERVICES SOUTH

- Cars and smaller passenger vans

#### MISCELLANEOUS NEEDS

- Outdoor lounge chairs
- Boom box
- Heavy duty carpet cleaner
- Wheelchair for Candace Jones (Personal Support client)

If you would like to help any of these wishes come true by donating an item or money to purchase one, please contact Nancy Lindgren at 770.664.4347 x 103, or at [nlindgren@enablega.org](mailto:nlindgren@enablega.org).

You may also mail your check, made payable to EnAble of Georgia Foundation, Inc. to: EnAble, 1200 Old Ellis Road, Roswell, GA 30076. Please indicate on your check what the gift is for.

**Thank you!** ♦





## HALLOWEEN HAPPENINGS IN NORTH FULTON

Several EnAble clients dressed in their favorite costumes to attend a festive Halloween party jointly hosted by EnAble and the Roswell Recreation and Parks Department at Grimes Bridge Park's Adult Recreation Center. EnAble and Roswell Recreation and Parks have enjoyed a 15-year partnership in hosting socials and dances for EnAble clients, friends in the community, and for high school students who also act as volunteers for several of the events. EnAble's Support Managers do their part by taking turns working in teams to help plan the events so the individuals we serve have a fabulous time. ♦

EnAble North's Day Services consumers and staff marked Halloween in grand style with costumes and energetic spirits. The best part of the day was when several delicious pizzas, garlic bread, brownies, and cinnamon buns were delivered by CiCi's Pizza. Two of their representatives, Scott Smith, Regional Operations Manager, and Jim Dimitroff, District Operations Manager, were on hand to help EnAble staff serve the consumers. Mr. Smith remarked to our staff and those we serve that he felt happy to serve an organization that makes a difference in people's lives everyday. We're glad so many of those we serve were able to take part in the Halloween festivities. ♦



Abbie Briggs (right) with her friend Dottie



From left: Sara Dial, Director of Residential Services - North, James Moore, and Rena Fitterman



CiCi's Pizza representatives Scott Smith, far left, and Jim Dimitroff, far right, flank EnAble President Richard Colyer and Day Services Support Manager Amy Hines



Support Associate Cameron Carroll



Anthony Hearn and Grant Phillips



From left: Cheryl Aitken, Alden Oakley with her friend Randy, Abbie Briggs, Lisa Espinosa, and Connie Seagraves



Billy Hughes and Paula Amoss



EnAble Senior Director of Support Services Cec Camp and Kyle Ireland



Job Coach Rick Laseter



Support Associate Kellie King

## DAY SERVICES NORTH ORGANIZES

### NFCC FOOD DRIVE

EnAble North and North Fulton Community Charities (NFCC) have long enjoyed a partnership that has yielded lasting friendships and fruitful collaborations between both agencies. When it became known recently that the need for food at NFCC was at an all-time high, EnAble's Day Services North's Community Outreach Group sprung into action. The group consists of clients and staff who donated and collected non-perishable food items for a couple of weeks before presenting the bounty to NFCC on Friday, November 9<sup>th</sup>. NFCC Volunteer Coordinator Karen Rupp was on hand to accept the donations from our EnAble representatives. The clients came away with a great sense of accomplishment for having assisted those in need in a tangible way.



From left: Christine Eckman, Support Associate Marise Decomme, Lisa Espinosa, Eric Morton, Job Coach Kelly Charles, Alden Oakley, and NFCC Volunteer Coordinator Karen Rupp

Thank you, Day Services North Community Outreach Group, for helping those who help others at NFCC! ♦

## ENABLE CAN DO THIS

### WITH YOUR HELP!

By Nancy Lindgren,  
Director of Public Relations

The Community Service Committee of the Greater North Fulton Chamber of Commerce has agreed to assist with the renovation of EnAble's Day Services North facility for 2008! In appreciation for this huge commitment, all staff members, EnAble clients and their families, friends, and supporters are asked to donate canned food items to meet EnAble's commitment of **ONE TON** of food that will be collected from January through May 2008 to benefit North Fulton Community Charities (NFCC). The food drive is a second project supported by the Community Service Committee and will replenish historically low summer food supplies at NFCC.



