

HarcToday

Transitions for the Future

Preparing Parent & Child for the Empty Nest

by Joan Gurski

Sometimes it takes a tragedy to spur action or needed dialogue on a significant issue. The tragedy that occurred last February involving the murder-suicide of the Brown family of Enfield has made us all realize that the issues affecting parents of children with intellectual disability need to be the topic of ongoing discussion, support and planning. This is particularly important as parents get older and have to make decisions about who will care for their child when they die or become unable to continue providing a nurturing environment.

Reflecting upon Richard Brown's fears about the future well-being of his family as they aged, Stephen Becker, HARC's President / CEO, stated that "Virtually all parents remain concerned about their children throughout the lifespan, but the concern is

heightened in the case of a child with a developmental disability. In particular, our parents worry about what will happen to their children after they pass away or are unable to provide supervision. Parents wonder who will love, care for, protect and look out for the quality of life of their children."

Becker continues, "Throughout all stages of development parents pay close attention to their child's competency to be assured of their health, safety and overall well-being. It is difficult for all parents to relinquish themselves from their supervisory role, but the separation anxiety associated with 'letting go' is exacerbated when the child has a developmental disability."

While many young and older adults with cognitive disabilities share the same desire for increasing independence as their typically developing peers, the challenges their

families face are complex and often troublesome.

In the case of typical development, the child's emerging competency serves to reduce the anxiety that something will go wrong. Another phenomenon also occurs that facilitates emancipation and independence. The child begins to insist that oversight is no longer necessary or appropriate. For example, a curfew may work for a 16 or 17-year old child, but somewhere between 17 and 25 a curfew is no longer appropriate. Even if the parent continues to experience anxiety about these areas of separation, they learn to tolerate the anxiety and move on with their lives.

In the case of children with developmental disabilities, parents have difficulty being assured of their child's competency. In addition, the child often lacks the empowerment to

insist that they are competent enough to be independent in a particular area of life. They are usually unable to defy the parents' natural instinct to exert protective supervision and control.

There are realities about the support that people with intellectual disability require throughout their lifetime to ensure their well-being. While no one can replace the loving role of a parent, there are excellent systems in place that demonstrate, time and again, that people are well taken care of. Sometimes family members are surprised to discover how loveable their child is to other people.

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"In particular, our parents worry about what will happen to their children after they pass away or are unable to provide supervision."

Stephen Becker

Random & Unharvested, The Second Generation

Dear Friends,

With a lot of help from our caring community, HARC continues to make progress in our mission to provide life-span supportive services for people with intellectual disability and their families. Here are some highlights of recent activities:

HARC's Board of Directors voted to change its corporate name to its acronym, HARC, Inc. We will use various descriptor phrases that fit the particular situation, such as, *Serving people with intellectual and related challenges*. Our tagline will continue to be *Changing lives, changing minds*. For a full discussion of the issues surrounding the decision to change our corporate name, please see the Spring / Summer 2007 edition of *HarcToday* entitled **What's in a Name?**

The family services department has undergone some changes. Dory Michael, MSW, was named the Director of Family Supports. The services provided will include casework and advocacy services, respite, community training home coordination, and recreation. HARC's respite program has been growing by leaps and bounds. Thanks to the tremendous success of our Walkathon, thousands of respite hours are provided on an individual and group basis.

The net proceeds of HARC's auction was approximately \$160,000. A tremendous amount of work went into accumulating gifts, ads, sponsorships, in-kind donations, and ticket sales. We are deeply grateful to our auction chairman, Rick O'Connor, VP Marketing, Aetna Individual Markets.

We welcome Saint Francis Hospital and Medical Center to the HARC family. A new supported employment team began in the food services division. We are deeply appreciative to Sister Judy Carey and to Chris Dadlez, President/CEO for opening the doors to us.

As you know, our direct service employees have decided to have the New England Health Care Employees Union, District 1199, SEIU represent them. While the union organizing process was a difficult and sometimes painful process for all concerned, we believe we have an excellent contract and we look forward to working together to achieve our important mission.

HARC's management team has undergone a reorganization of responsibilities. Stanley Ingersoll was named Chief Operating Officer. Holly Brooks was named Vice President / Administration and will be overseeing the human resources functions. We believe this new alignment of responsibilities will help HARC provide additional services to our clients and families, while assuring the prudent management of our administrative systems.

Robert Bowsza, Chief Financial Officer for over 26 years, was among the nominations for the Hartford Business Journal 2007 CFO of the Year.

