



The ALL-STAR

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Jefferson County Board of Developmental Disabilities

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BDD

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NDEAM Month Being Commemorated *Four Spotlighted for Efforts in the Workplace*

The importance of inclusion is never more important than in the workplace, and that practice is the focus of National Disability Employment Awareness Month (NDEAM) for October.

According to the U.S. Department of Labor, NDEAM commemorates the contributions of people with disabilities who do their part each day to build and sustain the economy. This year's theme is "America's Recovery: Powered by Inclusion," which reflects the importance of ensuring that people with disabilities have full access to employment and community involvement during the national recovery from the COVID-19 pandemic.

The Jefferson County Board of Developmental Disabilities has been helping individuals gain independence by matching them with jobs in the community. All of them work with the Community Employment Services arm of JCBDD and have been thriving. CES Specialists Renee Pastre-Hanlin and Angela Goodrich spotlighted four individuals whom they say are flourishing on their jobs. Jon'tera Dudley and Sandra Baksa are cafeteria assistants at the School of Bright Promise while Quintin Costantini and John Livingston are courtesy clerks at area Kroger stores.

Dudley, of Wintersville, has been employed for the nearly 15 years and works part-time in the cafeteria and she's enjoyed every moment.

"It's been pretty good. It's different and I enjoy organizing," she said. "I like working with Angie and Renee."

Baksa, of East Springfield, has been involved for the past five years. She works four days a week in the cafeteria and part-time as a janitorial assistant during the summer.

"I like it," she said. "It's a good job."

Dudley and Baksa prepare breakfast and lunch, clean the kitchen and



Pictured, clockwise from top: Jon'tera Dudley and Sandra Baksa prepare meals for students and staff at the School of Bright Promise while Quintin Costantini gathers carts and John Livingston bags groceries at the Steubenville and Wintersville Kroger stores, respectively. They are all being spotlighted as part of National Disability Employment Awareness Month for October.

perform other duties from laundry and dishes to sanitization, and Pastre-Hanlin and Goodrich say they work extremely well on the job.

"I don't know what we'd do without these two ladies," said Goodrich, adding they take on a lot of tasks. "They are fantastic."

"They had to learn a lot about sanitization with COVID and learned the processes," Pastre-Hanlin added. "These two are amazing and make our job easy. They have the knowledge and ability to do it."

Costantini, who resides in Steubenville, underwent an assessment and job development through CES before joining the Kroger store

in Hollywood Plaza while Livingston, a Wintersville resident, took part in job development to gain his position at the Wintersville location.

Costantini has been employed for the past three months and works part-time bagging groceries, collecting carts in the parking lot, returning unwanted items and doing everything else that is required.

"Whatever they need me to do, I do it," he said. "It's good. The people greet me and I greet them. I like having conversations."

He also tries to live up to the standards of his grandmother, Joyce Jones, who worked at the store for

(Continued as NDEAM)

more than 30 years. Pastre-Hanlin said Costantini is looking to gain further independence by undergoing permit tutoring to obtain his driver's license.

"It's good to have your own [car] when you work for it," Costantini added.

Livingston has been at his part-time job for six months after spending three years at Harbor Freight in Steubenville. He has worked with CES since 2017 and said he opted to seek something closer to home. Livingston works hard to fulfill every aspect of his courtesy clerk's position and it has enabled him to purchase his own vehicle.

"When it is necessary, I do the restrooms and bring the shopping carts back and help carry out groceries for customers who need help," he said.

Livingston added that Pastre-Hanlin and Goodrich helped him attain his goals, saying, "These two have been like family."

"I always say you need to reach for the stars because the sky's the limit," Pastre-Hanlin quipped.

Meanwhile, both men have also earned praise from their colleagues and supervisors.

Costantini's peers said he is always willing to help and performs his duties very

well.

"He's so fantastic," said assistant site leader Kathy Zapotoczny. "He's so positive and always does what we ask him to do."

Front End Department Leader Karlene Duvall concurred, saying all of the supervisors feel the same way.

"He's awesome," noted store recruiter Barbara Grant.

Ditto for Livingston's co-workers.

"I think he's awesome," said Annette Kerr, front end scan coordinator. "He's very dependable and everybody really likes him."

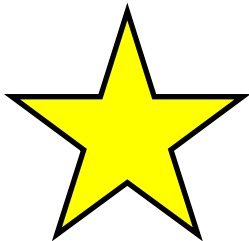
This year marks the 76th anniversary of NDEAM, which was created to educate about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities. Its roots trace back to 1945 when Congress initially enacted a law declaring the first week of October as "National Employ the Physically Handicapped Week," but over time the title changed and the term "physically" was dropped in 1962 to acknowledge all forms of disabilities. The event expanded to a monthlong observance in 1988 and ultimately became known as National Disability Employment Awareness Month.



Fall Bash Fun

Residents at Shaffer Plaza enjoyed their first-ever Fall Bash on Oct. 21. Clients and students at the School of Bright Promise had a chance to partake in food, games and visiting with animal friends from Zoo-2-Go of Cortland, Ohio. Pictured is Shaffer resident Cheryl Kaczmarek enjoying some snuggle time with a rabbit at the petting zoo.

Getting to Know You...



Anne Potvin

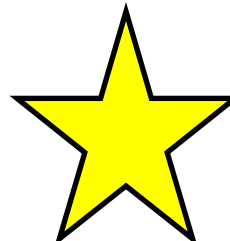


Anne Potvin has been caring for residents at Shaffer Plaza Apartments for the past seven years and is continuing her work under a new role.

Potvin, of Wintersville, was named afternoon shift supervisor at the facility and is responsible for overseeing the three buildings and assisting staff with fulfilling clients' needs. The Steubenville Catholic Central High School grad said it has always been her nature to help and she enjoys working with the residents.

"I wanted to get to know people with developmental disabilities and I love it here. Every day is a learning experience."

Her ability to help others led her to work in food service, assisted living and then as a direct service provider, or DSP, through the Jefferson County Board of Developmental Disabilities. Meanwhile, she also cares for her aunt, Mary Kay Mortimer, outside of work.



Quintin Costantini



Quintin Costantini is following in his grandmother's footsteps when it comes to serving others at the Kroger Food Store in Hollywood Plaza.

Joyce Jones had been employed there for more than 30 years and wanted her grandson to join the staff, as well. After completing an assessment and job development with the Jefferson County Board of Developmental Disabilities' Community Employment Services, he was hired at the store this summer and has been hard at work earning his keep. His efforts and professionalism have not gone unnoticed and he has gained respect from co-workers and supervisors alike. Costantini, a Steubenville resident, added that he also likes his job and it gives him more independence.

He is also grateful for his grandmother's guidance.

"She always looks out for me," he said.

Meanwhile, he cites music, sports and clothes as his favorites and is a fan of the Pittsburgh Steelers and Atlanta Falcons.