One ton equals **2000 pounds** of canned items! It sounds like a lot, but it's definitely possible to accomplish. It's also a meaningful way for everyone at EnAble to thank the members of the Community Service Committee for undertaking the "EnAble Me!" project, which is chaired by Mr. Gary Kelly of BB&T. Marshall Port and John David, EnAble clients who volunteer at NFCC, are the honorary Co-Chairs of EnAble's **CAN Do** food collection.

Please jump on this bandwagon early and stay with us through May 2008! Every time you grocery shop, please add one (or more) of any 16 oz. canned food item to your cart. When you have a grocery bag full, please bring it to the EnAble's North Fulton office in Roswell (rear entrance) Monday - Friday between 9:00-5:00. These items will be accepted now through the end of May. A receipt for your 100% tax deductible donation will be provided upon your request! ♦



## THE METROGNOMES PERFORM FOR ENABLE CONSUMERS

On Sunday afternoon, December 2<sup>nd</sup>, the MetroGnomes gave an exciting, free holiday concert for more than 100 EnAble North and South clients, their families and friends, and staff at our Day Services facility in Roswell. The MetroGnomes are a premier, Atlanta-area stage band led by director Alex Thompson. Dottie Buchan, an EnAble Residential Support Associate, plays trumpet in the 11-piece band. It was at Dottie's request that the MetroGnomes agreed to do the concert. Nancy Lindgren, EnAble's Director of Public Relations, made all the arrangements that culminated into a very special event the

clients truly enjoyed. Megan Kirby, EnAble South's Day Services Support Manager, demonstrated the energetic Lindy Hop with Dancing 4 Fun instructor Matt Johnson while the MetroGnomes performed a swing number. The holiday tunes were tinged with a lively big band flavor, and many of the consumers danced and moved joyfully to the music. During a break in the performance, light refreshments were served as the band met several of the clients who made them feel welcome and appreciated. Thank you, MetroGnomes, for sharing your time and talents with us at EnAble by spreading joy to those we serve! ♦



EnAble Board member Art Eckman with his daughter Christine



Dottie Buchan, third from right, with the MetroGnomes horn section



Amy Purcell



EnAble Senior Director of Support Services Cec Camp and Nancy Lindgren



EnAble Board member Ira Cavallo with his daughter Carolee



The MetroGnomes preparing to kick off their performance



EnAble founder and Board member Ginny Riley with her husband Jack and their son Bruce



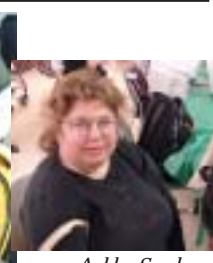
Megan Kirby and Matt Johnson do the Lindy Hop

## DAY SERVICES NORTH'S HOLIDAY PARTY

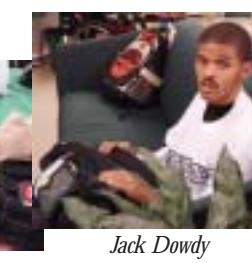
The Friday before Christmas was filled with fervent holiday activity at EnAble North's Day Services facility. What began as a lunch of smoked turkey, fried chicken, baked beans, and potato salad catered by KC Pitt BBQ of Sandy Springs, culminated into a festive, memorable holiday celebration. When the consumers finished their feast, it was time to unveil their gifts. Each person served in North and South Day Services received a nice gift of a backpack filled with items such as pajamas and bedroom slippers, as well as Chick-fil-A and Brunswick Zone coupons. We sincerely thank our Board members, supporters, and staff who donated their funds, time, talents, and efforts to ensure that each person served in our Day Services program received a wonderful gift this holiday season. ♦



Rodney Gary



Ashley Sanders



Jack Dowdy



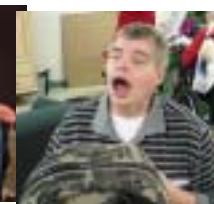
Eric Morton



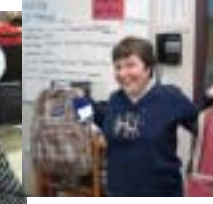
Cheryl Aitken



Support Service Leader Lynita Henderson and Matt McWhorter



Michael Eubanks



Staff Nurse Marcia Helton



Catherine Slaughter