HARC is tremendously fortunate to have Seth Fierston as our new Board Chairman. Seth brings tremendous wisdom, talent, administrative acumen, and compassion to our organization. Please join me in expressing appreciation and congratulating Seth for assuming this important position.

Please remember us with your help and support. Together we can really make life better for our people.

Kindest regards,



Stephen Becker, EdD
President / CEO

*The time is now and the necessity obvious,
for all to unite for the greater good.*
(Louis Becker, *Random and Unharvested*, 1962)

HarcToday

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Changing lives, changing minds

**Serving People with
Intellectual and Related
Challenges**

HARC helps people with intellectual disability and their families enjoy lives of quality, inclusion and dignity by providing support, education and advocacy.



United Way
of the Capital Area

Spotlight

HARC's Nineteenth Annual Auction, Treasure Hunt

HARC hosted the 19th Annual Auction, *Treasure Hunt*, on Saturday, November 3, 2007, at the Hartford Downtown Marriott. Activities included a silent auction, open bar and hors d'oeuvres, dinner, dancing and a live auction with WTIC-AM's Ray Dunaway as Auctioneer. Proceeds for the event netted approximately \$160,000.

Dr. Stephen Becker, President/CEO of HARC relates, "We are extremely pleased with the support we received from our corporate sponsors, table sponsors, in-kind donors, and attendees. Our Platinum and two Diamond sponsors, **Aetna, NBC 30 Partners in a Caring Community** and **Travelers in a Caring Community** and **Travelers** deserve special thanks for their generous support, as does **Fox 61 Family Fund**, a fund of the McCormick Tribune Foundation."

Richard Graziano, General Manager of **Fox 61 WTIC-TV** and Elsa Veisor, Community Affairs Manager for Fox 61 WTIC-TV presented a \$35,000 check from Fox 61 Family Fund, a fund of the McCormick Tribune Foundation, to HARC at the event. The grant will help fund HARC's Family Support & Services Programs.

According to Auction Chairman, Richard C. O'Connor, Vice President, Marketing, Aetna Individual Markets, "Our attendees, numbering over 300, certainly did their part with active and spirited bidding! We were also very pleased to have had wonderful media coverage for the event from **WTIC 1080, NewsTalk** with Ray Dunaway and Diane Smith, and after the event in the **Java Column** of the **Hartford Courant**, and **Fox 61 News at 10**. And I was very pleased to have seventeen volunteers from Aetna help out with the evening for the second year in a row. This really denotes a multi-dimensional level of commitment from Aetna that makes me quite proud."



Other area corporations, businesses and individuals sponsoring HARC's Nineteenth Annual Auction were: **Day, Pitney LLC and its partners and employees; Hilb, Rogal & Hobbs; Adminserver, Inc. of Pennsylvania; Bank of America; George Weiss Associates, Inc.; Kainen, Escalera & McHale, PC; Robinson & Cole, LLP; Webster Financial Advisors; Allstate Insurance Company / Allstate Record Center; Anquillare, Ruocco, Traester and Company; CT Lighting Centers; Pamela & John D'Amico; Haggett Longobardi, a division of JH Cohn, LLP; Guy Carpenter and Company; and UNICCO Service Company.**

Table-sponsors were **bkm Total Office, Budlong & Barrett, Chubb Specialty Insurance, Hartford Steam Boiler, Konover Construction Company, and Jennifer Meligonis DeJohn.**

In-kind donors and underwriters for the event included **Brescia's Printing Services, Inc.; Grey Direct G2 & Digital, a division of Grey Worldwide; Hartford Business Journal; John Michael Associates, Inc. (JMA); McCarter & English, LLP; Pita Communications, LLC; Rider Productions and WTIC NewsTalk 1080 / Ray Dunaway.**

Photos (clockwise starting at lower left): Elsa Veisor & Richard Graziano of Fox 61 with Dr. Stephen Becker & Seth Fierston of HARC; Mary Ellen Fillo of the Java Column in the Hartford Courant with Jim & Kathy Heffernan; Dr. Stephen Becker with Representative Tom Kehoe of Glastonbury and his wife Peggy; Rick O'Connor, Sharon Flannery & Seth Fierston; Ray Dunaway of WTIC 1080 & Rick O'Connor; Auction Greeters, Jaime & Josh with HARC staff Dory Michael and Leslie Lambert.

Mark Your Calendar

**Harc
Walkathon
2008**

**Sunday, May 18
Iron Horse Blvd., Simsbury
9 am Registration, 10 am Walk begins
Start getting your teams together and
plan to join us for the best "feel good"
day around!**

Visit HARC's website at www.harc-ct.org to learn more about the events and start your Walkathon team page!

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At the 70th birthday party of one of HARC's residents, a sister commented that she had no idea her brother had such a huge following, when she saw the 100 friends who attended. She said jokingly and lovingly that she always thought of him as just her "pain in the tuchas" brother.

the grieving process."

For parents, planning ahead for their child's life without them is an important thing to do. "You can't anticipate when you're not going to be able to care for your child anymore," says Dr. Starr. "It's tragic when a parent dies and the transition hasn't been made."

Encouraging Leaving the Nest

When a child moves to an out-of-home setting, whether a group home or to

supported living (now called independent living), it has a profound impact on the parents' lives. "In some ways it is a loss, because a lot of your life has been focused on meeting the needs of your child," Dr. Starr continues. "It's an adjustment, a wonderfully horrible thing. If the child is capable of independent living, it's nice for the parents to be able to experience empty nest syndrome at some point."

Dr. Starr also acknowledges the difficulty of such a decision. "Your child continues to be a dependent child, well past the age, chronologically, where you would expect them to become more independent. It's scary to trust other people to take good care of them, to protect them from harm. Often the child is ready to take the next step toward independence, but the parent is not."

Let's take a look at the situations of three HARC families who have or are considering moving their adult children into settings other than the family home. Their names have been changed for confidentiality purposes.

Ben's Story

Ben is an engaging young man who has lived for just over a year with his roommate in an apartment. Though adopted as an infant, Ben's adoptive family was unable to handle his autism related behaviors along with his mild intellectual disability and he was referred to the Department of Children & Families.

Ben later joined a new family and now considers Marcie his Mom. Marcie, a social worker with experience in working with children with disabilities, and her husband became specially

licensed foster parents for Ben when he was seven. In talking about the decision to move Ben into a more independent setting, "He is my kid," Marcie explains. "We'll always be there for him." Marcie believes that the generation of parents who are age 40-50 and raising children and young adults with developmental disabilities has an easier time than their predecessors. "For people my parents' age, who had children with intellectual disability there were very few community supports to help them."

As Ben grew through his teenage years, Marcie began exploring what would be available to him as an adult to enable him to have a greater degree of independence, with the goal of his being able to live more on his own. Ben graduated from school and began receiving employment supports through HARC while still living at home. After more than a year of working full time for The GAP, where he was well liked and successful, Ben wanted a different challenge. Marcie recalls, "We met with HARC and put choices before him." Now, Ben is happily working at a car wash. "I clean the inside of the building and vacuum and detail cars," he explains. "Pretty soon they'll have me buffing. I love getting tips from customers!"

Ben knew his roommate, Justin, through HARC's recreational program. It was a rocky beginning, Marcie admits, but with the help of staff, who they consider both friends and family, both young men enjoy their independence and their relationship as roommates. Marcie feels very pleased to have been able to guide Ben to this situation of independence with HARC's help.

Jessica's Story

Jessica is about 35, has mild intellectual disability and some Autism related behaviors, and has lived with her parents her entire life. Her education began in public school, but she soon felt the stigma of "being special ed" and endured emotional problems as a result of teasing by other children. Her mother, Sharon, says, "It was the teachers who helped me find a program that was better for her." After graduating from the Gengras Center at age 22, Jessica began receiving vocational and recreational services from HARC.

"You have to look out for your child. You are their advocate," Sharon believes. "As a parent, it's your job to make their life the best possible life they can achieve." Upon beginning with HARC, Sharon did have concerns, "You have to put your trust in people whom you don't know very well . . . but they've given me a peace of mind I don't think I could have achieved on my own."

Sharon wants Jessica to live more independently, but her husband does not see the need to address that issue any time soon, despite Jessica being in her 30's. Jessica has a good clerical job at a HARC sponsored supported employment site at Lincoln Financial, and is comfortable and secure in her parents' home. "He doesn't see her being on her own as a need," Sharon says of her husband. "But we aren't doing Jessica justice, because if something should happen to one or both of us, she's going to have to make an adjustment very quickly, which she may not be capable of. If I can get her situated and comfortable in an independent living arrangement, and something happens, there won't be so many loose ends." Sharon emphasizes that she does not want her daughter to move from their home, but feels that plans need to be in place sooner rather than later.

Parents often disagree as to the best path for their child. Dr. Becker encourages families to get in touch with HARC to learn about options and get support through the transition. "I can't tell you how many times I've heard a parent say, 'I'm afraid my child will feel that I'm forcing him out.' Through counseling we can help families re-examine their ideas about transitions. We want to help parents see the child's move out of the home as a celebration of their child's next step in life."

Justin's Story

Justin, age 26, is a delightful young man who was born with Williams Syndrome, a rare genetic condition frequently associated with intellectual disability and cardiac problems. "Justin is very musical, very outgoing, and independent in many areas," according to his mother. "However, there are many areas of life that are significantly affected by his disability. Because he can do so much, it's sometimes hard to remember how disabled

he is," she says.

Justin's mother shares the same fears as other parents about letting go and allowing her child to try, whether failure or success is the outcome. "There are a lot of people in the generation before mine who were terrified at the idea of allowing someone else to care for their child," she says, "but without that, the child misses the opportunity to be independent."

Justin became involved with HARC about two years ago. His parents had tried other programs and eventually sought the services of HARC. His mother says, "All I wanted for him was to have a life, and he has that now."

She had to come to terms with her own relationship with her son. "It was difficult to learn that I could live without Justin and that he could live without me," she recalls. "We both have lives. They're very connected, but they're separate. There are other people in this world who watch out for him, who take care of him, who love him." She likens the relationship of a child who has moved out of his family's home to a bungee cord, rather than a break in the family ties. "The connection continues, it pulls back and forth as needed, but it's never a separation, never a complete break," she says.

Justin happily shows guests around the apartment he shares with Ben. "I love my life. I'm finally able to live on my own!" he says. When asked about the staff that supports him, he is enthusiastic. "I love them. I don't know how to thank them for what they've done for me."

Justin's mother continues to worry, but believes Justin deserves a life without her constant supervision. "I do worry about his judgment, or that he could be taken advantage of." But ultimately, she feels the benefits of his independent life are worth the calculated risk.

Moving Forward - What's Next?

The stories of these three families are different, but share several similarities. Parents fear for their children's future and have different ways of coping with those fears, as well as how and when to handle the transition from home to community living. "I know the longer I wait, the harder it will be," says Sharon about her daughter. "It's a constant struggle to do what

is right at the right time." Asking for support, she feels, is a sign of strength, not weakness, a feeling shared by Justin's and Ben's moms. Dr. Becker encourages families to join HARC. "We can help them keep track of what is happening throughout their life cycle and help to plan and prepare for the next step," he says.

It is hoped that the experiences expressed by the families of Ben, Jessica, and Justin illustrate how transitions can be facilitated through family support programs such as the ones offered by HARC. While transitions can be difficult, and sometimes uncomfortable, they usually advance people to wonderful new horizons.

Joan Gurski is a freelance writer in West Hartford. She feels privileged to have worked with families of individuals with intellectual disability as past Director of Foundations and Public Affairs for Easter Seals Connecticut and Assistant to the Independent Ombudsman for Developmental Services (formerly Mental Retardation). We thank Joan for writing this article.

*HarcToday published an article in 1996: **Thinking the Unthinkable - What Will Happen to My Child When I Am Gone?** It remains a useful, educational tool for parents facing these issues. The article can be found on HARC's website:*

www.harc-ct.org

Other resources used by the families interviewed for this article:

The Gengras Center:
<http://ww2.sjc.edu/gengras/>

Jewish Association for Community Living (JCL):
(860) 522-5225

Birth to Three System:
www.birth23.org



2007 Disney Trip is a Total Blast

The consensus is unanimous. Participants and staff all agree that the 2007 Disney World trip was a complete blow-out blast! Organized and lead by HARC staff members, Jennifer Galvan, Michael Jones, and Dory Michael, the 5-day trip to Disney World in Orlando, Florida could not have been a better time for the ten HARC participants who went on the trip.

For weeks ahead of time, Jennifer Galvan could be seen making special HARC t-shirts for the group - and not just one set, but two! ("Well, we *need* a couple different shirts . . . there's a special Halloween party, and we need one for everyday - so no one gets lost!") She also made special identification tags for the group.

The trip was a wonderful study in advanced planning. Meetings were held to advise everyone on what the temperature would be and the type of clothing to bring, number of pieces of luggage, snacks and extras to bring, what the activities would be, when to meet at the airport, and what to bring in the carry-on bags!

When asked what the best part was, Saarin unreservedly said, "I saw Darth Vader!" As you can see from the photo above, the hug from Donald Duck wasn't too bad either. For Scotty, it was getting a wake-up call

Photos (clockwise from top left): Saarin, Donald and Deryl; the entire gang with Goofy; Mickey and Jen; Sean and Mickey

from Goofy on his birthday.

According to Lee Lapuk, her son Keith "... had a wonderful time - an absolute ball! He'd love to go again - Anytime!"

Thanks so much to Jennifer, Michael and Dory for such a fantastic experience and a lot of wonderful memories.

HARC's Girl Scout Troop #27 is Honored with Visit from Jennifer Smith Turner, New CEO, GS of CT

Jennifer Smith Turner, new CEO of Girl Scouts of Connecticut honored HARC's Unified Troop #27 with a visit on Saturday, December 1, 2007.

During her visit, Ms. Smith Turner verified that HARC's unified troop was unique in the state and discussed ways our two organizations could work together to expand services for the unified troop and its girls.

Troop leader, Barbara Andrew mentioned that the troop was also unique in that it incorporates three scout levels within one troop.

Philanthropy Starts Early Logan's Lemonade Stand

Even though the gang around the lunch table knew of Logan Galvan's fundraising efforts on behalf of HARC quite awhile ago, we wanted to make our readers aware of his generous and touching support of HARC and its participants.

Logan, who is the young son of HARC staff member, Jennifer Galvan, decided to have a lemonade stand, and with the help of his mom set up a terrific one. What's unusual is that he then decided that the proceeds would go to HARC.

According to Jennifer, "It was completely his idea!"

We thank Logan and his younger brother, Tyler, for their generosity, and want Logan to know that in accordance with his wishes, his donation was directed to the Charless Whitham Recreation and Respite Fund within HARC's Endowment Fund.



Jennifer Smith Turner with HARC Girl Scouts, Najha, Tatyana and Miracle

HARC Heroes Help the Greater Hartford Community

HARC's 2007 United Way Committee is proud to announce that more than \$17,000 was pledged and donated to the United Way for its annual Community Campaign!

As one of the United Way of the Capital Area's partner agencies (a non-profit organization that receives funding through the community campaign) HARC sees firsthand the importance and impact of community support, and tries to do its share by giving back and supporting other community partners.

This year's committee, comprised of representatives from several HARC departments, chose to use a superhero theme for its campaign. Committee members Janilah Breazeale, Meiko Chandler, Shanda Dickens, Laurie Donovan O'Brien, Stefanie Foster, Fred Jackson, Rebecca Jemison, Babs Liverant, Richard McLaughlin, and Jenna Rompelman (Chair) enlisted the help of friends and coworkers to "**Join [them] in [their] mission. Be Someone's Hero. Better [the] Community. Give to the United Way.**"

HARC staff responded to the call of action by pledging donations to the campaign and by sponsoring and participating in a number of internal fundraising opportunities. The committee extends its sincere thanks to everyone who supported the campaign, and special thanks to everyone who helped put the "fun" in fundraising! This year's fundraising events included: a Belgian waffle sale hosted by LEP; a "BIG Spanish Luncheon" hosted by the employment centers; a fried dough / homemade lemonade sale and a tag sale, both sponsored by the modules; a basket raffle; a "Tasty Treats" baked goods raffle; Karaoke Night at Famous Dave's in New Britain; and a potluck luncheon.



The Employment Center staff prepared and delivered more than 150 lunches to benefit the United Way.

HARC tremendously appreciates the donations made in honor and memory of these individuals from April 2007 through November 2007

Honorariums

Eileen Able's Birthday
The Birthday of Anthony Annecillo
Diana Appleton's Birthday
Saarin Appleton
Mallory Barnard's 10th Birthday
Tommy Barnard's Birthday
Jay Butler
Billy Ciotto's Tenure in the State Senate
Kayla Deitz's Birthday
William Fierston's Bar Mitzvah
The Birthday of Matthew Gannatti
Aaron Gerstein
Alex Habesch
Jamie Hadden
Jamie Hadden's Birthday
Liza Hadden's Graduation from Lewis & Clark
Sara Hadden
Jim Heffernan
Jim Heffernan's 4 Years of Excellent Leadership
Michael Jones' Birthday
The Marriage of Emily Kwolek & David Millett Maker
Matthew Kwolek's Birthday
Terry Labbe's Birthday
Dory Michael's Birthday
Dory Michael Receiving the Extra Mile Award
Rick O'Connor
Shari Peltier's Birthday
Daria K. Perrone
Joyce Peters
Henry Vanderbeck
Sal Zaffino's Retirement from Guy Carpenter, LLC

Memorials

Mr. Ripley Phillip Allen
Anthony Annecillo
Barbara Barillaro
Al Belinkie

Richard 'Fritz' Bourie
Rita Bout
Dick, Martha, Kenneth & Janice Brown
Kenneth & Janice Brown
Kenny Brown
Virginia Burt
Dr. Harold M. Butler
Marian Clifford
Nesta Corso
Walter Dubicki
Ron DuPont
Sylvia Edelstein
Louise Gilberto
Sylvia Goldenberg
Mattie Gouch
Esther Guarniere
Sammy Hadden
Brian James Heffernan
Debbie Hollister
Charles Jones, Jr.
Samuel Kaprove
Sophia Kasmer
Phyllis Kirsche
Estelle Kleinman
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Charles Pratt
Jason Redd
Howard K. Schwartz
Lina Stone
George Wallen
Charless Whitham

We want to thank Steve Brimmer Photography of West Simsbury for all the fabulous photography he has provided each year at our Walkathon events!

If you'd like more information about this committee, call VP Resident Supports, Greg Grant at 218-6051

Client/Provider Communication Link Holds Fourth Wine & Cheese Party

The Client/Provider Communication Link Committee held its fourth wine & cheese party for residential families, on November 27, 2007 from 5:30 - 7:30 pm. The group was formed by Gail & Bruce Heald to enhance communications between parents / guardians and HARC.

Dr. Stephen Becker spoke on HARC's services, reiterated the need for family participation with HARC, and gave a tour of the Bulova Center.



Fall / Winter 2007- 08

HarcToday

Changing lives, changing minds

8

Hearing from Our Participants & Families

We know HARC makes a huge difference in the lives of its participants and families, but there's nothing like hearing individual stories to understand all the ways we're making a difference! Here are excerpts from two notes received.



To Harc attention DR. Stephen Beaker
I am enclosed a check for the Hartford Associated for retired Citens
that is also my contribution to haRC every few Monthes Because i
always have My Family #1 in my life and HARC in as Number 2.

I have been at Otis elevator for about 7 Monthes and i enjoy the
parsitpents and of course Jack GARSEAU the Job Coach he is a
wonderful person...he knows how to get the job done right and on
time and always has everyone take care of the job they are respon-
able for.

What a Difference a Job makes and that is what i needed...my
parents have found it very rewarding to see me go off to work each
day with a smile on My Face.

DAVID MITCHILL BEAVER
GREATER HARTFoRD ASCOATED FOR RETRARTED CITIZENS
PARTISAPENT

Hi Joyce,

I just wanted to explain to you how much Hark and a staff has helped me and my family. You don't how much it helps to have someone come to my house and come and take me out for the day to do so many fun activities but at the same time have a watchful eye over me just to ensure that I stay on track. The reason why it helps so much is because during respite gives my parents downtime to either do work, house cleaning or just so they can have some husband and wife time to themselves without having to worry about keeping me occupied what I'm going to have for the next meal or any other number of things. I wanted to thank a few certain people for doing everything possible they could do. At the top of my list is Dory Michaels because she really takes the time to get to know the clients so she help them. Second on my list Tom Berry or as I Like to call him Ranger Tom for going on a lot of trips that I've been on and making sure every thing runs smoothly. And by the way he is one of the best guys to joke around with and make you laugh. Third on my list is Mike Joans or as I like to call the moose the king of all the Forest Animals if you don't understand that Joyce its okay because its inside joke between me and some of the kids and Mike man where do I start well first of all Moose just like Ranger Tom has a excellent sense of humor but that not all because from second I met mike I felt very comfortable around him and right then and their I knew I made a really good friend If I am troubled with one of the clients bugging me he always tries help resolve the dispute with out anyone's feelings getting hurt and if I need help with something he one of first people to assist me with anything with ranger tom right behind him. Katherine for helping me fill out the application to the human society to really help get things under way. Just to name a few so I relay want to let all the staff at work know ho much their time and effort is appreciated.

By the way my parents also want to thank you guys also and send their
gratitude
Sincerely
WARREN LUEDERS